Minutes of the annual meeting of the Board of Regents of the University of Wisconsin System: June 5, 1981. 1981

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MINUTES OF THE ANNUAL MEETING

of the

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

Madison, Wisconsin

Held in the Clarke Smith Room, 1820 Van Hise Hall
Friday, June 5, 1981
9:00 a.m.

President Erdman Presiding

PRESENT: Regents Beckwith, Erdman, Finlayson, Fox, Gerrard, Grover, Heckrodt, Hendrickson, Knowles, Lawton, O'Harrow, Schilling and Veneman

ABSENT: Regents Fitzgerald, Majerus and Thompson

Upon motion by Regent Knowles, seconded by Regent Hendrickson, it was VOTED that the minutes of the regular meeting of the Board of Regents of the University of Wisconsin System, held on May 8, 1981, be approved as mailed to the members of the Board.

✓Erdman, Regent Joyce - re-elected Pres. of Bd. of Regents, p.1

REPORT OF THE PRESIDENT OF THE BOARD

Vice President Lawton assumed the Chair to accept nominations for the position of President of the Board.

Regent Erdman was nominated for the position of President of the Board by Regent Beckwith, and the nomination was seconded by Regents O'Harrow and Finlayson.

It was moved by Regent Beckwith, seconded by Regent Veneman, and unanimously carried, that nominations be closed and that the secretary be directed to cast a unanimous ballot for the re-election of Regent Erdman as President of the Board.

President Erdman resumed the Chair.

✓Lawton, Regent Ben - re-elected Vice Pres. of BOR, p.1.

Remarking that he had been pleased by the lack of political partisanship evidenced on the Board, Regent Knowles nominated Regent Lawton for the office of Vice President of the Board and encouraged support for his re-election. The nomination was seconded by Regents Hendrickson and Finlayson.

Regent Finlayson moved that nominations be closed and that the secretary cast a unanimous ballot for the re-election of Regent Lawton. The motion, seconded by Regents Fox and O'Harrow, carried unanimously.

✓ Secretary - JAT elected Secretary; Robert W. Winter elected Asst Secy; p. 2.

Regent Fox nominated Judith Temby for the position of Secretary of the Board. The nomination was seconded by Regent Veneman and voted unanimously.

✓ Trust Officer - Reuben Lorenz elected trust officer; Charles Stathas elected. Asst trust officer, p. 2

Regent Fox nominated Reuben Lorenz for the position of Trust Officer, Robert Winter for the position of Assistant Secretary and Charles Stathas for the position of Assistant Trust Officer. The nominations, seconded by Regent Finlayson, were voted unanimously.

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President Erdman announced that, since it did not appear that the state biennial budget would be approved in the near future, it might be necessary to call a special meeting of the Board in the latter part of July, possibly on Friday, July 31.

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Regent Beckwith, Chairman of the Council of Trustees of the University Hospital and Clinics, reported that, at its meeting on the previous day, the Council had reviewed the hospital's financial position which continued to be very strong, due, in large part, to an increased occupancy rate and a larger population of acutely ill patients. Indicating that the Council had toured the hospital laboratories, Regent Beckwith remarked that he was impressed by the outstanding staff and the excellent, well-used laboratory equipment.

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REPORT OF THE PRESIDENT OF THE SYSTEM

It was moved by Regent Finlayson, seconded by Regent Knowles and carried unanimously, that the following resolution be adopted:

Resolution 2412: That the Report of Non-Personnel Actions by Administrative Officers to the Board of Regents and Informational Items Reported for the Regent Record (copy on file with the papers of this meeting) be received for the record; and that actions included in the report be approved, ratified and confirmed.

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President O'Neil recognized Dr. Gaylon Greenhill, who had been appointed Vice Chancellor, UW-Whitewater, and Dr. William Walters, who was leaving the position of Vice Chancellor, UW-Milwaukee.

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✓Bird, Byron, UW-Msn
✓Epstein, Leon, UW-Msn
✓Miller, Elizabeth, UW-Msn
✓Miller James, UW-Msn

Entry for each: Elected to American Academy of Arts & Sciences., reported on p. 3.

UW-Madison Professors Byron Bird, Leon Epstein, Elizabeth Miller and James Miller were congratulated by President O'Neil on their election to the American Academy of Arts and Sciences. Pointing out that those four new members exceeded the number so honored in any other Big Ten institution, was matched among public institutions across the country only by UCLA, and among private institutions, put the University in company with Yale, Stanford and M.I.T., President O'Neil felt those were facts worthy of note in times when alarm was rightly expressed about the continuing capacity to recruit and retain outstanding faculties.

✓Commencements - comments by Pres. O'Neil, p. 3.

President O'Neil stated that, in attending commencement and award ceremonies at institutions across the System, he was impressed by the high percentage of degree candidates who came to commencements, by the very strong showing of faculty interest in the graduation of their students, and, perhaps most of all, by the many thousands of parents and other relatives, friends and fellow citizens who observed those ceremonies. "As we worry about the future of the UW System and of public higher education in these perilous times, it is also, I think, important to mark the enormous contribution, which these commencements reflect, to the intellectual, economic, professional foundations of this state. The fact that roughly 100,000 people have come to witness these ceremonies during the past month gives me a new sense of confidence and of hope, for these observers are in the most basic way friends of public higher education and witnesses to the values of the University of Wisconsin System."

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Robert Kranz, President of the United Council of UW Student Governments, outlined some priorities for the coming year, reporting first that United Council would be testifying in the Legislature in support of the UW System budget, and generally would take a strong role in the effort to preserve access to and quality of the University. Indicating that a major amount of time would be devoted to the preservation of financial aid, he said a report on peer counseling for financial aid would be circulated to member student governments to assist students in seeking what appeared to be shrinking resources. Another priority, he continued, would be the needs of non-traditional students, who comprised an ever-growing part of student bodies. With the understanding that System Administration and the campuses were trying to address the unique problems faced by non-traditional students, United Council intended to provide information needed to serve adequately that segment of the University population. The organization also planned to work toward implementation of policies pertaining to women and minorities.

As short-term goals, Mr. Kranz cited the development of guidelines for United Council staff, as well as for the mandatory refundable fee, and publication of a monthly newsletter on United Council activities. He distributed copies of a paper prepared for member student governments concerning the responsibilities of students who serve on search and screen committees, along with a report regarding the Council's efforts to contact students on the Center System campuses (copies on file with the papers of this meeting).

Collective Bargaining - United Council of Student Govts. opposed to collective bargaining, p4 ck-ref United Council

Mr. Mark Hazelbaker, United Council Legislative Affairs Director, stated that the organization continued to oppose faculty collective bargaining on the basis of concern that it might destroy the shared governance system, adding that presentations had been made to the Assembly Committee on Education and to the Senate Committee on Education and State Institutions during the past week. Many personnel difficulties, he felt, stemmed from budgetary problems, with inadequate faculty pay becoming an increasingly serious problem. Stating that over the past ten years there had been a serious erosion in the financial resources of the University due to spiraling inflation and a decline in the commitment of state government to higher education, he said United Council intended to press the case within the Legislature for the investment in the future represented by the University budget. It is important to recognize, he emphasized, "the enormous contribution that the University has made and can continue to make to Wisconsin."

Concluding his report, Mr. Kranz made available to the regents the text of his statement to the Business and Finance Committee on the previous day concerning United Council's refundable fee (copy on file with the papers of this meeting).

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REPORT OF THE EDUCATION COMMITTEE

Chairman Beckwith presented the Committee's report.

In discussion of amendments to the UW-Milwaukee faculty personnel policies and procedures, Regent Beckwith called the Committee's attention to the paragraphs numbered (1) and (2) under Section 5.30 of Resolution 2413. Noting that paragraph (1) stipulated that faculty members engaged in outside activities "shall report in writing the nature and scope of such activities," while paragraph (2) simply required a report of outside activities by a dean, vice chancellor or assistant chancellor, without specifying that the report must be in writing and set forth the nature and scope of such activities, Regent Beckwith suggested that the language in the two sections should be parallel.

It was agreed that the resolution would be approved by the Committee as presented, with the recommendation that UW-Milwaukee amend Section 5.30(2) to include the parallel language suggested and, if the section was so amended, to report that action to the Board of Regents.

Upon motion by Regent Beckwith, seconded by Regent Schilling, the following resolution was unanimously adopted:

UW-Milw - Staff Amendment to Faculty Personnel Policies & Procedures approved R-2413, p. 4-6

Resolution 2413: That, upon recommendation of the President of the University of Wisconsin System and the University of Wisconsin-Milwaukee Chancellor and Faculty Senate, the following amendments to the specified sections of the UW-Milwaukee faculty personnel policies and procedures as required under UWS 2.02 be approved:

Section 5.30 Strike section 5.30 and replace it with the following:

5.30 Report of Substantial Outside Activities.

(1) A member of the faculty employed on a full time basis who engages in or plans to engage in activities of an extensive, recurring or continuous nature for personal gain, outside of the person's broad institutional responsibilities during any period of full time employment by the University shall report in writing the nature and scope of such activities to the chairman of his/her department and to the appropriate dean or director. The appropriate dean or director will acknowledge receipt in writing, within ten (10) days of receipt of the report.

(2) A member of the faculty holding an appointment as Vice Chancellor, Assistant Chancellor, or Dean shall report to the Chancellor any activities or plans for activities of an extensive, recurring, or continuous nature for personal gain, outside of the person's broad institutional responsibilities during any period of full time employment by the University. Such reports shall be made available to a committee of five (5) faculty members elected by the Senate.

Section 5.51(1) In the second sentence of this section, strike the phrase "then a process of random selection will be employed to give each a unique seniority position," and insert the following:

"then the department executive committee shall give each a unique seniority placement based on projected program needs at that time (e.g., the need to maintain diversity of specializations, preserve affirmative action, staff unique programs, etc.). Affected members of the executive committee shall not participate in any balloting that occurs. In the event this results in fewer than two members remaining, placement shall be made jointly with the appropriate dean. The executive committee may seek the advice of other groups or individuals in formulating its decision. Placement does not become official until approved by the appropriate dean."

Section 5.51(2) In the second sentence of this section, strike the phrase, "then a process of random selection will be employed to give each a unique seniority position." and insert the following:

"then the department executive committee shall give each a unique seniority placement based on projected program needs at that time (e.g., the need to maintain diversity of specializations, preserve affirmative action, staff unique programs, etc.). The executive committee may seek the advice of other groups or individuals in formulating its decision. Placement does not become official until approved by the appropriate dean."

Section 5.511 In the first sentence of this section strike the phrase "Length of service shall be computed from the effective date of the initial appointment to each rank in the University of Wisconsin-Milwaukee," and insert "Length of service at the University of Wisconsin-Milwaukee shall be calculated from the first contractual day of service in the initial academic year semester following the faculty member's initial appointment to each rank." Following the first sentence of this section, insert the following sentence: "In such case, the letter of appointment shall indicate the terms of the seniority granted."

Academic Programs - report on academic program changes, p. 6.

Regent Beckwith reported that the Committee had received a report on academic program changes approved by System Administration during 1980-81 (copy on file with the papers of this meeting) in accordance with Board-approved policy as stated in Academic Information Series #1. Included were approvals of sub-majors, renaming or restructuring of existing degree authorizations and/or academic departments, and budgetary and accounting changes with academic implications. The report did not repeat changes in programming at UW-Superior which had been reported previously.

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President O'Neil presented to the Committee a report on faculty promotions, tenure designations, other changes of status and emeritus designations, noting that analysis of the effects of the promotion and tenure designations had disclosed that the net change in the number of tenured faculty across the System resulting from the new tenure designations represented an increase of less than one-half of one percent over 1980-81.

Regent Beckwith had observed in Committee that there were instances in which faculty had been promoted to the rank of associate and full professor but had not received tenure designations. It was explained that institutions follow their own policies which, in some cases, specify minimum periods of service prior to eligibility for tenure designation regardless of rank. There followed a short discussion about the effects of additional tenure designations upon the ability to recruit new faculty.

Adoption of Resolution 2414 was moved by Regent Beckwith, seconded by Regent Schilling and voted unanimously.

Faculty - promotions, tenure designations approved. R. 2414, P 6-7
(X-Ref. - Promotions, Tenure)

Resolution 2414: That, upon the recommendation of the President of the UW System and the respective Chancellors, the 1981-82 promotions in faculty rank, tenure designations and other changes of status reported in the attached materials by institution be approved (copy on file with the papers of this meeting).

Emeritus Faculty & Staff - Res. of appreciation to those granted emeritus status, R. 2415, P. 7. & Exh. A.

It was moved by Regent Beckwith and seconded by Regent Schilling that the following resolution be adopted:

Resolution 2415: That, for their many years of dedicated service to public higher education in the State of Wisconsin, the Board of Regents expresses its deep appreciation to the members of the faculty and staff who have been granted emeritus status by the Chancellors (EXHIBIT A). Further, the Board of Regents extends to emeritus faculty and staff its best wishes for many productive years ahead.

For those regents who had attended the University, Regent Lawton remarked, faculty whose names appeared on the emeritus lists might have been mentors in the past. In such cases, he hoped that personal notes would be sent, adding that he thought it would mean a great deal.

Expressions of appreciation to faculty and staff granted emeritus status reminded Regent Beckwith each year of the great stature of the University. "This year, I observe the retirement of Professor Willard Hurst. I do not suppose there is a professor in the University System who has had more impact on my life than Willard Hurst. He will be hard to replace."

Put to the vote, Resolution 2415 was unanimously adopted.

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The Committee then considered a resolution concerning collective bargaining legislation. In opening remarks, President O'Neil referred to a current status report and to a paper on the earlier history of proposed collective bargaining (copies on file with the papers of this meeting), adding that three legislative hearings had recently been held: two dealing with AB 452 (collective bargaining for faculty and academic staff) and one hearing on the bill limited to academic staff bargaining (AB 510/SB 395). More hearings were anticipated, he said, which suggested the need to seek a Board of Regents' position which might be presented by System Administration and Board members. Stating that the 1977 resolution and position paper constituted a sound statement of Regent policy, he recommended its reaffirmation.

Regent Schilling had asked, in Committee, if there had been responses from particular groups to the 1977 resolution, to which Associate Vice President Lemon replied that the only reaction had been from those who were supporting collective bargaining bills. In response to Regent Schilling's inquiry about the need to update the 1977 report, it was noted that President O'Neil's paper on the status of collective bargaining legislation contained current information.

Mr. William Murden, President of the Teaching Assistants' Association, appeared before the Committee to discuss Senate Bill 242 which related to collective bargaining legislation for graduate assistants. The bill, he maintained, would re-establish the collective bargaining framework provided by the Structure Agreement between teaching assistants and the UW-Madison administration which he said the Regents had approved in April 1970. In discussion of that point, President O'Neil recalled that the Board had ratified the first contract between the TAA and the University but that the Structure Agreement, which was actually signed by the UW-Madison administration, was not ratified by the Board. UW-Madison Vice Chancellor Bryant Kearl indicated that his recollection agreed with that of President O'Neil.

Regent Beckwith noted that he subsequently was furnished with the minutes of the April 1970 meeting which indicated quite clearly that what the Regents did was to ratify the first contract negotiated by the TAA and the University. Although the Structure Agreement was referred to in discussions, it had been in place for some months prior to the first TAA strike, whereas the April 1970 meeting followed the strike. It appeared, he concluded, that the Board of Regents did not approve the Structure Agreement at any time.

Immediate Past Chairman of the UW-Madison University Committee, Professor Bernard Cohen, distributed to the Education Committee copies of the statement he had made at the Assembly Education Committee hearing on AB 452 in Milwaukee on May 29 and a statement made at a similar hearing in Madison on June 1 by Gordon Baldwin, Professor of Law and member of the UW-Madison University Committee (copies on file with the papers of this meeting). Their testimony had urged that further hearings be held in the fall to enable the faculties to give their fullest attention to the proposed legislation. Professor Cohen emphasized two reasons why the UW-Madison faculty felt it necessary to oppose the proposed enabling legislation: (1) that any bargains that might be struck between a bargaining campus and a bargaining unit would have a commanding effect upon relations between the Board of Regents and all of the campuses; and (2) that the bills did not represent sound public policy even from the perspective of the university that might choose not to organize. The processes of collective bargaining, he said, would diminish the quality of all of the universities, as well as increasing the cost of managing them. In response to a question by Regent Heckrodt, Professor Cohen had stated that Chapter 36, Wis. Stats., along with rules provided in the Wisconsin Administrative Code, constituted a better framework for the faculty role in shared governance than could be found in any collective bargaining agreement he had seen.

UW-Superior Professor Ronald Mershart, President of The Association of University of Wisconsin Faculties (TAUWF), presented to the Committee a statement of the TAUWF position, urging the Board to consider all aspects of the collective bargaining question before committing itself to the position stated in the proposed resolution. Committee members and Dr. Mershart exchanged views on a number of points related to collective bargaining and the employee/employer relationship, including whether or not there was a need to make alterations in the present system. There also was discussion about section (2) of the proposed resolution regarding the need for the Regents to advise that legislation should provide for a clear choice between the present system of faculty governance and collective bargaining, as well as about the economic motivations for collective bargaining, the cost of collective bargaining and Professor Mershart's view that there is an increasing managerial style in the UW System which indicated a need for collective bargaining.

Following that discussion, UW-Madison Professor Anatole Beck appeared before the Committee on behalf of the Wisconsin Federation of Teachers. In his view, section (2) of the proposed resolution represented an inappropriate threat that faculties would lose their tenure and faculty governance rights if they voted for collective bargaining. He expressed the hope that, under collective bargaining, the Board of Regents would be the bargaining agent for the state, to which Regent Beckwith responded that members of the Legislature had previously made it clear that they did not wish to have the Board bargain with faculties because they perceived the regents to be advocates of the faculties. Regent Beckwith further remarked that various legislators had expressed the view that collective bargaining should be substituted for, not added to, existing faculty rights.

UW-Milwaukee Chancellor Frank Horton indicated to the Committee that UW-Milwaukee would like to be heard if the Board again took up SB 242.

During additional Committee discussion, Regent Schilling questioned the appropriateness of approving the resolution without more current information on the status of collective bargaining.

Regent Beckwith indicated that he had asked Associate Vice President Lemon to distribute to members of the Board a recent study by the American Association of University Professors on that subject.

The Committee had agreed by consensus that the resolution originally submitted would be amended to insert the words "faculty and academic staff" between the words "upon" and "rights" in the next-to-the-last line of section (2), after which the resolution was unanimously approved by the Committee.

Regent Beckwith moved adoption by the Board of the following resolution, and the motion was seconded by Regent Finlayson:

> That the Board of Regents reaffirm the position taken in adopting the position paper dated November 1, 1977, on collective bargaining, namely that:
>
> 1. The Board of Regents does not believe it is in the best interests of the public to enact a collective bargaining law and do not support enactment of legislation enabling the faculty and/or academic staff of the institutions of the UW System to bargain collectively.
>
> 2. If the Legislature determines to move ahead with legislation, then the Regents advise that the legislation should provide for a clear choice between the present system of faculty governance and collective bargaining, and collective bargaining rights should not be superimposed upon faculty and academic staff rights already provided by Wis. Stats. and the Wis. Adm. Code.
>
> The President of the Board and the President of the System are instructed to implement the position based upon the discussion of the issues in the report.

Regent Knowles moved to amend the resolution by striking out the words "do not support" in the third line of the second paragraph (number 1) and inserting in their place the word "oppose." Stating that he had come to the conclusion that relationships between the Board of Regents and the faculty would be dramatically altered by collective bargaining, he pointed out that the regents currently are advocates for the faculty, unanimously dedicated to obtaining for them the best possible pay plan and working conditions, while, on the other hand, it seemed to him that collective bargaining would create an adversary relationship between the Board of Regents and the faculty. That being the case, he stated his conviction that the Board should take a very strong position, noting that the words "do not support" indicated a lack of opposition.

The proposed amendment was accepted by Regent Beckwith and Regent Finlayson.

Regent Schilling said his basic concern was that the resolution appeared to have some flavor of simply dusting off an old report, while, in fact, the Board had continued to gather information on the experience of other campuses, had studied the issue on a continuing basis, and had spoken out on legislation in the last several sessions of the Legislature. Finding the statements made by the regents to be more persuasive than the language of the resolution, he concluded that it should be amended to make clear what had happened since 1977.

The following amendment was moved by Regent Schilling and seconded by Regent Veneman:

> Whereas, the Board of Regents conducted a comprehensive review of collective bargaining for faculty and academic staff in 1977 which resulted in "A Report and Recommendations" dated November 1, 1977 and formally adopted by resolution on November 11, 1977; and
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> Whereas, said Report concluded that final judgment on the issue be deferred and directed that vigorous study of the consequence of collective bargaining be conducted; and
>
> Whereas, the Board of Regents has continued to gather information on the collective bargaining experiences of other institutions of higher education and monitor various legislative proposals including those currently before the Legislature; and
>
> Whereas, this continued review warrants reaffirmation of the basic tenets of the 1977 Report;
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> Therefore, Be It Resolved that:
>
> 1. The Board of Regents does not believe it is in the best interests of the public to enact a collective bargaining law and opposes enactment of legislation enabling the faculty and/or academic staff of the institutions of the UW System to bargain collectively.

2. If the Legislature determines to move ahead with legislation, then the Regents advise that the legislation should provide for a clear choice between the present system of faculty governance and collective bargaining, and collective bargaining rights should not be superimposed upon faculty and academic staff rights already provided by Wis. Stats. and the Wis. Adm. Code.

The President of the Board and the President of the System are instructed to implement the position based upon the discussion of the issues in the report.

Although he felt the purpose of the resolution might be sound, Regent Beckwith was not sure the second paragraph truly reflected what was concluded in 1977, in that he believed the Board had stated that it did not support collective bargaining, also asking that judgment be deferred and additional study be conducted. If the second paragraph were eliminated, he felt that the proposed amendment would still express the intent stated by Regent Schilling. Regent Beckwith added that, in the fourth paragraph, he would prefer the word "conclusions" to the word "tenets."

The suggested changes were accepted by Regent Schilling, with the concurrence of Regent Veneman.

Regent Erdman noted that, during discussion in the Education Committee, she had suggested that the cost for collective bargaining should be allocated to those individual institutions which might choose to adopt it.

Regent Beckwith observed that, while one could get many estimates of cost, he thought it could be fairly stated that, if collective bargaining came to many of the campuses, the costs could well amount to three or four million dollars, including the cost for the bargaining agent which would be paid by faculty. "Whatever else one might think of the merits of collective bargaining, I can think of lots of other, better ways to spend three or four million dollars."

It had been concluded, Regent Erdman added, that in this time of economic stringency, it made little sense to add that kind of cost to an already too-limited budget.

The question was put on the proposed amendment, and it was approved unanimously.

Calling attention to the sixth line in the penultimate paragraph of the amended resolution, Regent Grover felt that what was being considered was granting the right to collective bargaining, rather than superimposing it, since the issue was whether or not one has a right to bargain. He moved that the resolution be amended by striking out the words "superimposed upon" and inserting the words "granted in addition to." The motion was seconded by Regent Gerrard.

Regent Erdman felt the proposed amendment would be very valid refinement.

Put to the vote, the amendment was adopted unanimously.

The question then was put on the main motion, and it was adopted unanimously.

✓ Collective Bargaining - Adoption of res. opposing collective bargaining R. 2416, p. 7-12

CX-Reg - Regent Policies

Resolution 2416: Whereas, the Board of Regents conducted a comprehensive review of collective bargaining for faculty and academic staff in 1977 which resulted in "A Report and Recommendations" dated November 1, 1977 and formally adopted by resolution on November 11, 1977; and

Whereas, the Board of Regents has continued to gather information on the collective bargaining experiences of other institutions of higher education and monitor various legislative proposals including those currently before the Legislature; and

Whereas, this continued review warrants reaffirmation of the basic conclusions of the 1977 Report;

Therefore, Be It Resolved that:

1. The Board of Regents does not believe it is in the best interests of the public to enact a collective bargaining law and opposes enactment of legislation enabling the faculty and/or academic staff of the institutions of the UW System to bargain collectively.

2. If the Legislature determines to move ahead with legislation, then the Regents advise that the legislation should provide for a clear choice between the present system of faculty governance and collective bargaining, and collective bargaining rights should not be granted in addition to faculty and academic staff rights already provided by Wis. Stats. and the Wis. Adm. Code.

The President of the Board and the President of the System are instructed to implement the position based upon the discussion of the issues in the Report (copy on file with the papers of this meeting).

Regent Erdman expressed the hope that the position stated in the resolution would prevail in the Legislature.

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Regent Beckwith then presented Resolutions 2417-2425, which had been approved in closed session of the Education Committee. Noting that amounts of stipends were included in the resolutions, he explained that those allowances were intended for research by the professors--to employ research assistants and to pay for travel, research materials, books, etc. While they might, in some instances, support research during summer months if the professor served on an academic year basis, he continued, they were not to be interpreted as being in lieu of or in addition to the salaries already approved, indicating that one variation of that point was found in Resolution 2422. He observed that the Slichter professorships were the result of a grant from the Wisconsin Alumni Research Foundation, honoring Donald Slichter who had been a member of its board for many years and was a very prominent alumnus.

It was moved by Regent Beckwith, seconded by Regent Heckrodt and carried unanimously that Resolutions 2417-2424 be adopted.

Professorships-Steenbock
Laurens Anderson named Steenbock Prof of Biomolecular Structure, R.2414, P 12-13 UW-Msn
cx-ref.- Anderson, Laurens

Resolution 2417: That, upon the recommendation of the President of the University of Wisconsin System and the Chancellor of the University of Wisconsin-Madison, the status of Laurens Anderson be changed from Professor of Biochemistry, College of Agricultural and Life Sciences, UW-Madison, to Steenbock Professor of Biomolecular Structure, Department of Biochemistry, College of Agricultural and Life Sciences, UW-Madison, effective July 1, 1981. (Auxiliary allowance 1981-82: $7,100)

Professorship-Donald C. Slichter
Gilbert A. Churchill, Jr., named Donald C. Slichter Prof. In Business Research, UW-Msn. R.2418, P. 12-13.
cx-ref Churchill, Gilbert A.

Resolution 2418: That, upon the recommendation of the President of the University of Wisconsin System and the Chancellor of the University of Wisconsin-Madison, the status of Gilbert A. Churchill, Jr., Professor, School of Business, UW-Madison, be changed to Donald C. Slichter Professor in Business Research, School of Business, UW-Madison, effective July 1, 1981. (Auxiliary allowance for 1981-82, $12,500)

Professorship - Hilldale
Arthur D. Code named Hilldale Prof., Dept of Astronomy, UW-Msn. R.2419, P. 12-13
cx-ref - Code, Arthur D

Resolution 2419: That, upon recommendation of the President of the University of Wisconsin System and the Chancellor of the University of Wisconsin-Madison, the status of Arthur D. Code be changed from Joel Stebbins Professor, Department of Astronomy, College of Letters and Science, UW-Madison, to Hilldale Professor, Department of Astronomy, College of Letters and Science, UW-Madison, effective July 1, 1981. (Auxiliary allowance for 1981-82, $10,000)

Professorship - Pickard-Bascom
Alfred C. Glauser named Pickard-Bascom Prof. of French, UW-Msn., R. 2420, P. 12-13
cx-ref Glauser, Alfred C.

Resolution 2420: That, upon the recommendation of the President of the University of Wisconsin System and the Chancellor of the University of Wisconsin-Madison, the status of Alfred C. Glauser, Professor of French, College of Letters and Science, UW-Madison, be changed to Pickard-Bascom Professor of French, College of Letters and Science, UW-Madison, effective July 1, 1981. (Auxiliary allowance for 1981-82, $6,000)

Professorship - Bascom
Henry Guckel named Bascom Prof. of Engineering, UW-Msn.
cx-ref Guckel, Henry)

Resolution 2421: That, upon the recommendation of the President of the University of Wisconsin System and the Chancellor of the University of Wisconsin-Madison, the status of Henry Guckel be changed from Professor, Department of Electrical and Computer Engineering, College of Engineering, UW-Madison, to Bascom Professor of Engineering, Department of Electrical and Computer Engineering, College of Engineering, UW-Madison, effective July 1, 1981 (Auxiliary Allowance 1981-82, $3,000)

Professorship - Vilas
Joel F Handler named Vilas Research Prof. of Law, UW-Msn.
Cx-ref - Handler, Joel F
R 2422 P 12-14.

Resolution 2422: That, upon the recommendation of the President of the University of Wisconsin System and the Chancellor of the University of Wisconsin-Madison, the status of Joel F. Handler, George A. Wiley Professor of Law, Law School, UW-Madison, be changed to Vilas Research Professor of Law, Law School, UW-Madison, effective September 1, 1981 on a permanent basis--salary to be determined in the 1981-82 budget, with $10,000 chargeable to the funds of the William F. Vilas Trust for salary and $15,000 for an auxiliary allowance for 1981-82.

Professorship - Jackson
Frank J. Remington named Jackson Prof. of Law, UW-Msn.
R 2423, P. 12-14
Cx-ref Remington, Frank J.

Resolution 2423: That, upon the recommendation of the President of the University of Wisconsin System and the Chancellor of the University of Wisconsin-Madison, the status of Frank J. Remington be changed from Professor, Law School, UW-Madison, to Jackson Professor of Law, Law School, UW-Madison, effective July 1, 1981.

Professorship - Donald C. Slichter
Donald P. Schwab named Donald C. Slichter Prof. in Business Research
R 2424, P. 12-14.
Cx-ref Schwab, Donald P.

Resolution 2424: That, upon the recommendation of the President of the University of Wisconsin System and the Chancellor of the University of Wisconsin-Madison, the status of Donald P. Schwab be changed from Professor, School of Business, UW-Madison, to Donald C. Slichter Professor in Business Research, School of Business, UW-Madison, effective July 1, 1981. (Auxiliary allowance for 1981-82, $12,500)

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Upon motion by Regent Beckwith, seconded by Regent Heckrodt and unanimously voted, the following resolution was adopted:

Engineering, College of
John Bollinger named Dean, ~~College of~~ R 2425, P. 14.

Bollinger, John
Named Dean, College of Engineering, UW-Msn., R 2425, P. 14.

Resolution 2425: That, upon the recommendation of the President of the University of Wisconsin System and the Chancellor of the University of Wisconsin-Madison, the status of John Bollinger, Bascom Professor of Mechanical Engineering, Department of Mechanical Engineering, College of Engineering, UW-Madison, be changed to Dean, College of Engineering, and Bascom Professor of Mechanical Engineering, Department of Mechanical Engineering, College of Engineering, UW-Madison, effective July 1, at an annual salary of $62,000 for 1981-82, subject to modification in accord with the 1981-82 compensation plan.

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REPORT OF THE BUSINESS AND FINANCE COMMITTEE

Chairman Fox presented the Committee's report.

At a portion of the Committee meeting to which all regents had been invited, President O'Neil spoke about the 1981-83 biennial budget, stating first that those who should be most concerned about the possibility of serious underfunding of the University of Wisconsin System are all the rank and file citizens whose ancestors through sacrifice and commitment had built up this system of higher education and whose children, grandchildren and great-grandchildren would be adversely affected by lack of adequate funding. He noted four ironies in the current situation. (1) The System faced the prospect of having fewer funds to meet educational needs of a substantially larger student body. (2) In the year just concluded, the University's budget had been reduced by 4.4 percent, 1.4 percent and an undesignated amount associated with the end-of-the-year freeze. This had been accomplished with short-term, expedient steps that could not be continued in the future, since the capacity to defer purchases of capital equipment, to deplete supplies inventories, and to do without library books had been exhausted. (3) Inflation has had an especially severe impact on institutions of higher learning in that costs, such as those of library acquisitions, were increasing at a faster rate than costs in most other sectors. (4) Budget reductions came at the end of the fiscal year when almost all of the decisions for the next year had been made--admissions, employment, personnel and purchasing of equipment related to academic programs and replacement of depleted supplies. "Only a small part of our budget, less than 25 percent, remains uncommitted in the next fiscal year. Six percent of the appropriations of the UW System is not six percent at all, but much greater than that because of the budget commitments."

Continuing his comments to the Committee, President O'Neil identified three possible state budget developments which could occur before the July meeting of the Board, all of which would be unsatisfactory: (1) a clear deadlock in which no budget would have been adopted and approved by the Governor in time for the beginning of the fiscal year; (2) a budget with some measurable reduction in the UW System appropriation; (3) an intermediate budget adopted by both houses of the Legislature, but with the prospect of approval by the Governor still uncertain.

Indicating to the Committee that System Administration would bring forth at the July meeting several possibilities for dealing with whatever contingency developed, he said the issues involved included: base institution budgets, compensation, and tuition. In conclusion, he expressed the hope that consideration would be given to higher education by both legislative branches, not only in terms of dollar levels, but in terms of maximum flexibility.

During Committee discussion, Regent Beckwith warned that, even with the most optimistic of the budgets that had been discussed recently, there would be two adverse consequences. (1) Budget reductions would result in the loss of some of the best faculty members and academic staff, not because they could not be paid or would be laid off, but because of the shift in the state to a different view of higher education. (2) Because student costs would increase, access to institutions would be limited. If taxpayers were unwilling to provide the needed support, more costs would have to be paid by students and their families, and certain students simply would not be able to afford them. Noting that admissions to programs had already been limited on various campuses in the System, he stated it might not be

✓ Budget - Report re 1981-83 budget consideration by legislature, p. 15-16.

possible to provide a university education for as many students as could qualify. He pointed out that the University had for more than 100 years a tradition of the doors being open, which had proven to be a sound policy, adding that the state's economy was strengthened by students who studied there. The Regents should not change that tradition, he said, but, if they must do so, he would not want them to back into the decision. He disagreed with the statement that money for adequately funding the University was not there, remarking that the state could raise taxes if it wanted to do so, but the political judgment is not to raise taxes but to cut services. Concluding his comments, he emphasized that it took more than 100 years to build a good university, but it would not take long to destroy it.

Expressing agreement with Regent Beckwith, Regent Fox had pointed out, in Committee, that although much is heard about the cost of educating students, the cost of not educating them sometimes is forgotten. In the long run, he stated, failure to educate does not make good economic sense; it is not sound policy; it is only a short-term political patch-up policy. Political leaders, he concluded, must realize how important it is to educate the young people of the state. Regent Erdman had expressed the hope that the Governor's office and the Legislature would take a reasonable approach to the serious problems faced by the University.

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Regent Fox reported that the Committee, with all regents invited, then had considered the final report of the System Biennial Budget Working Group on Compensation for Faculty and Academic Staff (EXHIBIT B). Stating his agreement with the Group's assessment that salary conditions had substantially deteriorated, President O'Neil called upon the Working Group's Co-Chairmen, Professor James Skiles of UW-Madison and Assistant Chancellor Charles Bauer of UW-Eau Claire. Professor Skiles had indicated that the report was prepared by a faculty and academic staff committee composed of 20 individuals from all institutions. He reviewed some of the conclusions reached which included the following. (1) Faculty and academic staff are in unfavorable compensation relationships not only with educational institutions, but with generally comparable professional positions nationally, regionally and locally in the private and governmental sectors. Although there were modest gains in terms of real income from 1967-72, since the year 1972-73 ground had been lost steadily. Purchasing power of faculty and academic staff had declined 13.9 percent since 1967-68; 92 percent of UW-Madison faculty had experienced loss of real income; senior faculty, age 60-65 years, had experienced a loss of 20 percent or more. (2) Serious difficulties are being encountered in recruiting competent faculty and academic staff. The pool of eligible candidates has diminished due to decreasing graduate school enrollments and the awarding of fewer Ph.D. degrees, recent salary history having been a disincentive to pursue additional preparation for lower paying jobs. (3) The loss of faculty and academic staff to competitive institutions--industry and commerce, governmental bodies and other universities--is growing to significant proportions, with areas affected most adversely being agriculture, business, computer science, engineering, mathematics, geology, biology, botany and environmental studies. Professor Skiles concluded that unless ways can be found to provide more adequate compensation, the System would not be able to maintain the quality of its educational programs and research.

✓ Salaries - Reo. to appt negotiating team on for 1981-83 compensation plan, R. 2426, P. 16-19.

Assistant Chancellor Bauer then presented to the Committee the proposals formulated by the Working Group, suggesting first that a negotiating team be designated to present the System's compensation needs to state government. He recommended that the team be authorized to seek an appropriation sufficient in amount and flexibility to: restore competitive levels of UW System salaries, beginning in the 1981-83 biennium; encourage excellence in the universities by rewarding meritorious service; halt further declines in the "real" salary income of faculty and academic staff; and provide wage progression adjustment comparable in total economic impact to the adjustment provided other state employees.

Stating that those proposals were not listed in priority order, Mr. Bauer had stressed the importance of each one, adding that there would be diversity in priorities among the various institutions. He urged that the Regents be granted maximum flexibility because he felt they better understood the needs of the System.

During Committee discussion, Regent Schilling asked if it was intended that the Board would be able to identify disciplines needing greater infusions of money, to which Mr. Bauer responded that those decisions should remain with UW System rather than with state government. UW-Stevens Point Chancellor Philip Marshall had commented that computing the loss in purchasing power is a complex matter, stating that, in his view, the 13.9 percent loss mentioned in the report actually understated the case. UW-Madison Professor Anatole Beck, representing the Wisconsin Federation of Teachers, had spoken of the importance of considering all professors, as well as the outstanding "stars" in the distribution of salary dollars. TAUWF President Ronald Mershart had said their calculations indicated that, in order to accomplish the objectives of the report, the equivalent of a 19 percent increase in each year of the biennium would be necessary. Regent Lawton had pointed out that, while the regents all recognize the seriousness of the compensation problem, the Board's decisions could not remedy it. He said that the regents must use what political influence they have to convince the Legislature and the Executive that the System's needs are critical.

Regent Fox moved adoption of the following resolution and the motion was seconded by Regent Finlayson:

Resolution 2426: That, upon recommendation of the President of the University of Wisconsin System, and consistent with the recommendations of the System Working Group on Faculty and Academic Staff Compensation, the Board of Regents appoint a UW System Negotiating Team to present to the appropriate representatives of state government the requirements of a compensation plan that will enable the UW System to attract and maintain the quality of staff necessary to accomplish its missions, and to enter into such negotiations as may be required to achieve such a plan.

The Team shall include seven members: two Regents, two representatives of System Administration, the Co-Chairmen of the System Working Group on Faculty and Academic Staff Compensation, and the Chairman of the Faculty and Academic Staff Fringe Benefits Committee. The Team shall be chaired by a member of the Board of Regents.

The Team shall seek an appropriation from state government sufficient to respond to the compensation problems and needs identified in the Report of the System Working Group and which will enable the Board of Regents in their discretion to:

1. Begin in the 1981-83 biennium to restore the competitive levels of UW System salaries.

2. Encourage excellence in our universities by rewarding meritorious service.

3. Halt further declines in the "real" salary income of faculty and academic staff.

4. Provide wage progression adjustment comparable in total economic impact equal to the adjustment provided other state employees.

The Team shall maintain consultation with the Board of Regents during negotiations and, on the basis of such consultation, shall be authorized to act for the Board of Regents on any modifications in the structure of the pay plan advanced by state government, and deemed reasonable by the Team. It shall also be authorized to speak for the Regents in statements to the public, or in developing such further representations to the Joint Committee on Employment Relations as it deems necessary by reason of the proposals brought by the Department of Employment Relations to that Committee.

The Team shall report from time to time to the Regents and the University community on the progress of its negotiations.

Regent Grover observed that the Board, having taken a position on collective bargaining, bore a great responsibility to advocate effectively on behalf of an adequate compensation package, adding that the last such effort, led by Regent Beckwith, had met with some success.

Referring to a recent interview with a highly-placed state official, published in the UW-River Falls Student Voice, Regent Lawton felt it called attention to the magnitude of the educational process that would be necessary. Reading from the article, he said the interviewer had raised a question regarding reports in the press which indicated that, because faculty in the UW System had lost substantial buying power, there was a danger of losing good faculty members to the private sector. The answer had been, "The movement of faculty into the private sector; that may be true, except maybe they haven't taken a good look at the private sector. Some very capable, experienced, skilled people right now are in jeopardy in their jobs. We've gotten over 100,000 more people unemployed than we had here a year and a half ago, so any notion that there is a place for the faculty to go in the private sector and start at the level they're at simply is not realistic. I think that is not the case, and, as the faculty begin to look genuinely at the private sector, I think they're going to find that it just isn't there either." Regent Lawton emphasized that it is necessary to convince the Legislature and the Executive that "the faculty is not looking at the private sector; the private sector is looking at the faculty, and they are picking off our best people."

Regent Beckwith stated that he thought the remarks made by Regent Grover were particularly appropriate, and that he endorsed them 100 percent, remarking that the Board has a very important responsibility, being, in effect, the bargaining agent for the faculty. "We had better come on just as effectively as the best union ever could. We are going to have to carry that message; we are going to have to do the very best we can; and, to the extent that I would have any role in it, I would pledge that."

Regent Erdman felt the regents had expressed their views very clearly, both at this meeting and on the previous day. She remarked: "I do not think there is one here who does not agree with what has been said about the need for adequate compensation for our faculty in order to preserve the high quality of each institution within the System."

Stating his agreement with the comments that had been made, Regent O'Harrow said that, in order to be effective in contacting legislators, the regents would need to be updated constantly about the facts of the situation.

Regent Erdman replied that Associate Vice President Lemon would be able to keep everyone apprised of the latest developments and stated that parents, students, alumni and the entire educational community could be rallied together, with the regents doing their very strong share.

The question was put on Resolution 2426, and it was adopted on a unanimous vote.

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Regent Fox continued the report of the Business and Finance Committee, stating that procedures for establishing unclassified staff compensation for 1981-82 had been considered. He explained that sec. 36.09(1)(j), Wis. Stats., requires the Board to establish salaries for unclassified personnel prior to July 1 of each year and to designate the effective dates for payment of the new rates subject to enactment of the biennial budget, the statute having been written into the merger implementation law to avoid a legal issue that was litigated in the early 1970s as a result of the long delay in enactment of the 1971-73 biennial budget. As the University of Wisconsin System had not yet received its unclassified compensation authorization for the fiscal year beginning July 1, 1981, Associate Vice President Gene Arnn indicated the purpose of Resolution 2427 was to authorize the President and the chancellors to prepare to implement by July 1 the executive/legislative decisions on compensation, consistent with the Board's policies, including the guideline calling for recognition of merit in teaching, research and public service. The proposed procedures reflected the continuing delegation of authority by the Board to the System President for the establishment of salaries of personnel whose rates are below the maximum of Group 5 of the state executive pay plan ($53,165 for 1980-81). The President had delegated that responsibility to the chancellors for salaries below $40,000 for 1980-81, with that delegation covering the setting of stipend schedules for graduate assistants within specific allocations. Consistent with those delegated responsibilities, the President and chancellors had initiated planning and non-monetary merit reviews of unclassified personnel to facilitate the distribution of compensation funds when received from the state. Statutes and legislative policy guidelines governing across-the-board and discretionary adjustments for merit, promotions and other factors would be followed in determining salary rates for individuals, and a full report of actions taken would be presented to the Board at its September meeting.

It was moved by Regent Fox, seconded by Regent Veneman and carried unanimously that the following resolution be adopted:

Resolution 2427: Upon recommendation of the President of the UW System and in accordance with s.36.09(1)(j), Wis. Stats., the Board of Regents affirms the following policies on unclassified compensation adjustments:

Salaries - Policies affirmed for unclassified compensation adjustments 1981-82, R-2427 p. 19-21

1. Unless otherwise specified by executive/legislative action, the effective dates for the payment of the 1981-82 rates will be July 1, 1981 for annual basis employees, the start of the academic year pay period for those on academic year appointments, and other dates as set by the Chancellors for persons with appointment periods commencing at times other than July 1 and the beginning of the academic year.

2. Compensation adjustment allocations shall be distributed to the institutions as soon as possible after executive/ legislative action and in conformity with the specifications of state law and policy.

3. Within the state authorization for compensation, the President of the System shall establish guidelines and permissible ranges for institutional decisions on the proportions of resources for salary increments to be assigned for cost-of-living adjustments and additional adjustments for merit and other factors.

4. Each institution shall complete its merit evaluations of continuing unclassified staff prior to July 1 and establish a factor for each person which can be applied expeditiously to determine salary increases among individuals, given information on the state policy and compensation plan for faculty and academic staff for 1981-82.

5. Each institution shall complete its actions on graduate assistant stipend schedules prior to July 1 and shall establish a factor for adjustments within stipend schedules which can be applied expeditiously to determine stipend increases given information on the state policy and compensation adjustments for graduate assistants for 1981-82. Stipend schedules for each graduate assistant category shall be separately established on an annual/academic year basis within the resources generated by the state-authorized pay plan as applied to the respective base stipend payrolls.

6. The Board affirms the delegated authority of the President of the System and the Chancellors to establish individual salaries and stipend schedules for 1981-82 within state policy and the funds appropriated for that year, with appropriate annual budget documentation to be reported to the Regents for information.

7. The Board directs that any automatic adjustments applied to individuals in the State Executive Pay Plan and others above the Group 5 maximum shall be effective on the dates determined in the executive/ legislative review. Given the possibility that the Board's meeting schedule will not afford an opportunity for timely action on any discretionary adjustments for these individuals, the Board authorizes the President of the System to make the necessary preparations for final action by the Executive Committee if required.

8. Compensation actions related to the unclassified pay plans and delegated to the Chancellors shall be completed in accordance with statutory requirements and Regents' policy and shall be reported to the President of the System by August 1, or within three weeks after enactment of the biennial budget if passage is delayed, to make possible the preparation of payrolls and reporting to the Board of Regents at its September meeting.

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Vice President Lorenz reviewed with the Committee the monthly list of gifts, grants and U.S. Government contracts, calling particular attention to a $1,450,000 grant from the National Science Foundation to the UW-Madison Sociology Department for population studies, a $1,637,000 cancer center support grant for UW-Madison's McArdle Laboratory from the National Institutes of Health (NIH), and a listing of 31 grants from NIH totaling almost $5 million. It was noted that the current total of $217,758,000 was $14.6 million greater than the previous year, $12 million of that increase being in federal funds. Federal student aid decreased by over $4 million, as anticipated; research funds increased by more than $17 million; Extension funding increased by about $2 million, with amounts of funds for other activities being close to those of the previous year.

Upon motion by Regent Fox, seconded by Regent Finlayson, Resolution 2428 was unanimously adopted.

Resolution 2428: That, upon recommendation of the President of the University of Wisconsin System, the gifts, grants and contracts presented at this meeting (copy on file with the papers of this meeting) be accepted, approved, ratified and confirmed; and that, where signature authority has not been previously delegated, appropriate officers be authorized to sign agreements.

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Bequests-UW-Msn - bequest of Robert Sindorf Ferguson accepted; R. 2429, p. 22

Regent Fox presented the Committee's recommendation to accept two bequests. The will of the late Robert Sindorf Ferguson provided that one-fourth of the estate be given to the University of Wisconsin-Madison in memory of Mr. Ferguson's deceased wife, Eleanor Negley Ferguson, who had attended the University of Wisconsin in Madison from 1911-1915, receiving a bachelor's degree in history. The Chancellor had recommended that the income be used at the discretion of the Dean of the College of Letters and Science to support undergraduate programs based on quality and merit. The University's share of the estate was estimated to be approximately $40,000.

Adoption of the following resolution was moved by Regent Fox, seconded by Regent Knowles, and voted unanimously:

Resolution 2429: That the bequest of the late Robert Sindorf Ferguson, Tallmadge, Ohio, be accepted by the Board of Regents of the University of Wisconsin System in accordance with the terms and conditions of the Will; and that the Trust Officer or Assistant Trust Officer be authorized to sign receipts and do all things necessary to effect the transfer for the benefit of the University of Wisconsin-Madison.

Ferguson, Robert Sindorf Bequest to UW-Msn accepted, R 2429, p. 22.

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The bequest of the late Elsa Ulbricht provided for the establishment of the Elsa Ulbricht Memorial Fund at UW-Milwaukee to further advanced education in art. The fund would exist for 20 years, with any unexpended funds then available to the UW-Milwaukee Art Department to be used in any way it might deem proper. Elsa Ulbricht had received a B.E. degree in 1930 from the former Wisconsin State College in Milwaukee, majoring in art, with a special interest in jewelry, metals and pottery. The UW-Milwaukee share was estimated to be $36,000.

It was moved by Regent Fox, seconded by Regent Knowles, and unanimously carried, that the following resolution be adopted:

Resolution 2430: That the bequest of the late Elsa Ulbricht of Milwaukee, Wisconsin, be accepted by the Board of Regents of the University of Wisconsin System in accordance with the terms and conditions of the Will; and that the Trust Officer or Assistant Trust Officer be authorized to sign receipts and do all things necessary to effect the transfer for the benefit of the University of Wisconsin - Milwaukee.

UW-Milw-Bequests Acceptance of bequest of Elsa Ulbricht for advanced education in Art, R. 2439 p. 22

Ulbricht, Elsa - Bequest to UW-Milw for advanced education in art R. 2430, p. 22.

The Committee then heard a discussion about funding for the United Council of UW Student Governments, during which a number of chancellors addressed issues raised by the current funding formula, particularly the by-passing of the segregated university fee allocation committees, the fee refund process, and campus representation. Although no changes were proposed for the coming fall because of the short lead time, the three alternatives presented in the discussion

✓United Council - discussion of funding alternatives, p. 22-23.

paper (copy on file with the papers of this meeting) were discussed. Alternative A, which provided that United Council would be funded through each member institution's segregated university fee allocation committee (SUFAC) process, had been endorsed by Chancellors Weidner (UW-Green Bay), Shain (UW-Madison), Carrier (UW-Platteville) and Swanson (UW-Stout) and by Assistant Chancellor Bauer (UW-Eau Claire). Chancellor Fort (UW-Center System) endorsed Alternative B, which provided that United Council would be funded through the segregated university fee allocation committee process at each institution, with an additional segregated fee assessment above the approved budget not to exceed $1.00 per year per student at each institution that approved funding support of United Council through its SUFAC process. Dean Lloyd Linden (UW-Platteville), Chairman of Student Personnel Administrators, had said that his group unanimously opposed Alternative C, which provided that United Council would continue to receive funding through a mandatory refundable student fee of $1.00 per year per student at those institutions where student elections held at least every two years continued to approve referenda supporting that funding mechanism. The group was split between Alternatives A and B. United Council President Robert Kranz had emphasized the need for a firm funding base if they were to accomplish their mission. Indicating that, prior to the Regent resolution of July 1980, their funding had been variable and precarious, he had stated that the new funding mechanism permitted United Council to concentrate on its objectives and that it should be allowed to continue on that basis until it succeeded or failed on its own merits.

Regent Fox noted that the matter would be presented for action at the next Committee meeting, and Regent Lawton requested that all regents be invited to that portion of the meeting.

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In his report to the Committee, Vice President Lorenz stated that the freeze on capital purchases, out-of-state travel, and hiring would have an impact on year-end balances and amounts lapsed to state government, adding that, even though the freeze did not specifically apply to program revenue funds, it would affect the balances because of the general program operations pooling concept. It was anticipated that several millions of dollars would lapse to the state and that the program revenue carry-forward balance might increase by a lesser amount.

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Regent Heckrodt requested that United Council provide a position paper on the Wisconsin Public Interest Group request, which was expected to be considered at the next meeting. Mr. Kranz replied that, while United Council at that time had no position on the matter, there was reference in a paper he had distributed earlier to funding of groups other than United Council. Noting that those comments pertained only to funding, Regent Heckrodt said he would like to obtain a deeper insight into the entire matter.

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REPORT OF THE PHYSICAL PLANNING AND DEVELOPMENT COMMITTEE

Vice Chairman O'Harrow presented the Committee's report.

The Committee first had discussed concept and budget reports for UW-Madison's East Campus Physical Education/Recreation Building and for UW-Stout's remodeling project for vocational rehabilitation. The $9,506,000 budget for the UW-Madison project represented an increase of $206,000 from the level approved in the 1979-81 capital budget to cover several energy conservation items which had been added. To be located on West Dayton Street, an area in which 16,000 students reside, the facility would include multi-purpose space to be used for physical education instruction, sports activities and much needed recreational space. Funding would be from a combination of gifts, grants, self-amortizing funds, segregated student fees, energy conservation funds, and general purpose revenue supported general obligation bonding. Chancellor Shain had reviewed the history of the project, its funding and the long-term planning for its construction. Also appearing was Mr. Robert Newsom, who represented HN Group, a local private development organization, which had under consideration the development of a complex to provide health, activity and housing facilities in the same general area as the UW-Madison project. It was indicated that some of the facilities would duplicate those proposed for the East Campus Physical Education/Recreation Building and that some of the same people would be served, although it was primarily intended for a different clientele. The site being identified was one jointly owned by the Regents and the city in the 600 block of University Avenue. In reply to questions, Mr. Newsom had said that funding was not available at the time and that only preliminary contacts had been made with the city regarding the Group's plan, which appeared to be in the very early stages of development. It was the Committee's consensus that the proposal described by Mr. Newsom was not sufficiently developed to be allowed to interfere with the design and construction of the UW-Madison project, particularly in view of the long-term planning which had taken place during the past six years, involving city, state and university officials. The Committee, therefore, concluded that the concept and budget report for the East Campus Physical Education/Recreation Building, to allow completion of its design and construction, should be approved.

The Committee also had approved the concept and budget report for the UW-Stout project, which involved remodeling of the former library and adjacent residence hall to accommodate the UW-Stout vocational rehabilitation program, at a cost of $3,460,000 from general fund supported borrowing.

Regent O'Harrow moved adoption of the following resolution, and the motion was seconded by Regent Grover:

Resolution 2431: That, upon the recommendation of the UW-Madison and UW-Stout Chancellors and the President of the University of Wisconsin System, the concept and budget reports for the following projects be approved and authority be granted to plan, bid and construct, at the cost and from the funding sources indicated:

UW-Madison - Bldgs & Lands
Approval of C&B report for
East Campus Physical Education/Recreation Building, R.2431, P.24&25
$9,506,000 (an increase of $206,000 for energy conservation additions) from Gifts, Grants, Self-Amortizing Funds, Segregated Student Fees ($6,000,000 - Non-GPR), General Obligation Bonding ($3,300,000 - GPR), General Fund Supported Borrowing - Energy Conservation Allocation ($86,000 - GPR) and Renewable Resources Demonstration Funds ($120,000 - GPR)

CX-Req - Physical Education/Recreation Bldg - East Campus

UW-Stout - Bldgs & lands
Approval of C&B report for
Remodeling for Vocational Rehabilitation Project, R.2431, P.24-25
$3,460,000, General Obligation Bonding - GPR

Regent Beckwith inquired about the pay-back period for the energy conservation additions. Vice President Winter replied that, for two of the items, it was less than ten years but for the solar unit it was 24 years, noting that an exception was allowed in state policy for the solar unit as an experimental program, funded separately by the Legislature.

Put to the vote, Resolution 2431 was carried unanimously.

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Regent O'Harrow then presented a request for approval of two leases of space, one for the UW Center System offices and the second for a continuing legal education program jointly conducted by UW-Madison and UW-Extension at 905 University Avenue.

Resolution 2432 was unanimously adopted, upon motion by Regent O'Harrow, seconded by Regent Hendrickson.

Resolution 2432: That, upon the recommendation of the UW Center System, Madison and Extension Chancellors and the President of the University of Wisconsin System, authorization be granted to lease the following property:

UW-Center System
lease of space for offices at 602 State St from Allen & O'Hara, Inc.
R.2432, P.25-26.

(1) Approximately 8,450 square feet of space located at 602 State Street, Madison, Wisconsin for the period July 1, 1981 through June 30, 1982, with two, six-month renewal options

Allen & O'Hara, Inc
lease of space at 602 State St for UW Center System offices
R.2432, P.25-26.

Allen and O'Hara, Inc., Lessor
P. O. Box AMF-30189
Memphis, Tennessee 38130

Annual lease cost is $65,675 ($7.77 per square foot)

UW-Ext - Bldgs & Lands lease of space at 905 University Ave from UW Foundation for cont legal ed. pros. R. 2432, p. 25-26

(2) 2,953 square feet of space located at 905 University Avenue, Madison, Wisconsin for the period July 1, 1981 through June 30, 1983, with two one-year renewal options

The University of Wisconsin Foundation, Lessor
702 Langdon Street
Madison, Wisconsin 53706

UW Foundation lease of space at 905 Univ. Ave. to UW Ext. For cont legal ed. pros. R-2432, p 25-26

Annual lease cost is $17,808 ($6.75 per square foot for office space--2,453 SF; $2.50 per square foot for storage space--500 SF)

Three minor projects had been approved by the Committee: one each for UW-Eau Claire, UW-Madison and the System. A UW-Oshkosh project request was withdrawn as was the request for Clinical Sciences Center Rehabilitation Unit modifications at UW-Madison. The UW-Eau Claire and System projects were for masonry repairs and the UW-Madison project was for replacement of insulation in the refrigeration unit of Gordon Commons.

Regent O'Harrow moved adoption of the following resolution. The motion was seconded by Regent Veneman and voted unanimously.

Resolution 2433: That, upon the recommendation of the UW-Eau Claire and Madison Chancellors and the President of the University of Wisconsin System, the following minor projects be approved and authority be granted to plan, bid and construct, at the cost and from the funding source indicated:

UW-Eau Claire - Bldgs & Lands

✓ Approval of Phillips Science Hall Wall Repairs Project, ~~SBTF-GPR~~ R. 2433, P. 26 ~~$24,000~~

UW-Madison - Bldgs. & Lands

✓ Approval of Gordon Commons Refrigeration Insulation-Phase III Project, ~~Program Revenues-Non-GPR $39,~~000 R. 2433, P. 26 (x-ref Gordon Commons

~~UW System~~ Great Lakes Research Facility

✓ Approval of ~~Great Lakes Research Facility~~ Main Building Wall Repairs ~~Project (Milwaukee), SBTF-GPR $36,000~~ R. 2433, P. 26

Regent O'Harrow stated that the Committee had approved a proposal to trade 60 acres of undeveloped, wooded land, appraised at $24,000, which had been given to the System for use by the College of Agriculture in 1967 and was located ten miles from the Marshfield Experimental Farm, in exchange for a 20-acre parcel, appraised at $26,000, located adjacent to the farm, which was good, clear farmland that would be valuable for the growing research activities at the farm.

It was moved by Regent O'Harrow and seconded by Regent Finlayson that the following resolution be adopted:

UW-Msn-Bldgs&Lands
Approval ag land exchange in Wood Co to obtain land next to Marshfield Experimental Farm - R. 2434, p 26-27
(ex-of Marshfield Experimental Farm)

Resolution 2434: That, upon the recommendation of the Dean of the College of Agricultural and Life Sciences, the UW-Madison Chancellor and the President of the University of Wisconsin System, authorization be granted to exchange a 60-acre parcel of non-contiguous land in the Town of Richfield, Wood County, near the UW-Madison Marshfield Experimental Farm, for 20 acres of land in the Town of Marshfield, Wood County, contiguous to the Marshfield Experimental Farm.

Regent Lawton wondered what use a developer might make of the 60-acre parcel and expressed concern that its appraisal might not have been based on the land's most valuable use.

In response to a question by Regent Gerrard, Vice President Winter stated that the University had a 30-day option on the property, noting that the 20-acre parcel would be much more useful for purposes of the experimental farm. Regent Gerrard noted that another option could be obtained to allow time for further investigation.

Although he did not have particular knowledge of the 60-acre property, Regent Veneman thought that, considering land values in Wood County, the appraisal represented a good price. Noting that the value of land in the state, especially bare land, was not high at the time, he said that, even with wood on the 60 acres, a price of $200-$240 an acre would be very good.

Remarking that the University would obtain an excellent parcel through the trade, Regent Lawton indicated he would withdraw any objection.

The question was put on Resolution 2434, and it was voted unanimously.

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UW-Madison Vice Chancellor Len Van Ess presented to the Committee a report on a proposal being considered by the City of Madison and the University, which involved improvements and modifications to University Avenue. Efforts had been underway for several years to develop a plan which was mutually satisfactory, and recent developments indicated that agreement might have been reached so that a proposal eventually could be brought to the Board and the Madison City Council. Indicating that the base material had failed, he said major improvements would have to be made in the next few years. He also stated that University representatives were particularly sensitive to the need to retain existing trees, along with the need to provide adequately for use of the area by motorized vehicles, including buses, as well as bicycles and pedestrians. Before any plan could be implemented, Regent approval would be required for easements or conveyances of property for right-of-way development.

UW-Msn-Bldgs&Lands - ~~Re~~ General
Report on proposed improvement to University Ave
P. 27-28

Regent O'Harrow stated that the Committee was satisfied with the plan.

Leased Space - System - Annual report on leased space, p. 28.

The Committee reviewed the annual report on space leased throughout the System (copy on file with the papers of this meeting), the amount of which had remained relatively constant during the past several years. The major portion of leased space was for UW-Madison.

UW Platteville - Bldgs & Lands - report on Bldg Comm. approval of Prog Center for the Arts project, p. 28

Vice President Winter had advised the Committee of actions by the State Building Commission on May 27, which included approval of an increase in the budget for the Center for the Arts project at UW-Platteville. Due to the rebidding of heating, ventilation, air conditioning and plumbing work, the request had been reduced by $27,630 and a contingency of $91,700 was provided. He also reported that the System's request for a consultant to perform a fire safety study had been revised to require the System to conduct the study using university personnel in cooperation with local fire department safety staff.

Residence Halls - report that request for fire safety study modified by Bldg Comm to require it's be conducted by university personnel, p 28.

Concluding the Committee's report, Regent O'Harrow stated that UW-Madison Vice Chancellor Van Ess had informed the Committee that the University of Wisconsin Foundation was contracting with the Urban Land Institute, a non-profit research and educational organization with headquarters in Washington, D.C., to do a long-range planning and land use study of the three university-owned farms on Madison's west side--the Charmany and Rieder Farms, located within the city, and the Mandt Farm, located just west of the city. The Institute had conducted several major land use studies throughout the nation for private, public and educational organizations. Mr. Robert Rennebohm, President of the University of Wisconsin Foundation, had indicated the final report of the study would be a gift to the Board of Regents, to be used in considering alternative possibilities for the long-range use and development of the properties. Funds to pay for the study were a gift to the U.W. Foundation from the Oscar Rennebohm Foundation. Regent O'Harrow said the Committee was very appreciative of the U.W. Foundation's willingness to underwrite the cost of this long-range planning effort.

UW-Msn - Bldgs & Lands - General - report ~~that it~~ on study to be conducted by Urban Land Institute, p. 28 of Charmany, Rieder & Mandt Farms.

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COMMUNICATIONS, PETITIONS AND MEMORIALS

President Erdman stated that she had received that morning a letter from Dr. Edward J. Muzik, Executive Secretary of The Association of University of Wisconsin Faculties, asking for an opportunity to respond at this meeting to remarks made by Regent Beckwith during the meeting of the Education Committee on the previous day. President Erdman said she had ruled that, since the comments had been made in the Education Committee, the response also should be made to that Committee.

Association of UW Faculties - Denial of request by Dr. Edward Muzik to address the Bd. p. 28-29.

Noting that he would be unable to attend the Education Committee meeting in July, Regent Beckwith said he had been under the impression that Dr. Muzik was at the meeting on the previous day and available to respond, not learning until later that apparently he was out of the room at the time. The statements made, he continued, were his own, not those of the Board, and if they proved to be false, he would be wrong. In conclusion, he stated that he would continue to endeavor to work with TAUWF and that he was sure these matters would be worked out. Adding that Regent Beckwith, President O'Neil and she had met recently with Dr. Muzik and Professor Mershart, Regent Erdman noted that many mutual problems were discussed and that she had thought matters had been resolved.

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UNFINISHED AND MISCELLANEOUS BUSINESS

Regent O'Harrow, Chairman of the Regent Committee on UW-Extension, noted that the Committee meetings scheduled for the 27th and 28th of May at UW-Eau Claire and UW-Oshkosh had been postponed, not cancelled, and would be rescheduled, probably in September.

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President Erdman called upon UW-Madison Professor Gordon Baldwin, who had served as hearing examiner in the matter of Dean Alan J. Weston (UW-Milwaukee), for presentation of his report (copy on file with the papers of this meeting). She also recognized the presence of Assistant Attorney General LeRoy Dalton, Dr. Weston and Attorney Robert Friebert, counsel for Dean Weston.

Professor Baldwin made the following statement:

"I did want to say at the outset that these proceedings were long. Nine hundred pages of transcripts were prepared. There were 73 exhibits, few of them less than one page. There were 94 pages of correspondence among counsel. On page 20, line 2, the date should be 1977, not 1976. Pages 3-14 contain my findings of fact in 73 paragraphs. These are in response to your command that I make such findings of fact. The following pages 15-34 are, in a sense, gratuitous, the ramblings of a professor, but I did feel it incumbent to give you at least my view of an extraordinarily interesting and ably-presented case. Counsel for both sides were diligent, competent and civil. It was a pleasure dealing with them.

"I do want to say very briefly that the facts that I found were largely uncontested. Facts are relevant, however, only because some rule of law directs their relevance, and it is the rule of law in this matter that is sometimes troublesome. The law in this case was found by Judge Gerlach of the Circuit Court, Milwaukee County, in an opinion rendered in November of 1980. It is a long opinion. It deals with a matter which has not been the subject of extraordinarily full litigation. The final state of the law is by no means clear on what constitutes a liberty interest. I found Judge Gerlach's opinion helpful for the most part, but somewhat elliptical. I think the report tended to speak for itself. If you have some questions; if you wish me to summarize it, I will, but I would prefer at this point to lay it in your hands. If you wish to have further hearings, I would be happy to do so, but I hope you will be merciful upon me and counsel."

Regent Erdman commended Professor Baldwin on the clarity and readability of his report, and Regent Veneman said the Board owed Professor Baldwin much appreciation for his efforts.

President Erdman then called upon Assistant Attorney General LeRoy Dalton who made the following statement:

"The case, as you know, involves the liberty interest of a dean at the University of Wisconsin-Milwaukee. This liberty interest was identified in a case before Judge Gerlach which was a review of the action of this Board in removing the Dean from his position as dean, as distinguished from his position as a tenured professor. The liberty interest is found in the due-process clause of the 14th Amendment. That clause says that you shall not take away life, liberty, property, without due process. That liberty interest has not been fully defined, as Professor Baldwin indicated, although there are more cases coming as each year passes. In the law suit, there was a contention that there were both a property and a liberty interest, but Judge Gerlach decided there was no property interest.

"The liberty interest arose because the audit report which was made in connection with the investigation and was released to the public, in Judge Gerlach's view, coincidental with efforts to remove him as dean, implied dishonest, unethical or illegal conduct.

"I met with you last December, I think, and I recommended that, in order to protect Dean Weston's liberty interest as defined by Judge Gerlach, that a hearing be held. Professor Baldwin was appointed as hearing examiner, and, as he indicated, we have gone through an extensive hearing in which Professor Baldwin has shown great patience. I have wondered sometimes what my role was, because I was not trying to convict the Dean of any offenses. But, obviously, in fairness, we all felt that the Dean had the right to have his name cleared, if that is what the record deserves.

"There are some other issues that Judge Gerlach pointed out and that Professor Baldwin indicated he was not deciding. And that relates to whether or not the Dean was a good dean, whether he used good judgment, whether or not there was good management. Judge Gerlach, in his opinion, pointed out on page 24 that, under the Roth case which also came from this University System, decided by the United States Supreme Court, if the Dean clears his name of dishonest, unethical or illegal conduct, there still remains the issue, of course, as to management, judgment and any other criteria that can be employed to determine whether or not someone is doing a good job. But we are concerned today only with whether or not Dean Weston cleared his name of dishonest, unethical and illegal conduct.

"The findings of fact and the report are before you and there is a motion before you, by Mr. Friebert, to accept them (copy on file with the papers of this meeting)."

President Erdman pointed out that there was not a motion as such before the Board since none had been made by a member of the Board, adding that the motions filed by Mr. Friebert with the secretary were treated as suggestions which might later be incorporated into actual motions.

Attorney Dalton continued his presentation, as follows:

"My recommendation is that the Board accept the findings and the report of Professor Baldwin. During the course of the hearing, I tried to bring out issues and to test along the way what I feel was a sufficient amount to determine, for the record, whether or not Dean Weston's liberty interests were violated. And I am willing to accept Professor Baldwin's conclusions that the Dean has successfully cleared his name of any inferences of dishonesty, unethical or illegal conduct. I am not sure what standards apply to that, but I am sure that the law would give any doubt to the Dean as opposed to any other inferences. Professor Baldwin did not decide, of course, whether Weston has been a good or indifferent dean. That's on the last page of his report. And this, of course, was not his charge. His charge was a constitutional question, and he has fulfilled that responsibility. I feel, therefore, that the Board should free Dean Weston of any implication of dishonest, illegal or unethical conduct.

"However, one cannot look at this complete record without raising some question as to the conduct that has been described. In my opinion the SAK affair was foolish. It was foolish for the Chancellor to allow people to get involved in it. It was foolish for the staff members to promote it. It did no good for the University; it did some harm. Look at finding 17. What is this that we are talking about? We are talking about a device which makes bulbs last longer but emit less light. Now, you can accomplish the same thing by using a 40-watt bulb instead of a 60-watt bulb. Look at finding 8. Cutler-Hammer, a reputable manufacturing firm, refused to become involved in the production of this. Now read the record about Mr. Rey. Who is Mr. Rey? We don't really know. Sometimes he sounds like a promoter. As Professor Baldwin pointed out, he uses a telephone an awful lot, but where did he fit into an educational institution? I say, "foolish." It has caused a lot of heartaches; it has caused a lot of expense to the University, to the state, because some people got involved in a very foolish endeavor. The administration at Milwaukee showed a lack of judgment in allowing this thing to get out of hand. They became targets for the press, and how does a target of the press respond? Sometimes with not the best judgment. They should not have released that audit report. I am not talking about this Board; I am talking about the University. Audit reports are raw, investigative material which have not been subject to cross-examination and to a firm determination in the judicial process. They are leads. Audits are not to be used as an accusatory device. And my advice to this Board in the future and to other University officials is that, if you have documents from auditors that contain materials that can constitute an inference of dishonesty or other misconduct, don't release it. And if a newspaper wants it, tell them "no." And if they sue you, ask the Attorney General to defend you. Let the courts decide, but don't retaliate.

"What happens in the end in this case is not to be decided by this Board at this time. That is a judgment that other individuals have the responsibility to perform, and I am sure that it, in due course, will be accomplished. If you have any questions, I will be happy to respond."

It was her understanding, Regent Erdman stated, that the Attorney General's office had approved the release of the audit report, adding that it was felt freedom of information for the press and the general public was an overriding consideration in the matter.

President Erdman then called upon Attorney Friebert, who made the following statement:

"Members of the Board of Regents. This is a very sad day, in my judgment, sad in the prospect of what one person had to do to fight a massive organization which was mustered, in my opinion, to destroy him, which started by a series of articles in The Milwaukee Journal shortly after Dr. Weston was given an above-average across the board and a merit increase which was done on August 6, 1979. Shortly after that, The Milwaukee Journal ran a series of articles and the nightmare began. He was literally pilloried in the press, and the last thing that I believe he expected was that this University which has, as its overriding goal, truth, would buckle under to the call of the press and politicians who were calling for blood.

"The issue with respect to The Milwaukee Journal is in litigation because, in 1979, Dr. Weston commenced a libel action against The Milwaukee Journal.

"What happened in this System I believe was one of the most devastating hitting of anybody that I have ever witnessed in many years of practicing law, and in those many years, representing many people in this kind of a position. But when a central administration and others centrally join arms and lock step to get somebody, the situation becomes, in my judgment, despicable. This audit report was put together originally in a very, very sloppy way, and it had been promised during its writing to be released to the press by central administration some time in September. They were told, The Milwaukee Journal was told, that they would get a copy. It was always understood that this would be a public document. In early October, an October audit report was issued. I responded in a lengthy letter dated October 4, 1979, which I have attached to several motions to recuse, which I assume you have (copies on file with the papers of this meeting). One of the motions involves one of the members of the Board who is an attorney with a law firm that represents The Milwaukee Journal. I don't think he should be participating in anything that has to do with Dr. Weston."

Regent Beckwith stated in response that he would not vote on the matter, adding, "I don't believe your motion has merit. Foley and Lardner does not write The Milwaukee Journal; they do some legal work for them. And I do not think The Milwaukee Journal is involved. But this has been a long, painful process, and I think whatever issue you might wish to make out of my presence on the Board, I would like to eliminate. I am here as an observer. I will not vote."

Attorney Friebert continued his presentation, as follows:

"That letter is attached to the motion. I also have directed similar motions with respect to Mr. Stathas, Mr. Lorenz, Mr. Umhoefer, and Mr. Brunkow and anybody else who considers themselves an adversary. In early October, by this letter, the people in authority knew very well what Dr. Weston's position was and, as it turns out 20 months later, the positions stated in my October 4, 1979, letter were vindicated, but, instead of seriously treating these issues, central administration drove on. Copies were delivered to President Young and he acted in a most unprecedented way. He acted by discharging a dean in mid-term. Most unprecedented. I talked to President Young before he did that, and he told me that he had never done anything like that before, but this October audit report had a lot to do with it. I might add that at the UW-Milwaukee campus, in fact, there were formed vigilante committees to check into this. It seems to me that the activities that have taken place are most unbecoming a great university.

"After President Young preempted everything and fired Dr. Weston with a public statement coming from central administration that it had to do with the audit report, a judge in Milwaukee restrained the attempted discharge. A little while later, the attempted discharge was set forth by the Acting Chancellor. A different judge in Milwaukee restrained that discharge. A little while after that, this Board discharged Dr. Weston, and you were restrained. I wrote a lengthy letter to this Board in December of 1979 begging you to be heard. And you denied that basic, in my view, fundamental fairness, which I will never understand. In any event, you were restrained. Ultimately, another attempt was made to remove the Dean in June or July of 1980, and that was restrained.

"It is a sad day when a university is uninterested in truth--that is a sad day--and tries people and convicts people by press accounts. That is a sad day, a very sad day, and it took four court orders to obtain fairness. It should not take any court orders. Maybe it was the release of the audit report that 'sealed the coffin' on the activities of this Board, but thank God, in my judgment, it was released, because how else could Dean Weston have cleared his name? How many people have been literally taken apart in audit reports who have not had the courage to go forward to vindicate their rights or because they haven't been publicized? I do not agree with the Attorney General on the audit report issue. I think there is a serious question in this University as to how people get hurt badly by this process. Hurt badly.

"Now, after all of these hearings (and I might add that Professor Baldwin's decision was at the close, essentially, of the case of the staff) Dean Weston did not have to testify in these proceedings, although he was prepared to do so. All of these facts were well-known, and I think the record should reflect that Professor Baldwin held two things: that he has cleared his name and that Dr. Weston has been treated 'shabbily' in the audit report. Those are his words, not mine.

"In talking about the SAK event that Mr. Dalton talked about, he really kind of comes here and says, 'He's cleared his name but what a foolish affair.' There are no 'buts' about it. If SAK was a foolish affair, it was not Dean Weston's doing. He was asked by the UW-Milwaukee people, the Chancellor in particular, to form this corporation. He was asked to do this. That is a specific finding on page 6. Chancellor Baum suggested that Dean Weston form a corporation to manufacture the button. Dean Weston was advised by Chancellor Baum and Regent Pelisek that his formation of a new corporation to develop the light-button investment would not constitute a conflict of interest. Dean Weston was very sensitive to the issue and cleared it with the Chancellor. I believe at that time Regent Pelisek was a member of this Board and a distinguished lawyer and also President of the UW-Milwaukee Foundation. Despite this, the forces of the University came down on him.

"On every page of this report, there is something that I could read which I think would be very important. But, with respect to telephone calls, Dean Weston in March of 1978 commenced keeping a log as best he could of each and every one of his long-distance telephone calls, with a notation as to the University purpose of that call. The University auditors knew that and completely disregarded his logs which he kept contemporaneously with the making of the calls. Professor Baldwin has very strong language about that. I found it completely unimaginable that any group of persons would do something like that. It goes on and on and on.

"This was all pointed out to your central administration in October of 1979. I should put into the record, clearly, in response to Mr. Dalton's statements, a statement on page 20 by Professor Baldwin. 'I find no suggestion,' this is with respect to SAK, 'I find no suggestion that any rules were violated by any of the participants in the venture nor any basis for finding that any investor, including Dean Weston, was doing anything unethical, illegal or unsavory.' It's a pretty strong finding by your fact-finder whom you appointed.

"After President Young first attempted to dismiss Dean Weston, there were meetings here in Madison which I attended with an associate of mine, attended by the two auditors, Mr. Stathas, and at one point, Mr. Lorenz, in which all--well practically all--the points which were covered in this investigation and hearings were gone over. Despite that, there were no significant changes made between the October audit report and the November audit report, which was ultimately released. I don't know why; I can only speculate. The facts were known. As Professor Baldwin indicated, most of the facts, as it turned out, were not in dispute.

"So, I am here today, then, to ask this Board for justice. It is not a very lawyer-like claim. Lawyers don't ask for justice; they ask for other things. I am here to ask for justice and fairness to this man who has gone through a living hell for two years, almost, when he was innocent. I ask this Board to accept this report. I also ask this Board to issue, publicly, a statement of regret that this happened to him. It has been devastating to him, his wife, and his children, and he was not guilty of any wrongdoing.

"I also believe, although this was probably not before you, that he should be given a reasonable opportunity, without the pressures of an administration that wants to beat him up, to perform as a good dean, as he has performed, as was acknowledged in August of 1979 before the nightmare began. And I also believe you ought to consider reviewing the lack of merit increases that have occurred in the last few years. And ultimately, in an appropriate form, I will be asking you for attorney's fees, so that Dean Weston is restored as best as can be done, to the position of high esteem that he enjoyed throughout this country before this began."

Regent Fox asked Mr. Friebert to state his position on his motions to recuse.

Noting that he had filed five motions of recusal, the first of which had already been discussed, Mr. Friebert explained that he had filed such motions with respect to Mr. Stathas, Mr. Lorenz, Mr. Umhoefer and Mr. Brunkow, because, in his judgment, they were adversaries in an adversarial process; they were involved in one way or another in preparation of the audit report. It seemed to him there ought to be no private communications involving those people within the context of any closed sessions, since he felt that would be a denial of an opportunity to confront and cross-examine.

Regent Fox then asked if he still pursued those motions, in view of the fact that the matter was being considered in open session. Mr. Friebert responded in the negative since, in open session, he would have the opportunity to respond to what might be said.

With regard to the motion to recuse which related to other regents, Regent Fox asked if it was his position that mere participation in the adoption of Resolution 2065 on December 14, 1979--a resolution which attempted to dismiss Dr. Alan Weston as Dean of the School of Allied Health Professions--was a disqualification.

Mr. Friebert replied that, although he would always answer "yes" to that question to preserve a record, he had been involved in two United States Supreme Court cases which might be otherwise persuasive.

Mr. Dalton stated that the regents are presumed to be impartial, unless there is some evidence otherwise, and, even though some of them might have taken part in some earlier decisions, they were now eligible to exercise their judgment in the absence of a showing of bias.

Regent Fox inquired as to whether or not Mr. Friebert had information that any member of the Board had a biased, prejudiced position, to which Mr. Friebert responded in the negative.

Regent Grover recalled that, when action had been taken to dismiss Dean Weston, one of the issues had been whether or not a hearing was required, pointing out that Mr. Friebert's request had been denied on the basis of advice given to the Board at that time. Responding to Regent Grover's inquiry about the implications of Judge Gerlach's decision for any future dismissal situations, Mr. Dalton stated that, if there was violation of a liberty interest, a hearing would be required, noting the United States Supreme Court decision in the case of Owen vs. the City of Independence, on which Judge Gerlach had relied, further amplified the concept of liberty interest.

It was moved by Regent Fox and seconded by Regent Knowles that the following resolution be adopted:

> Whereas, the Board of Regents of the University of Wisconsin System, having received the binding findings of fact contained in Hearing Examiner Gordon B. Baldwin's report, dated June 5, 1981, concerning the liberty interest hearings afforded to Dean Alan J. Weston relating to the internal audit report released in November 1979, and having heard oral arguments from the parties, now therefore, the Board of Regents concludes that:
>
> 1. Dean Alan J. Weston has cleared his name with regard to dishonest, unethical or illegal conduct which might be implied in the audit report.
>
> 2. The report evidences some poor judgment attributable to Dean Weston and other members of the UW-Milwaukee administration involved in the activities described in the audit report.

Considering the resolution to be too complex, Regent Lawton felt a motion to accept was all that was required.

Suggesting that the advice of counsel might be helpful, Regent Fox said it was his view that the resolution described the findings of fact.

Regent Knowles withdrew his second, pending receipt of copies of the resolution.

Regent O'Harrow thought the resolution included an element of face-saving, adding, "I'm afraid there's no face to save on this case."

Indicating that the report made no determination on issues of judgment, Mr. Dalton thought the findings of fact supported the conclusion of poor judgment, although he was not sure that the Board had the duty to make that observation.

Regent Hendrickson thought a number of regents felt the second paragraph of the resolution was not necessary. Therefore, he moved that the Board of Regents accept the findings of fact made by Professor Baldwin, and the motion was seconded by Regent Finlayson. It was agreed that language taken from the previously presented resolution, modified as follows, would express the intent of the motion:

> The Board of Regents of the University of Wisconsin System accepts the binding findings of fact contained in Hearing Examiner Gordon B. Baldwin's report, dated June 5, 1981, concerning the liberty interest hearings afforded to Dean Alan J. Weston relating to the internal audit report in November 1979.

While he concurred with Regent Hendrickson's motion, Regent Veneman suggested including with acceptance of the report, point number one from the first resolution that had been offered.

President Erdman asked if the resolution presented by Regent Fox would be satisfactory to Regent Veneman if point number two were eliminated and the words "having received" in the second line were replaced by the word "accepts."

Indicating that would be acceptable to him, Regent Veneman asked Mr. Dalton if such a resolution would be appropriate, to which Attorney Dalton answered in the affirmative.

Regent Erdman added that the word "Whereas" in the first line also should be eliminated.

Regent Schilling said that, as he read the motion filed by Mr. Friebert, the Board only was being asked to accept the findings of fact, aside from a public expression of regret which he thought might have already occurred that day. He asked Mr. Dalton if his advice would be simply to do what was asked by the moving party.

The order appointing the hearing examiner, Mr. Dalton replied, provided for the examiner to submit binding findings of fact, reserving to the Board the power to draw conclusions from those facts.

Since the hearing examiner was appointed to make findings of fact and not to draw conclusions of law therefrom, Regent Schilling questioned whether the Board should reach such conclusions without more specific advice of counsel.

Mr. Dalton reiterated his view that the facts justified a conclusion of poor judgment, indicating, however, that whether or not the Board wished to make that conclusion was a matter within its discretion.

Regent Erdman noted that, in his preliminary statement, Mr. Dalton recommended that the Regents conclude the Dean had cleared his name from any inferences of dishonesty, unethical or illegal conduct.

Mr. Dalton added that Judge Gerlach had made it clear that the hearing was not to determine whether or not Dean Weston had used good judgment or had been a good manager.

Regent Veneman inquired as to Attorney Dalton's recommendation with regard to the wording of the resolution, to which Mr. Dalton replied that, although he could answer legal questions, he would not wish to be in the position of making a recommendation.

Regent Schilling asked Attorney Friebert if it was his client's position that he had received the hearing ordered by Judge Gerlach, and Mr. Friebert responded in the affirmative. It seemed to Regent Schilling that the next logical action on the part of the Board would be to accept the findings of fact, as requested in the motion filed by Mr. Friebert, and then to request that Dr. Weston's attorney submit proposed conclusions of law and to obtain the advice of the Board's counsel with regard to the matter.

Noting that one of the first motions he had filed in the hearing before Professor Baldwin was that the Board's order was inappropriate in that it did not go far enough, Mr. Friebert stated that he did not wish to retreat from that position. It was his belief that the conclusions, as well as the findings made by Professor Baldwin, were binding because s. 227.09(3)(a), Wis. Stats., upon which the Board relied, states, "With respect to contested cases, an agency may by rule, or in a particular case, may by order, direct that the hearing examiner's decision be the final decision of the agency." He contested any power of the Board to dilute any aspect of what was required by that section of the statute, maintaining that to accept the report of Professor Baldwin would also be to accept his conclusions and that they should be accepted.

In response, Mr. Dalton stated that, even if it were true that the Board must accept conclusions, it was clear that Professor Baldwin specifically refrained from making conclusions with regard to matters not involving the liberty interest, such as the issue of poor judgment. The Board, therefore, was free to draw whatever conclusions it wished in that regard.

Regent Schilling asked Professor Baldwin if he had made conclusions of law, to which Professor Baldwin responded in the negative. That response, Regent Schilling continued, supported his suggestion that the Board simply accept the findings of facts at this point, following which counsel could be consulted concerning parameters for further action.

Regent Finlayson noted that the motion made by Regent Hendrickson was in accordance with what Regent Schilling suggested.

Regent Heckrodt indicated he would be hesitant to vote on the resolution without advice from counsel as to whether or not further liability would be incurred. Mr. Dalton replied that, in his opinion, additional liability would not be incurred by taking such an action.

Regent Beckwith asked if Mr. Friebert would have any objection to his making a suggestion to the Board, to which Mr. Friebert responded in the negative. Expressing the view that the matter should be concluded at this meeting and that it made little difference whether what was being considered was findings of fact or conclusions, Regent Beckwith thought the appropriate motion would be to accept the report of Professor Baldwin, and the findings and conclusions contained therein, and to conclude that Dr. Weston had been afforded the liberty interest hearing to which Judge Gerlach said he was entitled to clear his name of dishonest, unethical or improper conduct.

Regent Erdman pointed out that Regent Beckwith's suggestion was considerably broader than the motion before the Board which was only to accept the findings of fact.

Since Professor Baldwin had told the Board that he had made no conclusions of law, Regent Schilling emphasized that the Board should not try to reach such conclusions without further advice from its attorneys or the hearing examiner. He urged the Board to do no more than accept the findings of fact at this time.

Mr. Friebert stated that his motion was to accept both the findings of fact and the report of hearing examiner and to enter same as the final decision of the Board of Regents. He noted that Professor Baldwin, on page one of his report, had recommended that the Board conclude Dean Weston had cleared his name successfully.

Professor Baldwin felt there was merit in Regent Beckwith's suggestion that the matter be concluded at this meeting, adding that he did not believe the Board, by accepting his whole report, would incur any liability in addition to that which would be incurred by accepting his findings.

Referring to the first resolution that had been presented, Mr. Dalton suggested that the Board adopt the first paragraph, along with point number one. He did not believe it necessary to make the judgment represented by point number two.

Regent Schilling asked Mr. Friebert if his client would consider the matter closed if the Board acted in accordance with Mr. Dalton's suggestion.

While such action would conclude the matter before the Board, Mr. Friebert responded, there was still litigation pending before Judge Gerlach, who had indicated he would at some point make an award of attorney's fees. Mr. Friebert also said he had informed the Judge that he was interested in injunctive relief only but that, if at any time the matter became one of monetary damages, he would seek to amend for such damages.

Regent Fox moved adoption of the following substitute amendment and the motion was seconded by Regent Veneman:

✓ UW-Milw-Staff
Res. regarding report of liberty interest hearing
✓ in matter of Alan Weston, R-2435, p. 29-39.

The Board of Regents of the University of Wisconsin System, having accepted the binding findings of fact contained in Hearing Examiner Gordon B. Baldwin's report, dated June 5, 1981, concerning the liberty interest hearings afforded to Dean Alan J. Weston relating to the internal audit report released in November 1979, and having heard oral arguments from the parties, now therefore, the Board of Regents concludes that Dean Alan J. Weston has cleared his name with regard to dishonest, unethical or illegal conduct which might be implied in the audit report.

At the suggestion of Regent Veneman, with the concurrence of Regent Fox, the words "having accepted" were striken from the second line and the word "accepts" was inserted in their place.

Regent Hendrickson proposed that the words "now therefore, the Board of Regents," in the seventh line be deleted, and that further modification was accepted by Regents Fox and Veneman.

Regent Schilling stated that he would vote against the motion, not because he thought that the findings were incorrect or that the conclusion was incorrect, but because he did not feel that proper procedure was being followed.

Put to the vote, the substitute amendment was approved, with Regent Beckwith abstaining and Regent Schilling voting "No."

Regent Schilling asked that his remarks with regard to his vote on the substitute amendment be included in the minutes with respect to the main motion.

The question was put on the main motion, and it was adopted, with Regent Beckwith abstaining and Regent Schilling voting "No."

Resolution 2435: The Board of Regents of the University of Wisconsin System accepts the binding findings of fact contained in Hearing Examiner Gordon B. Baldwin's report, dated June 5, 1981, concerning the liberty interest hearings afforded to Dean Alan J. Weston relating to the internal audit report released in November 1979, and, having heard oral arguments from the parties, concludes that Dean Alan J. Weston has cleared his name with regard to dishonest, unethical or illegal conduct which might be implied in the audit report.

- - -

At 12:40 p.m., the following resolution, moved by Regent Knowles, seconded by Regent Fox, carried on a unanimous roll call vote, with Regents Beckwith, Erdman, Finlayson, Fox, Gerrard, Grover, Heckrodt, Hendrickson, Knowles, Lawton, O'Harrow, Schilling and Veneman voting "Aye" (13) and Regents Fitzgerald, Majerus and Thompson absent (3):

Resolution 2436: That the Board of Regents convene in closed session to consider personnel matters, as permitted by s. 19.85(1)(c), Wis. Stats., and to consider personal histories, as permitted by s. 19.85(1)(f), Wis. Stats.

- - -

CLOSED SESSION ACTIONS

The Board arose from closed session at 1:00 p.m. and adoption of the following resolutions was announced:

Resolution 2437: That, upon the recommendation of the UW-Green Bay Chancellor and the President of the University of Wisconsin System, the following individuals be appointed to the UW-Green Bay Board of Visitors:

Visitors, UWGB
Appt of George D. French, Bev Gregozeski, Diane Liebmann & Lucille Kotas.
R-2437, p. 40
(One entry for each appointee - appt'd to UW-GB Bd. Visitors)

George D. French, Green Bay,
for a term ending June 1984

Bev Gregozeski, Green Bay
for a term ending June 1984

Diane Liebmann, Green Bay
for a term ending June 1984

Lucile Kotas, Green Bay,
for a term ending June 1982

Resolution 2438: That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, the following individuals be reappointed to the UW-Madison Board of Visitors for terms ending May 1, 1984:

Visitors - UW-Msn
Appt of
R-2438, p. 40
(One entry for each appointee).

William D. Knox, ~~Fort~~ Atkinson
Donald H. Lee, ~~Portage~~
Byron C. Ostby, ~~Madison~~
Robert J. Soderholm, ~~Monroe~~
Joy G. Teschner, ~~Milwaukee~~

Resolution 2439: That, upon the recommendation of the UW-Whitewater Chancellor and the President of the University of Wisconsin System, the following appointment and reappointments to the UW-Whitewater Board of Visitors be approved for terms ending June 30, 1984:

Visitors - uw-whitewater
Appt. of
R-2439, p. 40
(One entry for each appointee).

John G. Formella, Milwaukee
Doris Highsmith, Fort Atkinson
Richard I. Jensen, Mukwonago
Marvin E. Paitrick, Jr., DeForest
Erwin H. Voight, Madison

Resolution 2440: That, upon the recommendation of the President of the University of Wisconsin System and the Chancellor of the University of Wisconsin Center System, Stephen Portch be appointed Dean of the University of Wisconsin Center-Marathon County effective July 1, 1981, or as soon thereafter as possible, at an annual salary of $34,000.

✓ UWC-Marathon Co- Appt of Stephen Portch as Dean R-2440, p.41

✓ cx-ref - Portch, Stephen - Appt'd Dean, UWC-Marathon Co.

The meeting adjourned at 1:00 p.m.

Judith A. Temby
Judith A. Temby
Secretary

June 19, 1981

EMERITUS DESIGNATIONS
1981-82 Budget

Name	Department	Emeritus Designation	Years of Service
UW-EAU CLAIRE			
Blackorby, Edward C.	History	Professor Emeritus	22
Fetvedt, Robert O.	Library	Director Emeritus	15
Gerberich, John B.	Biology	Professor Emeritus	27
Page, Allen D.	Physics	Professor Emeritus	21 1/2
Rowe, Mary H.	Elementary Educ.	Assoc. Prof. Emeritus	31 1/2
Stoelting, G. John	Foundations of Education	Professor Emeritus	16 1/2
Wrigglesworth, Frank	Physical Educ.	Asst. Prof. Emeritus	17
UW-GREEN BAY			
None			
UW-LA CROSSE			
Campbell, Cloyce	Mgmt. & Marketing	Professor Emeritus	25
Searcy, Herbert	Univ. Library	Professor Emeritus	17
Smith, Glenn M.	College of Health, Phy. Ed. & Rec.	Dean Emeritus Professor Emeritus	27
Van Note, Roy N.	Univ. Library	Professor Emeritus	17
UW-MADISON			
Andrews, Richard B.	L&S/Urban & Reg. Plng. (also Sch. of Business)	Professor Emeritus	33
Barbash, Jack	L&S/Economics	Professor Emeritus	22
Berger, John V.	Medical School/ Ophthamology	Clinical Professor Emeritus	31
Brickbauer, Elwood A.	AG&LSC/Agromony	Professor Emeritus	31
Calbert, Harold E.	AG&LSC/Food Sci.	Professor Emeritus	32
Cameron, Eugene N.	L&S/Geology & Geophysics	Professor Emeritus	33
Elmendorf, William W.	L&S/Anthropology	Professor Emeritus	17
Gard, Robert E.	AG&LSC/CAVE (also EXT)	Professor Emeritus	35
Garver, John C.	AG&LSC/Biochem.	Professor Emeritus	24
Gasiorowski, Xenia Z.	L&S/Slavic Lang.	Professor Emeritus	32
Gibson, William M.	L&S/English	Professor Emeritus	8 1/2
Green, David E.	GRAD/Enzyme Inst.	Professor Emeritus	33
Greville, Thomas N. E.	School of Bus.	Professor Emeritus	18

A-26
Revised 6/3/81

EMERITUS DESIGNATIONS
1981-82 Budget

Name	Department	Emeritus Designation	Years of Service
	UW-MADISON (continued)		
Higbie, Imogene W.	L&S/Social Work	Clinical Professor Emeritus	17
Hirschfelder, Joseph O.	L&S/Chemistry	Professor Emeritus	41
Howe, Hartley E.	L&S/Journalism & Mass Communication	Assoc. Prof. Emeritus	10
Hurst, J. Willard	L&S/History (also Law School)	Professor Emeritus	44
Kreitlow, Burton W.	Sch. of Educ/Cont & Voc Educ.(also Sch. of Educ/Educ. Policy Stu)(also AG&LSC/ Cont. & Voc. Educ.	Professor Emeritus	32
Lemasters, Ersel E.	L&S/Social Work (also L&S/Soc.)	Professor Emeritus	21 1/2
Linkswiler, Hellen W.	AG&LSC/Nutritional Sciences	Professor Emeritus	21
Loeb, Martin B.	L&S/Social Work	Professor Emeritus	19
McCannon, Nellie R.	AG&LSC/Journalism (Agr) (also Sch. of Family Res. & Con. Sci.) (also EXT)	Professor Emeritus	27
Monroe, Margaret E.	L&S/Library School	Professor Emeritus	13
Nelson, Harold L.	L&S/Journalism & Mass Communication	Professor Emeritus	26
Olmstead, Clarence W.	L&S/Geography	Professor Emeritus	35
Olson, Carl Jr.	AG&LSC/Veterinary Science	Professor Emeritus	25
Peters, Harry B.	L&S/Music	Professor Emeritus	21
Runge, Carlisle P.	L&S/Urban & Reg. Plng. (also Env. St/ Inst. Prog/Instr. Prog.)(also Law Sch)	Professor Emeritus	30
Sale, Randall D.	L&S/Geography	Professor Emeritus	28
Southworth, Warren H.	Sch. of Educ/Curr. & Instruc. (also Med. Sch/Prev. Med)	Professor Emeritus	37
Thomas, Ursula M.	L&S/German (also Curr. & Inst.)	Professor Emeritus	24
Todd, Arlie C.	AG&LSC/Vet. Science	Professor Emeritus	30
Wilson, Joe B.	Med. Sch/Med. Micro. (also AG&LSC/ Bacteriology)	Professor Emeritus	35

EMERITUS DESIGNATIONS
1981-82 Budget

Name	Department	Emeritus Designation	Years of Service	
		UW-MILWAUKEE		
Borger, Valbur	Curric. & Instruction	Professor Emeritus	31	
Christman, Webster M.	Industrial & Systems Engr.	Professor Emeritus	35	
Layde, Durward C.	Chemistry	Professor Emeritus	42	
Mortimer, Clifford H.	Zoology	Distinguished Professor Emeritus	15	
Whitford, Kathryn D.	English	Professor Emeritus	26	
		UW-OSHKOSH		
Hardman, Dale G.	Social Work	Professor Emeritus	15	
Millington, Marie J.	Nursing	Asst. Prof. Emeritus	5	
Pyle, Everett G.	English	Professor Emeritus	34.5	
Schantz, Georgia A.	Nursing	Assoc. Prof. Emeritus	12	
Schmitz, Eugenia	Library Science	Professor Emeritus	13	
		UW-PARKSIDE		
Esser, Robert E.	Science, Life Sci.	Assoc. Prof. Emeritus of Life Science	13 20 2 35	UW-PKS UW Ctr-Racine UW-EXT
Wlabruck, Harry A.	Humanities, German	Professor Emeritus of German	12 8 20	UW-PKS UW Ctr-Racine & Kenosha
		UW-PLATTEVILLE		
Dixon, D. C.	Mining Engineering	Professor Emeritus	42	
Farnum, Emily	English	Professor Emeritus	17	
Voth, Theodore	Mathematics	Asst. Prof. Emeritus	19	
Wagner, Russel O.	Biology	Professor Emeritus	34	
		UW-RIVER FALLS		
Hawkins, Marion E.	English	Professor Emeritus	35	
Tietz, Naunda A.	Education	Professor Emeritus	22	

EMERITUS DESIGNATIONS
1981-82 Budget

Name	Department	Emeritus Designation	Years of Service
	UW-STEVENS POINT		
Fountain, Gail M.	Art	Assoc. Prof. Emeritus	12
Murans, Francis	Economics & Bus.	Assoc. Prof. Emeritus	15
Perret, Maurice E.	Geography/Geology	Professor Emeritus	18
Sylvester, William A.	Natural Resources	Assoc. Prof. Emeritus	12
Van Lieshout, Adrian J.	Geography/Geology	Professor Emeritus	15
	UW-STOUT		
Orazem, Charlotte L.	Apparel, Textiles and Design	Asst. Prof. Emeritus	13
Helgeson, Leonard	Bus. & Ind. Mgmt.	Instructor Emeritus	10 1/2
	UW-SUPERIOR		
Holmgren, Gorden E.	Education	Professor Emeritus	13
Meyer, Frank H.	Chemistry/Physics	Asst. Prof. Emeritus	15
	UW-WHITEWATER		
Fredriksen, Kathleen	Elementary Educ.	Asst. Prof. Emeritus	13
Greer, Josephine A.	English	Professor Emeritus	16 UW-WTR 2 UW-EAU 18
Greer, William L.	Sociology	Professor Emeritus	15 UW-WTR 2 UW-EAU 17
Grinstead, Edna	Bus. Educ. & Office Admin.	Professor Emeritus	20
Harris, Norman	English	Professor Emeritus	20
Schultze, Mildred	Secondary Educ.	Assoc. Prof. Emeritus	28
Sorber, Edna C.	Communication	Professor Emeritus	22
	UW-EXTENSION		
Connors, Bernard J.	Community Affairs	Assoc. Prof. Emeritus	36
Gard, Robert E.	Cont. & Voc. Educ. (also MSN)	Professor Emeritus	36
Halbach, Richard F.	Community Affairs	Assoc. Prof. Emeritus	33
Jaeger, Paul G.	Community Affairs	Assoc. Prof. Emeritus	28
Karasch, A. J.	Community Affairs	Assoc. Prof. Emeritus	22
Leet, Elwin G.	Community Affairs	Asst. Prof. Emeritus	32
Lowe, Harry J.	Community Affiars	Assoc. Prof. Emeritus	27
McCannon, Nellie R.	Agric. Journalism (also MSN)	Professor Emeritus	37
Niedermeier, Eileen L.	Family Development	Professor Emeritus	34
Reinecke, Harold A.	Community Affairs	Professor Emeritus	34
Rice, Barbara S.	Community Affairs	Asst. Prof. Emeritus	20
Rogan, William D.	Community Affairs	Assoc. Prof. Emeritus	36
Tschudy, Albert J.	Community Affairs	Professor Emeritus	30
Van Loon, Lester F.	Community Affairs	Asst. Prof. Emeritus	30

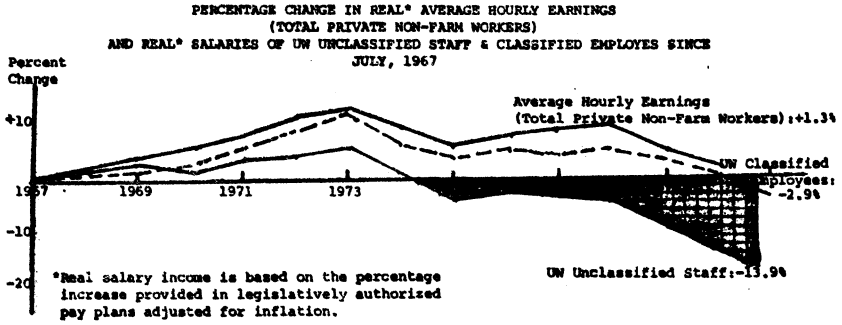
EMERITUS DESIGNATIONS
1981-82 Budget

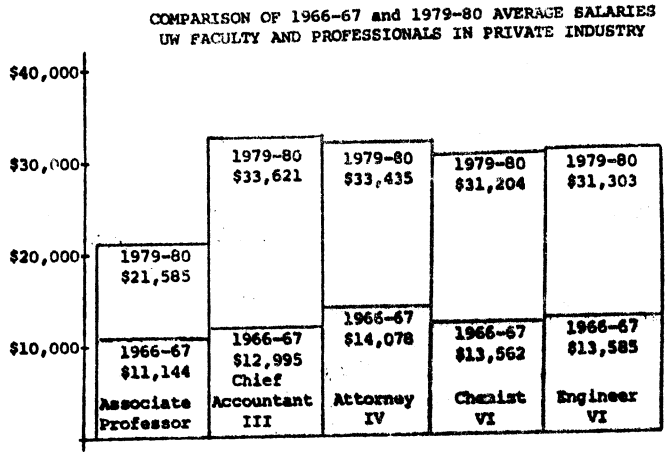
Name	Department	Emeritus Designation	Years of Service
	UW CENTER SYSTEM		
Rothstein, Edward	Sociology	Professor Emeritus	16
Slocum, Darwin A.	Administration	Campus Dean Emeritus	12
Wood, Aubrey G.	Chemistry	Asst. Prof. Emeritus	15

1981-83 BIENNIAL WORKING GROUP REPORT

HIGHLIGHTS OF

UW SYSTEM FACULTY AND ACADEMIC STAFF SALARIES





All salaries represent a nine-month rate.
Salaries of professionals in private industry from 1967 and 1980 editions of the National Survey of Professional, Administrative, Technical and Clerical Pay, publ. by U.S. Department of Labor.

These figures illustrating the decline both in real income and competiveness with professionals in private industry indicate several of the worsening compensation problems facing the UW System in its efforts to attract and retain faculty and academic staff.

FINDINGS

*Real salary income of faculty and academic staff has declined about 13.9% since 1967 compared to an increase of 1.3% for non-farm workers and a decline of 2.9% for UW classified employees.

*Enrollments in the UW System have increased from 133,303 in 1972-73, to 155,592 in 1980, an increase of 22,299 students.

*Real costs per student have gone down from $1,902 in 1972-73, to $1,717 in 1980-81, indicating that the UW's resources have declined relative to enrollments.

*Professional salaries in the private sector are $7,000 to $12,000 higher for positions roughly comparable in responsibility and training to associate professors and professors.

*Salaries since 1967, for private sector professionals with qualifications comparable to associate professors have increased by $20,000 as compared to $10,000 for associate professors. The gap in salaries, which was $1,000 in 1967, is today $10,000 more.

*UW-Madison faculty rank high on "quality and distinguished faculty" comparisons with other universities, but rank low in salary comparisons, with particularly poor competitive salary standing at the upper ranks.

*UW-Milwaukee faculty salaries for professors and associate professors rank low compared with other similar "urban" institutions.

*University Cluster institutions (4 year) year) and UW Center System institutions (2 year) rank low when compared to similar 4-year and 2-year liberal arts transfer institutions.

*Starting salaries of 1981, BS engineering graduates is as high (about $19,000 for academic year) as UW assistant professors with Ph.D.'s and several years experience.

*Federal Salaries at GS 14 and 15 levels, which require professional experience comparable to that of associate professors and professors, are $10,000 to $14,000 higher than UW System averages.

EXHIBIT B

EFFECTS OF DECLINING INCOME AND COMPETITIVE POSITION

The trend in salary and compensation practices for faculty and academic staff in the past decade have produced specific problems at all institutions in the System. This report and the information report on "compensation-induced problems" provide examples of these problems from which the Working Group concluded:

- Faculty and academic staff are in unfavorable compensation relationships not only with educational institutions, but with generally comparable professional positions nationally, regionally and locally in the private and governmental sectors.

- Serious difficulties are being encountered in recruiting competent faculty and academic staff.

- Recruitment success has often required the appointment of candidates at salary levels substantially in excess of those provided existing faculty and academic staff of comparable or greater experience and academic rank and ability.

- The normal loss of faculty and academic staff to competitive institutions is growing to significant proportions.

- The UW System's contribution to the state's economy and general welfare through federal and self-supported research and technical assistance is threatened by the inability to keep pace with competitive salary offers to highly valued and productive faculty and academic staff.

- The wage progression adjustment in the pay plan for other state employees as contrasted with the pay plan for faculty and academic staff results in an additional increase beyond the pay plan economic adjustment.

PROPOSALS

The Working Group proposes:

1. Begin in the 1981-83 Biennium to restore the competitive levels of UW System salaries.
2. Encourage excellence in our universities by rewarding meritorious service.
3. Halt further declines in the "real" salary income of faculty and academic staff.
4. Provide a wage progression adjustment comparable in total economic impact equal to the adjustment provided other state employees.

May 27, 1981

President Robert M. O'Neil
The University of Wisconsin System
1720 Van Hise Hall
1220 Linden Drive
Madison, Wisconsin 53706

Dear President O'Neil:

Re: Report for the 1981-83 Biennium on Compensation Planning for Faculty and Academic Staff.

The attached report is from the Biennial Working Group appointed to advise you on the preparation of proposals on faculty and academic staff compensation for consideration by the Board of Regents. The proposals, as approved by the Board of Regents, will then become the recommendations to be carried forward by the Board, the President, and representatives of the Working Group in negotiations with the Department of Employment Relations. The Department is responsible for the development of recommendations on compensation adjustments for faculty and academic staff in the 1981-83 biennium. These recommendations are made to the Legislative Joint Committee on Employment Relations.

The Working Group has extensively examined the status of salaries of University of Wisconsin System faculty and academic staff and has set forth its finding in this abbreviated report. We hope this report will be widely circulated and its message effectively conveyed to the general public as well as to the Board of Regents and state government, because the conditions the report identifies do not bode well for the future of UW System institutions.

The Working Group has included some conclusions and proposals in their report. We have not specified the total size of the compensation package but have set forth the basic components of the pay package that are essential to the continued strength and vitality of our universities. These proposals should be given appropriate weight in the negotiation process leading to legislative action.

The foregoing pages present highlights of the basic condition of faculty and academic staff salaries and the Working Group's proposals, and following is the report containing the Working Group's examination and findings about the present status of compensation.

As a part of its study, the Working Group also developed an information report concerning compensation-induced problems in the UW System. The report documents the growing difficulties related to inadequate compensation and is submitted for informational purposes.

Sincerely,

James J. Skiles, Co-Chairman
Charles Bauer, Co-Chairman
UW System Biennial Budget Working Group on Compensation for Faculty and Academic Staff for 1981-83

REPORT OF THE BIENNIAL WORKING GROUP
ON
COMPENSATION PLANNING FOR FACULTY AND ACADEMIC STAFF*
1981-83 BIENNIUM

COMPENSATION PLAN PROCESS

The state statutes provide that the State Secretary of Employment Relations, after receiving recommendations from the Board of Regents, shall submit a proposal to the Legislative Joint Committee on Employment Relations for adjusting compensation and employee benefits for faculty and academic staff. The proposal may recommend across-the-board pay adjustments, merit or other adjustments and employee benefit improvements. The proposal as approved by the Joint Committee on Employment Relations and the Governor shall be based upon a percentage of the budgeted salary base. The amount included in the proposal for merit and adjustments, other than across-the-board pay adjustments, shall be available for discretionary use by the Board of Regents.

This report is from the Biennial Working Group appointed by President O'Neil to advise him in the preparation of proposals for consideration by the Board of Regents. The committee has perceived its role to be one of identifying the status of salaries of UW System faculty and academic staff and to advise the University administration and the Board of Regents of the compensation adjustments that are required to attract and retain faculty and academic staff sufficiently to maintain the quality of the UW System programs. The committee has not specified the total size of the compensation package but has set forth the basic components of a pay package that in its opinion are essential to the continued strength and vitality of our universities.

GOALS OF A COMPENSATION PLAN

UW institutions are among the State of Wisconsin's most valuable assets. Wisconsin is a leader in providing access to public postsecondary institutions, ranking tenth among the states in the percentage of its high school graduates enrolled in public institutions. The universities not only provide broad access to higher education for Wisconsin citizens, but the benefits of higher education have been enhanced by the "Wisconsin Idea" through which the universities also serve the economic and social needs of the state through their research and public service activities. The "Idea" appears to have served Wisconsin well. The benefits of this investment in the public universities for both individuals and the state are particularly valuable in times of economic slowdown. For example, Bureau of Labor statistics figues show there is a direct relationship between educational level and a person's chance of being an employed, productive tax-payer. In 1979, men between the ages of 25 and 54, with four or more years of college, experienced a 1.6% unemployment rate as compared to 7.0% for those with less than four years of high school. A similar trend, although higher rate of unemployment, is reported for women. At times like these, when our economic and social well being seem to be ebbing, quality higher education often appears to be a luxury that people cannot afford. It is precisely at such times when such investments are most essential. Education is the fuel that powers progress and productivity as well as enhances the quality of life. There is a growing realization that our economy needs "reindustrialization" through reinvestment by society

*Academic staff are professional and administrative personnel, other than faculty and classified employes, with duties that are primarily associated with higher educational institutions.

in the rebuilding of our industries. The universities which are a key to our economic well-being also need to be improved through investments if they are to continue their contributions.

In order to maintain and improve their academic excellence, Wisconsin's universities must be able to compete effectively in the recruitment and retention of faculty and academic staff. Particularly in the fields where qualified people are in great demand in industry, UW System institutions are beginning to lose their ability to attract the most qualified candidates and to compete effectively in the national market. In this age of professional specialization, the universities have been on the cutting edge not only in research and training, but in providing opportunities for students to compete in an increasingly specialized world. If the teaching and research staff is eroded, then we will diminish our ability to train students, and Wisconsin will lose its main source of specialized manpower. Therefore, the goals of the compensation plan for 1981-83 should be to establish salary levels and practices that will attract and maintain the quality of staff necessary to accomplish the missions of the UW System institutions.

FINDINGS OF THE WORKING GROUP

The sum of the currently available evidence suggests that the traditional status of the University of Wisconsin System as an institution of high national and international excellence in the fields of higher education, research, technical assistance, and community service is now threatened. In all too many cases the System is unable to compete with other educational systems and with other competing institutions in private industry and government for faculty and academic staff exhibiting superior qualifications in critical fields and is increasingly unable to retain outstanding faculty and academic staff. In short, the University of Wisconsin System now faces a compensation-induced "crisis in quality" which no longer can be ignored without high risk of severe penalty to the citizens of Wisconsin, their governmental institutions, and their economic enterprises.

THE COMPETITIVE MARKET AMONG EDUCATIONAL INSTITUTIONS

Where do UW institutions stand in the employment market in which they compete for faculty and academic staff? (See Attachments 1, 2 and 3.)

- *UW-Madison ranked 5th among all institutions in the U.S. in the dollar amount of federal funds received in competitive research grants in 1978-79.*
- *While UW-Madison continues to be ranked very high in quality ratings, it ranks relatively low in compensation. In the Cartter study of institutional quality in 1964, Wisconsin ranked 9th in the country, and in the Ladd-Lipset study in 1977, of the most distinguished faculties, out of 50 institutions the UW-Madison ranked 7th in quality, but 36th in average salaries paid to full professors, 38th for associate professors and 19th for assistant professors. Among 17 peer institutions, UW-Madison ranks 4th on the quality of its graduate faculty but has slipped to 15th in average compensation and 16th in average salary.*
- *Among the "Urban 13" institutions, the average salary of full professors at UW-Milwaukee ranks 8th, 11th for associate professors and 3rd for assistant professors.*
- *Among the Big Ten main campuses, UW-Madison's salary is 7th for professors, 10th for associate professors and 6th for assistant professors.*

- *University cluster (4 year) institutions compared to four-year public institutions in seven midwest states fall in the lower half in salaries for professors and associate professors but rank in the top half for assistant professors and instructors.*

- *Center System institutions' salaries compared with 24 liberal arts transfer institutions rank 13th for associate professors, 16th for assistant professors and 18th for instructors.*

THE COMPETITIVE MARKET AMONG OTHER PROFESSIONAL AND TECHNICAL GROUPS

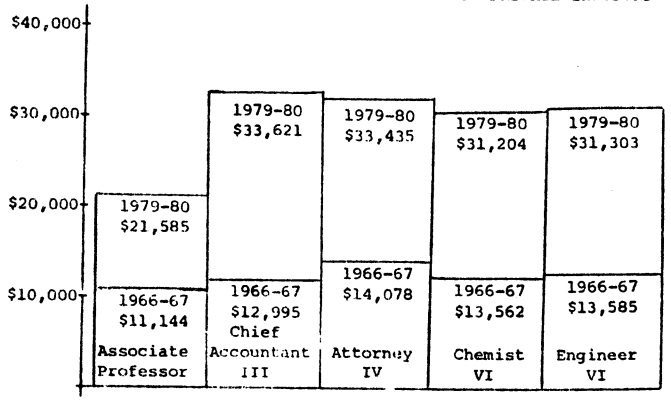
UW System competitors are not exclusively educational institutions. UW institutions also must compete with governmental and private sector employers with professional and technical personnel demands. Enrollments in engineering, computer sciences, business administration, agriculture, etc., are increasing rapidly in higher education institutions resulting in intense competition for faculty and academic staff. At the same time, private sector and governmental demand for personnel in these same fields, requiring similar levels of education and training, is increasing. In this kind of competitive market the UW System institutions must keep pace with compensation of their competitors or fall behind in their ability to attract and retain the most qualified staff.

Federal compensation for professionals has been set in relation to the private sector market. The UW System's deteriorating compensation position relative to the private sector and federal compensation is verified by comparisons based on the federal March 1980, "National Survey of Professional, Technical and Clerical Pay."

Salaries of private sector professionals with qualifications comparable to associate professors have increased approximately $20,000 since 1967, while salaries of associate professors have increased only by $10,000. In 1967, the gap in salaries was only about $1,000 while today it is $10,000 or more. (See Figure 1.)

Figure 1

COMPARISON OF 1966-67 and 1979-80 AVERAGE SALARIES
UW FACULTY AND PROFESSIONALS IN PRIVATE INDUSTRY



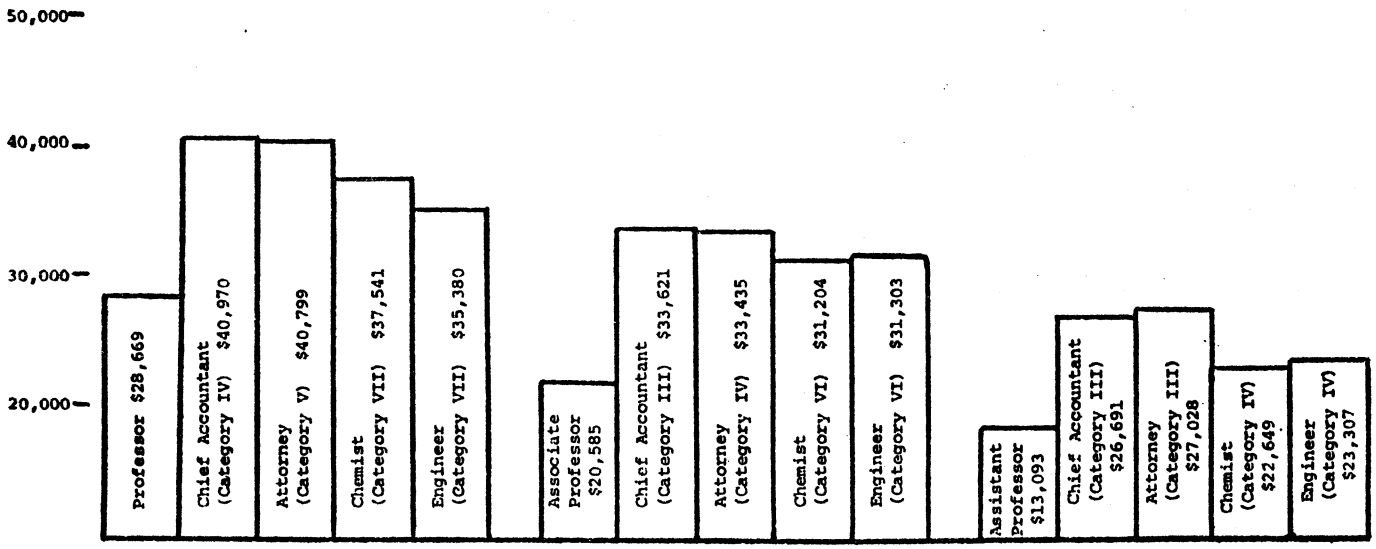
All salaries represent a nine-month rate.
Salaries of professionals in private industry from 1967 and 1980 editions of the National Survey of Professional, Administrative, Technical and Clerical Pay, publ. by U.S. Department of Labor.

Salaries at federal GS-15 and GS-14 levels (from the Federal Salary Schedule, September 1980)which require professional experience comparable to that of professors and associate professors, are $10,000 to $14,000 higher on a nine month basis than UW System averages!

Salaries for accountants, attorneys, chemists and engineers employed in the private sector with roughly comparable responsibility and training to associate professors and professors are generally $7,000 to $12,000 higher on a nine month basis. (See Figure 2)

Figure 2

COMPARISON OF 1979-80 AVERAGE SALARIES
UW-FACULTY AND PROFESSIONALS IN PRIVATE INDUSTRY



NOTES: 1. All salaries represent a nine-month rate.

2. Salaries of professionals in private industry from March 1980.

SOURCE: National Survey of Professional, Administrative, Technical and Clerical Pay, published by the U.S. Department of Labor.

Starting salary offers to May 1981, UW-Madison, BS graduates in Engineering average $23,412 on an annual basis, equivalent to $19,155 on an academic year basis, compared to the 1980-81 academic year average salaries of UW assistant professors (most with Ph.D.'s and several years of experience) of $19,463 and academic staff (most with college degrees and years of experience) of $15,861. (Source: UW-Madison Engineering School Placement Office.)

CONTINUED DECLINE IN REAL INCOME

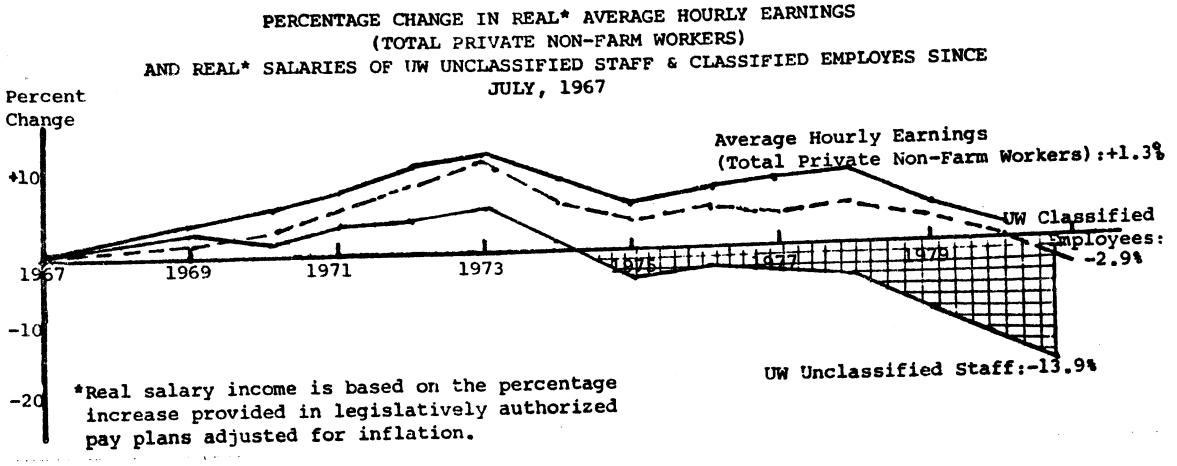
Traditionally, salary proposals for faculty and academic staff have been in terms of a percentage of salary base intended to cover increases in the cost of living, reward meritorious performance, maintain and improve competitive salary ranking with other universities, fund promotions in rank and/or increased responsibilities. During the past decade of total amounts authorized have not only failed to keep up with the cost of living, but have been insufficient to meet other compensation goals, thus making extremely difficult the ability to compete in the employment market.

Since 1966-67, the real salaries of non-farm workers in the United States have increased by 1.3%. During this same period the real salaries of UW System classified employees declined by 2.9% and the real salaries of UW faculty and acacemic staff declined by 13.9% (See Figure 3). For example, a person hired in 1966-67, at $10,000 who received the legislatively authorized salary adjustments, would now have a 1980-81 salary of $23,943. This is the equivalent, in 1966-67 dollars of $8,609 which represents 13.9% less than the person's beginnning salary.

Even though the 1979-80 annual budget provided a 9% salary raise for faculty and academic staff, the cost of living rose about 13.04%, thus resulting in a continuing decline in real income of 4.04%.

In the past biennial report of the Working Group, it was reported that compensation adjustments for UW classified employees had exceeded those of faculty and academic staff since 1973, because of allowances for pay progression adjustments in addition to percentage increases provided in the pay plans for classified employees. A provision for a wage progression adjustment comparable in economic impact to the adjustment provided classified employees was included in the 1979-81 compensation plan for faculty and academic staff for the first time.

Figure 3



EFFECTS OF DECLINING REAL INCOME AND COMPETITIVE POSITIONS

The committee identified detailed examples of the following kinds of problems produced by declining income and competitive position at all institutions of the UW System:

- Recruiting New Staff

The University of Wisconsin System was once a magnet for the most talented among the nation's pool of scholars and professionals. It is no longer. The mounting recruiting problems faced by all the institutions in the System provide ample evidence of that unfortunate fact. Significant as that problem may be to the future of the System, a more serious problem is the turnover of existing faculty and academic staff within the System.

Serious difficulties are being encountered in recruiting competent faculty and academic staff. Faculty and academic staff recruitment in the areas of agriculture, business, engineering and computer sciences and some other critical areas is extraordinarily difficult at this time and will remain difficult for the next few years at least, because of severe competition from industry and government for graduates in these disciplines. The University finds itself especially disadvantaged in competing for Ph.D.'s that are needed to enter the ranks as assistant professors. Almost all of the UW campuses have at least two programs in these critical disciplines, some have three, and the Madison campus has all four. In order to compete at all, the institutions must offer starting salaries for new assistant professors much larger (20% or more) than assistant professors already on the staff with equal educational qualifications and better qualified by experience. This, coupled with the diversion of salary dollars from older faculty to fund promotions and to help offset the effect of inflation on the generally low salary base of younger faculty, is having a very negative effect on faculty morale. This situation is bound to result in future dissatisfaction of the younger faculty as they perceive that the System will offer little opportunity for salary growth.

- Retention of Faculty and Academic Staff

Faced with salary increases which fall short of changes in the cost of living, and problems of salary equity in relationship to newly-recruited faculty and academic staff members, many of the most highly valued faculty and academic staff members within the System are moving to other university systems, to government, private industry and other institutions. A sample of 29 faculty members who left UW institutions (not including UW-Madison) for other employment shows their UW salaries to have averaged $19,568 when they left as compared to their new employment salaries averaging $34,102 - an average salary increase of 74.2%!

The total number of UW faculty who have received or are considering outside offers at this time is unknown because of the reluctance of many to share this information. However, the known offers made to UW-Madison faculty in the past months have averaged $13,700 (41.7%) in excess of their UW salaries while the known offers made to UW-Madison academic staff have averaged $5,766 (30.6%) in excess of their UW salaries.

• The Shrinking Pool of Potential Faculty

The declining economic status of university professors has not gone unnoticed by the graduates of our universities. Too many of the brightest graduates are rejecting the pursuit of academic careers and are going to graduate schools in diminished numbers. Even many of those who receive the Ph.D. are electing careers in industry, business and government where the starting salaries, the opportunities for financial advancement, and even the opportunities for professionally rewarding and creative work, are becoming much more attractive than in many universities today.

The dimensions of this problem are illustrated by engineering, where the need for additional faculty is at its highest in decades. Whereas 25% of 1965-66, BS graduates with engineering degrees went directly to graduate school, only about 11% of the 1979-80 graduates chose graduate school. The number of engineering Ph.D.'s granted in the U.S. in 1980, declined by 27% from 1972. Similar or worse patterns exist in some other critical areas like business, agriculture and computer sciences. The available pool of Ph.D. graduates from which we seek our new assistant professors and many academic staff is further reduced by those who enter industry and commerce and by foreign nationals who return home after receiving Ph.D. degrees.

The economy of the United States is partially suffering from a lack of increasing productivity due to a failure to take sufficient advantage of technological and behavioral developments. The economy of the United States is falling behind in the technological advancement of the production and development of goods and services as compared to some other nations in the world. A well-educated and trained workforce is required to meet these growing demands.

Wisconsin has had a long tradition of a well-educated and trained workforce. The directions that economic growth are taking requires the maintenance and further educational development of Wisconsin's human resources. There is evidence that the effects of the current recession rest heavily on the state's human resources which lack education and training. Employment advertisements are found daily for the skilled, educated, and trained individuals. Evidence is in, that the employment of bachelor's degree graduates for May 1981 will be up and higher salaries are being offered.

New technology requires a more highly educated workforce than has been needed in the past. Employers are hiring technically prepared individuals faster than they can be educated. As a result, many talented individuals who at one time were attracted to pursue graduate programs and professions in teaching and research are being attracted into the private and government sectors. As a result of this situation, the availability of faculty to teach the new and developing concepts in the future may be severely limited. The areas currently impacted are career oriented programs. It may become necessary for employers to do more training themselves or fall behind in the application of technolobical advancements.

The shortages currently seen in these technical areas could very well spread into other teaching and research areas of the University. The University is a community of professionals which compliment one another. A student's

education is made-up of more than just the high demand technical areas. Concern is continually voiced regarding adequate preparation of students in foreign language, international affairs, communications, economics, social issues, and interpersonal relationships.

Over the past two years, starting salaries and availability of highly qualified faculty and academic staff has changed drastically. Salaries have shot up in heavy demand areas and shortages have appeared. These shortages may be of a long run duration because doctoral programs are also experiencing reduced enrollments. This will tend to leave a serious gap in teaching and research faculty and academic staff, particularly in areas of most rapid growth and need in the economy.

The present unfavorable competitive position of academic salaries must be changed if the image of teaching careers is to improve and the percent of students going on to Ph.D.'s and academic careers is to increase. Even with immediate salary improvements, the pool of qualified potential faculty and academic staff will remain small for some years in the future because the salary and budget restrictions of the past decade have discouraged too many qualified students from embarking on the 3 to 8 year program of graduate studies to qualify them for careers in higher education.

- Senior Faculty

Studies of UW-Madison faculty compensation show that it is the senior faculty, men and women often at the peak of their ability to motivate students and do productive research, who have experienced the greatest loss in real salaries in the past decade. While the salaries of many of these individuals are at high levels in terms of state employee compensation, they are not competitive with and are considerably less than individuals of like professional stature receive from peer institutions.

These senior faculty are the keys to major research programs and to significant instructional programs as well. The contributions of senior faculty to research at the UW-Madison is shown in a dramatic fashion in the attached Table 1. Note that the 2,235 UW-Madison faculty averaged awards of $43,801 per faculty member in non-state research and other extramural support in fiscal year 79-80, and that the 91 UW-Madison faculty with salaries over $45,000 received awards averaging $208,028 each!! About a fifth of the UW-Madison's extramural support (non-state and non-fee funding) comes through the efforts of the faculty in the pay range about $45,000 for the academic year (with significant portions of their salaries paid from non-state funds). The loss of a single faculty member of this group would be a net dollar loss to the state as well as a blow to our research and instructional programs, yet, it is this continuing older faculty group which has experienced the greatest loss in real income (See Figure 4).

In fiscal year 80-81, at UW-Madison extramural support funded over 1,300 full-time equivalent (FTE) unclassified positions, over 320 FTE classified positions, and over 545 FTE graduate assistants. A significant number of additional classified and unclassified positions are funded indirectly from overhead derived from these extramural grants.

The UW System's contribution to the state's economy and general welfare through federal and self-supported research and technical assistance is threatened by the inability to keep pace with competitive salary offers to highly valued and productive faculty and academic staff.

Table 1

NON-STATE RESEARCH FUNDING AND OTHER EXTRAMURAL SUPPORT

BROUGHT TO THE UW-MADISON

BY BUDGETED FACULTY GROUPS AT VARIOUS SALARY LEVELS

(Federal Funds Only)

ACADEMIC YEAR SALARY RANGE 1980-81	TOTAL AWARDS FY 79-80	TOTAL FACULTY IN RANGE	AVERAGE AWARD PER FACULTY	AVERAGE AWARD TO FACULTY RECEIVING GRANTS()	
Over $45,000	$18,930,549	91	$208,028	$540,872	(35)
$30,000-$44,999	$48,945,036	837	$ 58,477	$161,003	(304)
Below $30,000	$27,784,084	1307	$ 21,258	$ 97,147	(286)
ALL FACULTY	$96,659,669	2235	$42,801	$153,055	(625)

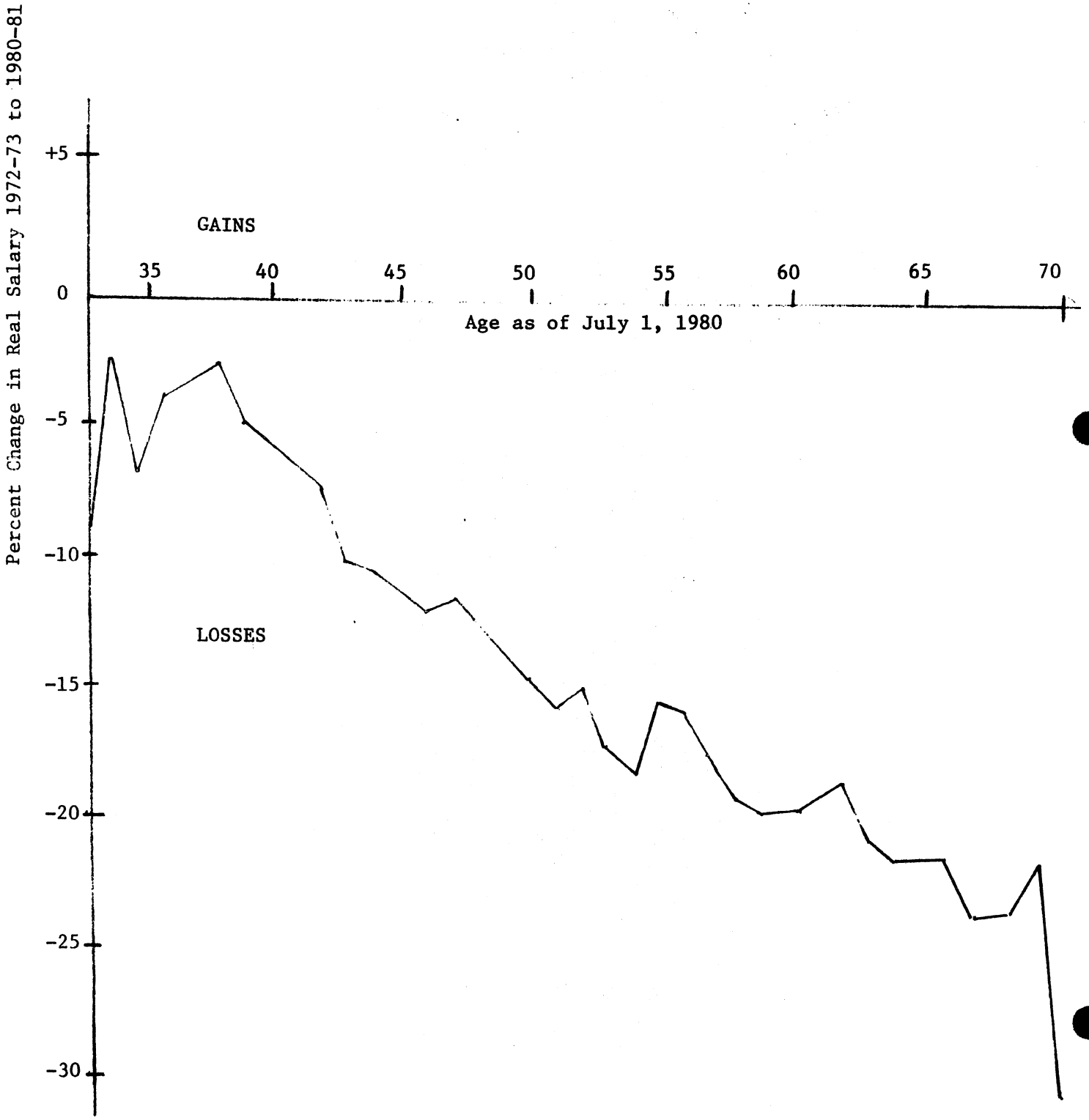
Figure 4

Average Percentage Loss in Real Salaries

By Age, Countinuing Faculty 1972-73 to 1980-81

UW-Madison

The numbers on the horizontal axis represent age in July 1980. Thus, a faculty member age 45 in 1980, has lost, on average, 12% in real salary in the past eight years, while someone age 60 in 1980, has lost, on average, nearly 20%.

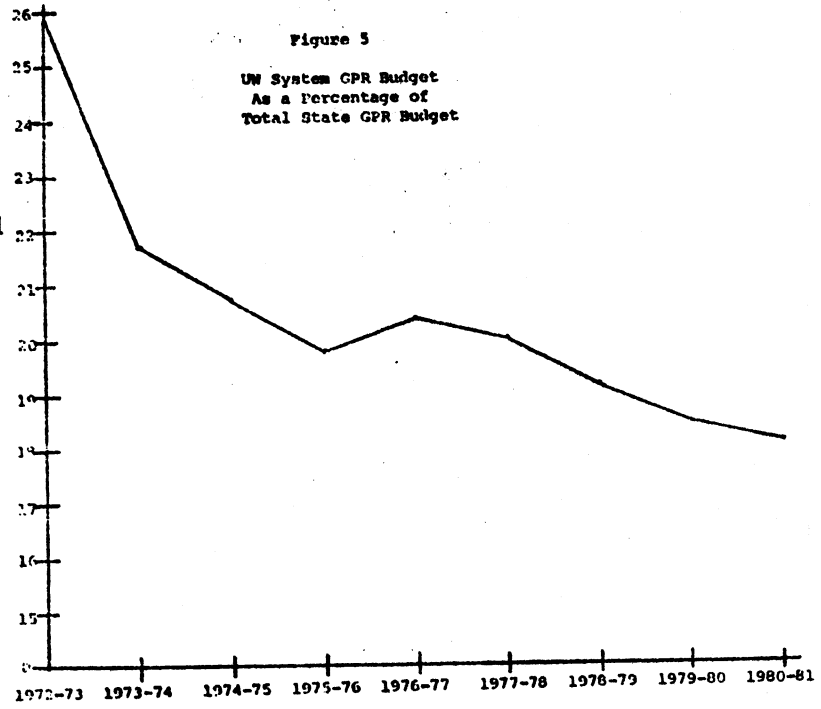


Source: Commission on Faculty Compensation and Economic Benefits, UW-Madison, March 1981.

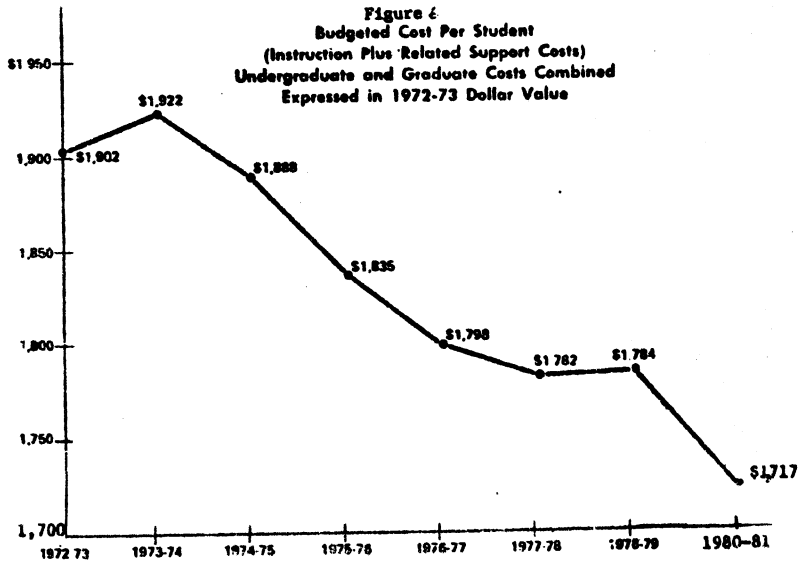
BUDGET PERSPECTIVE

Real faculty and academic staff salaries have declined during the same period that the state budgetary importance of university expenditures has diminished (see Figure 5), and during the same period that the real costs of education per student have decreased. Since the 1971 merger creating the UW System, UW faculty and academic staff have been required to meet the demands of higher enrollments with relatively less budgetary resources.. Since 1972-73, enrollments in the UW System have grown from 133,303 (119,221 Full-time equivalent) to 155,592 (131,492 full-time equivalent), an increase of 22,289 or 16.7% (12,271 full-time equivalent or 10.3%).

The UW System budget as a percentage of the total state general purpose revenue budget has declined from 25.8% in 1972-73, to 18.1% in 1980-81.



The budgeted costs per student (corrected for inflation), have dropped since the merger of the System.



Real costs per student, as shown on Figure 6 to the left, have gone down from $1,902 in 1972-73, to $1,717 in 1980-81. These measures indicate that while the University System has continued to grow in enrollment, its resources have declined relative to enrollment.

As a result of these declines in real dollar costs per student, Wisconsin now ranks below the national average in combined state and local appropriations for post-secondary education per equivalent full-time student.

CONCLUSIONS

The trend in salary and compensation practices for faculty and academic staff in the past decade have produced specific problems at all institutions in the System as follows:

- Faculty and academic staff are in unfavorable compensation relationships not only with educational institutions, but with generally comparable professional positions nationally, regionally and locally in the private and governmental sectors.
- Serious difficulties are being encountered in recruiting competent faculty and academic staff.
- Recruitment success has often required the appointment of candidates at salary levels substantially in excess of those provided existing faculty and academic staff of comparable or greater experience and academic rank and ability.
- The normal loss of faculty and academic staff to competitive institutions is growing to significant proportions.
- The UW System's contribution to the state's economy and general welfare through federal and self-supported research and technical assistance is threatened by the inability to keep pace with competitive salary offers to highly valued and productive faculty and academic staff.
- The wage progression adjustment in the pay plan for other state employees as contrasted with the pay plan for faculty and academic staff results in an additional increase beyond the pay plan economic adjustment.

PROPOSALS

Without regard to "equity" or "justice," the businesses, parents and citizens of Wisconsin should be concerned - and probably are concerned - with any factors that threaten traditional vitality, productivity and excellence of a University System which took so many decades to develop. Not only does that System provide a portal of entry into the mainstream of professional and executive life for the offspring of Wisconsin families, it also is a source of knowledge, technical assistance, and consulting services to virtually all sectors of the Wisconsin economy, to governments at all levels, and to nations around the globe. The UW System is not simply a place where citizens are educated and trained, it is an institution where future business, governmental, and educational leaders are molded. It is an institution which contributes heavily to the state economy through well over a $100 million dollars annually received from outside sources for the accomplishment of research, technical assistance and other types of service. These activities do far more than generate dollars, they also advance the frontiers of human knowledge and enrich the educational experiences of all students who enter into study within the System.

The faculty, academic staff, and administrators of the UW System recognize that the deteriorated salary condition produced as a result of so many years of neglect can probably not be corrected in a single biennium, particularly while the economy is depressed, while inflation continues, and while tax resources are diminished. The UW System is not proposing such a solution. What it does ask, however, is that the compensation problems be recognized and during the next biennium clear and unmistakable policy steps be taken to reverse the unfortunate trend of recent years.

The Working Group proposes that the President of the Board of Regents appoint a UW System negotiating team to include Regents, members of System Administration and representatives of the Working Group to present to the appropriate representatives of state government a proposal which will be sufficient to enable the Board of Regents in its discretion to:

1. Begin in the 1981-83 Biennium to restore the competitive levels of UW System salaries.

2. Encourage excellence in our universities by rewarding meritorious service.

3. Halt further declines in the "real" salary income of faculty and academic staff.

4. Provide a wage progression adjustment comparable in total economic impact equal to the adjustment provided other state employees.

May 27, 1981

Attachments to the Report are on file with the papers of the meeting.

REPORT OF THE PRESIDENT OF THE SYSTEM

Resolution:

That the Report of Non-Personnel Actions by Administrative Officers to the Board of Regents and Informational Items Reported for the Regent Record be received for the record; and that actions included in the report be approved, ratified and confirmed.

REPORT OF NON-PERSONNEL ACTIONS BY ADMINISTRATIVE OFFICERS
to the
BOARD OF REGENTS
AND INFORMATIONAL ITEMS REPORTED FOR THE REGENT RECORD

5 June 1981

I. CONTRACTS AWARDED.

A. UW-EAU CLAIRE

1. 1979-81 Manhole Drainage and Access (8102-14)

a. All Work

A. A. Hoehn, Inc. - Eau Claire	$ 15,665.00

B. UW-MADISON

1. 1977-79 Physical Plant Garage (7908-19)

a. General

Dyson Construction, Inc. - Madison	$ 124,785.00

b. Plumbing

H & H Industries, Inc. - Madison	$ 7,377.00

c. Electrical

Accurate Electric, Inc. - Madison	$ 12,212.00
TOTAL CONTRACT AWARDS:	$ 144,374.00

2. 1979-81 Four Building Roof Repairs (7911-55)

a. Birge Hall

DISCO of Madison - Madison	$ 8,859.00

b. 1610 University Avenue

Tilsen Roofing Company, Inc. - Madison	$ 18,380.00

c. Law Building Addition

Fobes Roofing, Inc. - Lodi	$ 15,920.00

d. Horticulture Field Laboratory

Tilsen Roofing Company, Inc. - Madison	$ 5,025.00
TOTAL CONTRACT AWARDS:	$ 48,184.00

3. 1979-81 Repair of Entrance Steps and Air Supply Tunnel - Science Hall (8008-27)

a. General

Fred Ruesch - Sun Prairie $ 47,563.00

4. 1980 Eagle Heights Apartments Roof Modifications and Insulation (8010-09)

a. General Construction

Joe Daniels Construction Co., Inc. - Madison $ 114,600.00

5. 1980-81 Campus-wide Miscellaneous Concrete Projects (8103-66)

a. Concrete Construction

Stanley L. Madsen, Inc. - Madison $ 27,657.50

C. UW-MILWAUKEE

1. 1979-81 Bolton Hall-Classroom and Office Remodeling (8004-46)

a. General Work

Bauer-Trinkl, Inc. & Associates - West Allis $ 112,010.00

b. Heating & Ventilating

A & S Mechanical Contractors, Inc. - Waukesha $ 22,145.00

c. Electrical

Staff Electric Company, Inc. - Milwaukee $ 12,055.00

TOTAL CONTRACT AWARDS: $ 146,210.00

D. UW-OSHKOSH

1. 1981 Clemans and Taylor Halls Toilet Partition Replacement (8101-22)

a. All Work

Stickler & Associates, Inc. - Milwaukee $ 10,283.00

E. UW-PARKSIDE

1. 1979-81 Four Building Masonry/Caulking Repairs (Greenquist Hall/Molinaro Hall/Communication Arts Building/Physical Education Building) (8102-23)

a. Masonry Restoration

W. E. Kulinski Tuckpointing Company - Pewaukee $ 28,980.00

F. UW-PLATTEVILLE

1. 1979-81 Brigham Hall Window Replacement (8007-23)

a. Window Replacement

Forrer Specialty Company - Milwaukee $ 55,500.00

G. UW-RIVER FALLS

1. 1979-81 Pavilion Masonry/Caulking Repairs (8102-24)

a. Masonry Restoration & Related Work

A-Z Building Restoration - Sun Prairie $ 5,555.55

H. UW-STOUT

1. 1979-81 Heating Plant Coal Conveyor Replacement (8006-15)

a. Mechanical

Midstate Contracting, Inc. - Wausau $ 41,404.00

2. 1979-81 Tainter House Masonry Restoration (8007-26)

a. Masonry Restoration & Related Work

Mid-Continental Restoration Company, Inc.
Fort Scott, Kansas $ 10,582.00

I. UW-SUPERIOR

1. 1979-81 Six Building Masonry/Caulking Repairs (Erlanson Hall/McCaskill Hall/Gates Field House/Jim Dan Hill Library/Halbert Heating Plant Chimney/ Holden Fine and Applied Arts) (8102-25)

a. Masonry Restoration (Five Buildings)

A. J. Spanjers Company, Inc. - Minneapolis, MN $ 23,843.00

b. Masonry Restoration (Heating Plant Stack)

International Chimney Corporation - Buffalo, NY	$ 9,331.00
TOTAL CONTRACT AWARDS:	$ 33,174.00

J. UW-WHITEWATER

1. 1977-79/1979-81 Plant Sciences Greenhouse (7805-13)

a. General

Magill & Welkos Construction Company, Inc. - Elkhorn	$ 167,121.00

b. Plumbing

Braun's of Jefferson, Inc. - Jefferson	$ 20,950.00

c. Heating, Ventilating & A/C

Lions, Inc. - Janesville	$ 63,000.00

d. Electrical

BWC Electrical Contracting - Jefferson	$ 30,450.00
TOTAL CONTRACT AWARDS:	$ 281,521.00

II. CONTRACT CHANGE ORDERS IN EXCESS OF $30,000.

There are none to report this month.

III. REPORT OF ACTIONS TAKEN (MEMOS OF AGREEMENT)

UW-Milw-Bldgs&Lands — agree w/ Marvin Hoffman to farm UW-Milw land ($1981), R.2412, p.2
cx-ref-Hoffman, Marvin

A. An agreement between the Board of Regents of the University of Wisconsin System and Mr. Marvin Hoffman, Saukville, Wisconsin, granting him permission to produce and harvest farm crops on lands owned or under control of the University of Wisconsin - Milwaukee has been signed by the UWM Assistant Chancellor for the period April 1 through December 31, 1981.

UW-Milw - agree w/ Musical Heritage Soc for record album, R.2412, p.2.
Musical Heritage Soc, agree w/ UW-Milw, etc.

B. An agreement between the Board of Regents of the University of Wisconsin System and Musical Heritage Society, Inc., of New Jersey covering the production and distribution of a record album featuring music composed and performed by members of the University of Wisconsin - Milwaukee faculty has been signed by the UWM Assistant Chancellor, February 25, 1981.

UW-LaCrosse-Bldgs&Lands - agree w/ City of LaCrosse for bus shelter on Univ. lands
R. 2412, p.2 LaCrosse, City of - agree w/ UW-LaCrosse, etc.

C. An easement has been granted to the City of La Crosse for the construction of a bus shelter on University property, upon signature of the President and Assistant Secretary of the Board as authorized by Resolution 518 (June 8, 1973). The construction and maintenance costs of this shelter will be assumed by the City of La Crosse, will be placed at the location designated by the HSR design consultants in the development of the Campus Master Plan, and is expected to assist the bus ridership program at the University.

D. An easement has been granted to the Wisconsin Electric Power Company, under authority granted by Resolution 518 (June 8, 1973) to allow contruction of an approved tennis courts improvement project following burial of existing overhead electric cable at UW-Whitewater. The easement has been executed by the President and Secretary of the Board.

E. A renewed agreement between the University of Wisconsin - Madison and Wisconsin Disability Coalition, Inc., for lease of 197 NASF of space in the Annex Building at 1954 East Washington Avenue for the period June 1, 1981 to May 31, 1982, has been signed by the Vice Chancellor for Administration. The per square foot rate is $6.93, and the space will be used solely for office space.

F. The lease of 500 square feet of space in the Bayfield County Courthouse, Washburn, Wisconsin, as office space for the Sea Grant Advisory Services Northwest Field Agent, has been renewed for the period July 1, 1981 to June 30, 1982, with an option for a one-year extension. The annual lease cost is $1,800, with the $3.60 per square foot rate unchanged from the current lease. The space has been leased since July 1, 1977, by UW-Madison.

G. A lease between the University of Wisconsin Foundation and the UW Center System covering 500 square feet of space as office space for the Media Specialist for the period July 1, 1981 to June 30, 1982, with a one-year renewal option has been signed by the Vice President for General Services. The annual rental is $3,375.

H. To Be Published By UW-Press

TITLE	AUTHOR
"The Modern Language Journal"	The National Federation of Modern Language Teachers Association
"The Dismemberment of Orpheus: Towards a Postmodern Literature"	Ihab Hassan
"Ulysses: The Mechanics of Meaning"	David Hayman
"The Soviet Bloc in Transition, 1968-1975"	Robert L. Hutchings
"The Black Corps"	Robert L. Koehl
"Ancient Greek Painting and Iconography"	Warren G. Moon
"The Ottoman Population in the 19th Century: Materials for Demographic and Social History"	Kemal Karpat

IV. REPORT OF ACTIONS TAKEN BY THE STATE BUILDING COMMISSION IN MAY 1981 AFFECTING THE UNIVERSITY OF WISCONSIN SYSTEM.

The meeting of the State Building Commission is scheduled for May 27th; therefore, no actions were available at the time this report was written.