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MINUTES OF THE REGULAR MEETING
of the
BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM
Menomonie, Wisconsin

Held in the East Ballroom, Student Center, UW-Stout
Friday, October 5, 1979
9:00 A.M.

Vice President Erdman presiding

PRESENT: Regents Barkla, Beckwith, DeBardeleben, Erdman, Fitzgerald,
Fox, Lawton, O'Harrow, Thompson and Veneman.

ABSENT: Regents Elliott, Gerrard, Grover, Majerus, McNamara, and
Walter.

Upon motion by Regent DeBardeleben, seconded by Regent Lawton, it was
VOTED, that the minutes of the regular meeting of the Board of Regents
of the University of Wisconsin System held on September 7, 1979, be approved
as sent out to the members of the Board.

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REPORT OF THE PRESIDENT OF THE BOARD

In the absence of any comments or corrections, the Report of the
Vocational, Technical and Adult Education meeting held on September 18, 1979,
was ordered placed on file (EXHIBIT A, attached).

Regent Erdman noted that she had been a member of the Board of Regents
for four years, and during that time many women, both members of the faculty
and students had come to her with complaints about alleged problems of denial of
equal opportunity. She said they came to her because they feel that as a woman
she would understand what difficulties they have been encountering. She continued
that obviously as a Regent she could not interfere in areas of faculty governance
or in specific classroom or departmental decisions, but could not help but wonder
when she read the various statistics if there is full equality of treatment for
women in the University of Wisconsin System. Regent Erdman noted that less than
9% of the faculty in the System holding the rank of professor are women; only
15% of the faculty in the System are at the associate professor rank; of the
471 academic department chairmen, only 39, or just a bit over 8% are women; of
the 72 deans, only 6 are women, one is here at UW-Stout. She noted there are no
women in the top administrative ranks in the System, including chancellors, vice
chancellors, associate vice chancellors, vice president, associate vice president,

or dean of students. She called attention to newspaper reports relative to faculty groups saying University of Wisconsin violates bias rules; United Faculty said that with respect to departmental involvement in affirmative action, departments at the UW-Madison are not receiving any pressure to meet hiring goals for women and minorities; NOW, the National Organization of Women reports women are failing to get top jobs in education; Wisconsin ranks 36th in the average percentage of female participants in education. MEMO seeks end of sexism--Madison academic officials are preparing a memo asking all faculty members to eliminate sexist behavior in classrooms.

Regent Erdman said these clippings seem to bear out a conclusion reached in a national AAUW survey which revealed that discriminatory practices and inequalities in power and resources persist, and there has been virtually no improvement in the last six years. She stated the authors of the AAUW studies blame antagonistic attitudes within our university. She emphasized that she did not feel we should use any such thing as a national survey, but we must do our own investigating and our own research into this vexing problem. Regent Erdman noted that one of her colleagues on the Board suggested that we have far too many studies already -- we have an Office of Women, we have an Affirmative Action Program, and what will a study tell us that we don't already know? She stated her answer is that we have to get moving, and that while our top administrators in the System and in the various institutions have been most supportive, we now have to find out if there is bias against women in the System, and then take steps to eliminate it. Regent Erdman noted that this is a particularly opportune time to take this important step because the present enrollment figures show that slightly over 50% of our students are women, and we have an obligation to those students to see that no barrier is put in their way to realize their full potential. She said they should not be stereotyped as nurses, social workers, or teachers, as such, but should have a wide spectrum of full career opportunities before them. She stated the appointment of this task force at this time is a good idea in that we are now in the midst of making administrative changes in the System and in System Administration. Looking into the scope of this problem will help to make sure that the talents of all people, both men and women, may be fully utilized in the attainment of our educational goals for the people of Wisconsin.

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

Resolution 1993: That the Report of the Task Force on the Status of Women, dated October 5, 1979, attached as EXHIBIT B, be accepted, and

That, a systemwide task force, with appropriate staff, consisting of a minimum of three Regents, two administrators, two academic staff members, and two students be appointed by the President of the Board in consultation with the President of the System and the System Office of Women, and

That, the task force shall present its findings and recommendations to the Regents no later than October, 1980.

Regent Thompson noted that the task force shall consist at a minimum of three Regents, two administrators, two faculty members, two academic staff members, and two students, and stated that she hoped that at least half of the members would be women. Regent Erdman stated that she felt it would be an appropriate suggestion to take into consideration.

Women Task Force on the Status of

Regent DeBardleben noted that the first paragraph of the resolution refers to a principal constraint as to being discrimination on the basis of sex, and then the last sentence of the third paragraph states that an in-depth study needs to be made into circumstances which may cause or permit barriers to exist so that policies can be modified and programs instituted to promote the attainment of greater breadth in women's educational and career goals. He stated that to say that policies should be modified and programs instituted to permit greater participation by women in some of the positions about which comparisons have been made is a little different than saying that we should not have discrimination, and by adopting this resolution, are we saying that we really should have quotas and that women should occupy a certain percentage of the positions which had been alluded to. Regent Erdman responded that quotas were not used in the resolution and she did not feel that anyone had any such idea. Regent DeBardleben stated that he was glad to have that assurance because he felt the resolution is fine and he thought it was fine that we look into the question of whether policies that the Board has adopted are being properly carried out, but would not want his vote for the resolution to be interpreted to mean anything other than that we should be looking for ways to eliminate discrimination.

The question was put on Resolution 1993 and it was voted.

Vice President Erdman expressed the appreciation of the members of the Board and of the System administration personnel for the hospitality received from Chancellor Swanson and his staff during the meetings held on the previous day and today.

The remarks of Chancellor Robert Swanson, UW-Stout, will be found in the full minutes on file in each campus library (EXHIBIT C attached).

REPORT OF THE PRESIDENT OF THE SYSTEM

Regent DeBardleben moved adoption of the following resolution, the motion was seconded by Regent Lawton, and it was voted:

Resolution 1994: 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. (EXHIBIT D attached).

President Young reported he had spent the previous day meeting with the Board of Visitors at UW-Superior, and stated that his experience in meeting with the Visitors indicated the action of the Board of Regents in establishing separate Boards of Visitors at each institution was important and very worthwhile. He said he met with a group of citizens who are extraordinarily interested and

supportive of their institution, but want to assist within the framework of the System and in cooperation with the administration and the Regents. He said they are cognizant of some of the problems at the institution such as the necessity for a thorough analysis of the food and dormitory situation, as there is some discontent among students about the food. He said the Board of Visitors is interested and will be following closely as we examine the mission of UW-Superior. He said that as an economist, he felt that if you were thinking about a four-year university to attend, one of the things he would look at is the ratio of resources to number of students, and that other things being equal, he would look very hard at some of our smaller schools, Superior with its magnificent plant, Platteville with its relatively small student body, and UW-Green Bay. He said he found UW-Superior very exciting and very optimistic about its future. He stated that we all agree that no responsible person in the state is talking about closing UW-Superior or any four year university--what we are talking about is examining the missions of some of the schools if the enrollment falls.

~~Under collective bargaining - statement by Pres Young & discussion~~
 President Young made the following statement:

"You have all been informed about the proposed Substitute Amendment to SB 121--the collective bargaining bill for faculty and academic staff of the University of Wisconsin System. (That proposal was recommended for passage by the Legislative Joint Committee on Finance on Wednesday and will probably be taken up by the Senate in the October Session of the Legislature.) The substitute proposal, while meeting some of the concerns of the Regents if there must be a bill, contains one provision which could have a profound impact on the historical role and function of the Board of Regents. The bill provides that the State Department of Employment Relations is to be responsible for the employer functions included in the proposal. While the language of the bill provides that the State Department of Employment Relations shall coordinate its activities with appropriate state agencies, it is clear that the department is to represent the state in its responsibility as the employer in relationship to bargaining with faculty and academic staff. This is, despite the fact that the Board of Regents has the primary responsibility for enacting policy and rules for governing the System -- a responsibility it has carried since the inception of the University. This assignment of employer responsibilities to DER completely overlooks the unique nature of the Wisconsin Board of Regents among the state agencies and its historic role in protecting academic matters and campus independence from direct government intervention and domination.

"The substitute amendment adapts from the present state law covering classified employes the following provision:

111.915 LABOR PROPOSALS. The secretary shall notify and consult with the joint committee on employment relations, in such form and detail as the committee requests, regarding substantial changes in wages, employe benefits, personnel management, and program policy contract provisions to be included in any contract proposal to be offered to any labor organization by the state or to be agreed to by the state before such proposal is actually offered or accepted.

This provision makes it clear that legislative leaders will be directly involved in determining the parameters for bargaining not only wages and salaries, but also personnel management and program policy matters. This is an example of how collective bargaining can provide state officials with a way to increase their direct intervention into academic policy. The Board throughout its history has had many instances of preventing direct government interference in these areas,

and it has become accepted practice in this state for the Board to serve as a buffer and insulator from the political processes. You will recall the active role the Board took two years ago in the matter of the Legislative Audit Bureau performance. Now under the workings of collective bargaining, the personnel system and long accepted program policies can be directly threatened.

"Taken together, the provisions for broad-scope bargaining and the designation of DER as the employer will substantially affect the functions presently performed by the Regents under Chapter 36 of the Statutes. While I do not question the 'good will' of the governor, legislative members or the Secretary of DER, the potential exists in this arrangement for serious erosion of the Board of Regents to determine questions of academic personnel and program policy.

"We also face the prospect, if the bill passes, that the University System will be split into at least two camps with one group of institutions operating under policies and procedures negotiated with the DER and another group of institutions operating under the traditional policies of the Board of Regents. Moreover, none of us, Regents, Chancellors or faculty should be under the illusion that contractual provisions developed under collective bargaining for one set of institutions will not systematically force alteration, through time, of personnel and program policies applicable within institutions remaining with present shared governance forms and responsible to the Board of Regents. It is easy to see difficulties which will flow from the possibility of simultaneous personnel systems with quite different assumptions; compensation policies with quite different assumption; workload policies with quite different assumptions, and the like.

"While the Legislative intent to involve the Regents in the bargaining negotiations was somewhat clarified by an amendment adopted by the Joint Finance Committee on Wednesday, that amount does not diminish the concerns I have expressed about the impact of assigning the employer functions to DER rather than the Board.

"If the legislature insists that bargaining rights must be extended to faculty and academic staff, then it should do so in a framework that recognizes the Board of Regents as the employer, and permit it to continue its traditional role as an intermediary and buffer between higher education and the state government. I would suggest that the Board support an amendment along the lines of its previous proposals which specified that, "It is the responsibility of the board through its representatives to negotiate collective bargaining agreements and to administer the agreements. It is the responsibility of the board initially to establish guidelines with the governor, department of administration and the joint committee on employment relations and subsequently to maintain close liaison in the negotiation of agreements and the fiscal ramifications thereof. It is the responsibility of the legislative branch to act upon those portions of tentative agreements negotiated by the board which require legislative action."

President Young urged the Board to adopt the above or some similar statement.

Regent Beckwith stated that we have all given this substitute amendment a good deal of thought during the last few days and weeks. He noted he was on record with this Board and with TAUWF and others as being opposed to collective bargaining for the faculty, but whatever one may think about the principle of

collective bargaining for the faculty, he did not feel anyone could seriously examine and study this bill and conclude that it was anything other than a disaster for the faculty as well as the University System. It couples a strong management's rights clause, as President Young indicated, with the management representative being the Department of Employment Relations, which from his experience with recent dealings with the Department of Employment Relations,

is the agent of the Joint Committee on Employment Relations of the Legislature. In effect, it puts the faculty in bargaining with legislative personnel who change from time to time, and whose understanding of and affection for the University may vary through time. It adopts election procedures which will make it extremely difficult for universities to avoid collective bargaining. He continued that the net effect of this, is that those faculties -- if the bill passes -- who chose to bargain, will begin to bargain on everything they presently have. It is as if the slate will be wiped clean and we will re-write our concept of faculty governance, hiring, tenure policies, etc., which will soon become straight seniority, workload, teaching vs research, the opportunity for outside consulting, merit or equity salary adjustments -- all of these matters will become bargainable and in many of them the faculty will lose a great deal of what they presently have. He said this is not being critical of the Legislature or the Department of Employment Relations -- it is simply making the observation that one of the main functions of the Board of Regents is to learn about a University System, understand the history of the University System, and preserve and protect those aspects of a great university which must be protected.

He continued that buffer will be removed and we will in effect reverse a century of tradition. He said we should remind ourselves that there have been times in the fairly recent past when but for the protection of the University System, in part by the Regents, the universities could have been in great jeopardy, and inquired if the faculties of the universities would have liked to have bargained with the Legislature during the McCarthy era? Will they like to bargain with the Legislature during the time when taxes are cut and faculties may be cut? He said that whatever one's views may be generally about collective bargaining, he did not believe that any person, faculty member, Regent, citizen, or any organization purporting to represent the faculty could support this bill believing they are advancing the interests of the faculty or the University. He continued the only reason that a group purporting to represent the faculty would support this bill would be to acquire the bureaucracy of bargaining for its own sake, because that is all this bill will give us. He stated there are faculties in this System which believe that under no circumstances will they vote for collective bargaining and it is not their problem. He said he believed that may be the view in Madison and Milwaukee and may well be the view on many other campuses in the state. He stated he wished we could meet simultaneously and speak to all of those faculties, because as President Young has very properly pointed out, they are very much interested in this bill. What is bargained away on one campus that is organized will shortly become the law in Chapter 36 applicable to all campuses.

He said he could not believe that over time that the campuses that are not organized are going to get more benefits than those that are, or conversely, that the campuses that are organized are going to get any financial advantage over the campuses that are not. He stated he felt very strongly about this bill and found it difficult to understand why it seems to have such legislative support. He said he continued to be dismayed at the support it continues to receive by some organizations who he thought were part of the University community and understood its purposes and goals. He said he hoped the faculties will speak out, and speak out promptly because we have something at stake here that is more important than any issue that has come before this Board since he had been on the Board and probably more important than any issue that has come before this Board since merger.

Regent Fox stated he was concerned about the Department of Employment Relations provision and its threat to academic freedom. He said he was bothered in that it seems that President Young and such champions of academic freedom as Regent DeBardeleben, have gone out and led a fight against this kind of provision and they are not getting the support of the faculty. He inquired of President Young if the faculty is going to sleep through this proposal and let the matter erode.

President Young responded that he could only speculate on the possible answers. He said one of the considerations is that many of the faculty tend to their research and teaching and leave the political activity to others. A small group of people spend full time on political activities supporting this bill, so we have a different situation. He said he felt the faculty really does not realize what is going on -- they feel they do not understand very much about it, they expect to vote against it when the election comes around, but what has been said so eloquently, it is pretty late in the day then because of the nature of this particular bill. He noted that one of the arguments some of the people make is that it will protect academic freedom. He pointed out that recently the Supreme Court had to resolve a case in Wisconsin where it was insisted that a faculty member could not talk to the Board of Education -- that's the kind of academic freedom they were supporting. He noted that unions stand for protecting the rights of individuals to their jobs -- that is their stock in trade, improving their economics, but they do not stand for academic freedom. They are not against it, but it is not one of the things that unions do. He said that he hoped the statements made by Regents Beckwith and Fox will excite the faculty to get interested in the matter and expose the cost of collective bargaining -- the price of giving up the traditional system. He stated that if there is one aspect we should all agree upon, it is the matter of destroying the Board of Regents role, because after all our main business is personnel policies. Everything in the University deals with individuals and in a way that he believed is impossible under collective bargaining without damage. He reported he had recently met with the President of Rutgers University who welcomed collective bargaining when it was proposed because it would give an opportunity for an experiment in relationships that would involve everybody, but now he says it is the worst thing that ever happened to a university, but they cannot turn back. He said it had destroyed the faculty governance system. He noted that what is important to the unions is uniformity of treatment -- they want bricklayers to lay the same number of bricks, etc., but we cannot run a university that way because we are not laying bricks -- we are using the talents of individuals with very different talents, and we cannot force them into a relationship where they are all supposed to behave exactly alike. He said it appeared to him that those who advocate collective bargaining are looking, not to the best higher education model, but to what happens at the public school level where teachers traditionally did not have anything to say about their own careers.

Regent DeBardeleben stated that he supported all that had been said by President Young and Regents Beckwith and Fox. He noted there had been mention here this morning of the responsibility of the Regents as a buffer between the state government and the educational institution, and have heard talk about what the faculty has to gain or lose from this bill if it is enacted. He said we and everybody else in the State of Wisconsin should be thinking about what the citizens of the State of Wisconsin have to lose. He said the proponents of the proposal want to enlist the entire labor movement in a collective bargaining issue. He continued this is a way that you divide people one way or another, depending upon how you stand on it, and would like to remind those people, and the people of Wisconsin ought to be thinking about this fact, that the only reason their sons and daughters have an opportunity for a quality education second to none in the nation, is because we have an outstanding public higher educational system, and

if by the action of the Legislature on this proposal, that quality is diluted, or the means provided for its impairment or destruction, it is the sons and daughters of laboring people who are the ones that are going to be hurt -- the very people whose support is being used to try and jam this thing through the Legislature. He said that if this proposal passes, the recognition of merit in any of our state universities will be attacked as an unfair labor practice. The recognition of merit by which the quality performance of faculty members is achieved and supported will be torn down and destroyed, and as Regent Beckwith said, tenure and recognition in the University of Wisconsin System will depend solely upon seniority. He continued that the people of this state have built this system up over a hundred years and to allow it to be destroyed because a bureaucracy would like to enact a law for the enlargement of its bureaucracy, is just unthinkable. He said we can talk all we want to about the good will of the Legislature and the leaders of the Legislature who are supporting this, but the effect of this is going to be to transfer the control of our educational institutions to partisan, political consideration. If that is what we want -- that is what ought to be said. If we are going to say we don't want a free and independent system of public higher education in Wisconsin, the people who want this ought to be honest enough to say so, because that is what they are going to get.

Regent DeBardeleben stated it seemed to him that this is the important thing and it is a message that has to be gotten out to the people in the state. He noted we have reached the point where this thing was voted out of committee recently by an 11 to 2 vote, and the responsibility is going to be in the Senate and the Assembly to decide whether or not the values that have been important in this state for over one-hundred years are going to be continued. He recalled the Milwaukee Journal reported on October 1 the fact that some powerful law makers do not seem to understand the essential role of the Regents as a buffer between the University and the political arena is in itself clear evidence of the danger of weakening that buffer, and the realization must be brought home to these law makers that this issue is important to the people of the State of Wisconsin.

Regent Veneman stated that he strongly endorses the comments that have been made this morning. He said the present system has created many advantages for the citizens of the state as well as the faculty, and that he believed in both areas we become accustomed to these advantages and these benefits, and at best they seem to be fragile. He said they need to be preserved, and that he was convinced under collective bargaining they will erode and all may disappear.

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

Resolution 1995: That, the Board of Regents of the UW System, without altering its previously declared position in opposition to an amendment to Wisconsin law authorizing University faculties to organize to bargain collectively, urges the Legislature to amend the substitute amendment to SB 121 to incorporate in the appropriate section or subsection the language: "It is the responsibility of the Board of Regents through its representatives to negotiate collective bargaining agreements and to administer the agreements. It is the responsibility of the Board initially to establish guidelines with the Governor, Department of Administration, and the Joint Committee on Employment Relations and subsequently to maintain close liaison in the negotiation of agreements and the fiscal ramifications thereof. It is the responsibility of the legislative branch to act upon those portions of tentative agreements negotiated by the Board which require legislative action."

Regent Barkla stated that she was going to support the resolution, but did not want to be associated with all the things that were said about collective bargaining. She said the classified employees in the System are not beholden to some super-bureaucracy which has only partisan political motives. She continued that if the law provides collective bargaining for the faculty and that is what the faculty wants, we certainly are not going to go against the law. She said she felt it is important that the Regents have a role in bargaining, if we are going to have collective bargaining, which she felt is inevitable, but she was not scared about the spectre of labor unions in the State of Wisconsin.

Regent DeBardleben stated that he supported collective bargaining in its proper position. He said he supported labor unions and had represented labor unions, and had not opposed collective bargaining for classified employees -- that is not what we are talking about here today, we are talking about Senate Bill 121 and the substitute amendment. He said his remarks were addressed to the importance of not having collective bargaining for faculty and academic staff. Regent Lawton inquired if the Board has ever taken a position on collective bargaining by the faculty per se, and wondered if this motion would signal a cave-in on our position. Regent Beckwith stated that he felt that it would be in some respects appropriate to re-state our position in very emphatic terms. He said he was mindful of the fact that we have six Regents who are not present today and at least one of those Regents has expressed an interest in being involved in the decision making process, and therefore he was somewhat reluctant to re-state a position and that is why he simply chose to recite that we are previously on record until the Board changes its position. With respect to the amendment itself, he said he was somewhat tempted to leave the bill, as bad as it is, on the theory that people will ultimately wake up - that it is so bad that they will not adopt it. President Young stated that he shared Regent Beckwith's analysis, but felt it is our duty to try to point out what is wrong and try to get this part changed, even though in an election campaign it would be to some advantage to have it so clearly bad.

The question was put on Resolution 1995, and it was voted on a roll call vote, with Regents Barkla, Beckwith, DeBardleben, Erdman, Fitzgerald, Fox, Lawton, O'Harrow, Thompson, and Veneman voting "Aye" (10), and with Regents Elliott, Gerrard, Grover, Majerus, McNamara, and Walter absent (6).

Affirmative Action - Statement by Comm. Against Racism
Comm. Against Racism
 President Young called upon Tim Fleming, President, United Council of Student Governments. Mr. Fleming reported he will forward to the Board a resolution from United Council commending the Board of Regents for taking action on re-investigating the tuition costs to students. Mr. Fleming introduced the following representatives of the Committee Against Racism: Ms. Lauren Outland, Mr. John Galfian, and Mr. Bruce Grau.

Ms. Lauren Outland made the following points: She and her friends represent the Madison Chapter of the National Committee Against Racism - Madison Campus. Realizing that affirmative action is the primary tool to combat institutional racism, they looked into the affirmative action program, especially on the Madison Campus, and found that it is pretty non-effective. A discussion with Chancellor Shain revealed that he acknowledged there is a problem with affirmative action, but instead of taking any positive action to solve the problem, he suggested that the group look into the problems more deeply, basically analysis and research, and take the matter up with Mr. Gerald Thomas, who really doesn't have very much power in terms of implementing affirmative action on the campus. Minority students and working class students feel that research is not effective -- it does not meet their needs in terms of facing bad jobs,

poor pay, and unemployment, and therefore the Committee Against Racism, hopefully representing a large body of students who are not being represented in the University, are presenting facts that represent the impact that non-affirmative action has on the lives of many students. The group presented demands to the Board last May and are again presenting demands and facts at this meeting. The 1976 guidelines included a very modest proposal of minority enrollment set at 5% and even that modest proposal is not being met and now stands at 4.63%. Statistics show that over an entire decade the increase in the affected class of minorities has risen only 1/2 of 1%. The percentage of blacks at the University has actually decreased from 2.57% in 1970 to 2.21% in 1978, a proportional decrease of 12%. With regard to faculty hiring, the picture is even bleaker -- we have 1.1% black professors, 1.1% Hispanic and no Native American professors on the Madison Campus, yet 57% of the departments were absolved of the responsibility to meet these goals set by federal regulations, and there are no penalties for not meeting the goals that have been set up. There may be federal regulations, but there is absolutely no implementation of these laws, and that is why as the last legal recourse the group has decided to file a suit against the University for non-compliance.

Regent DeBardleben inquired as to what kind of criteria should be employed in deciding whether sanctions should be imposed on institutions not meeting the standards that they deemed proper or desirable. Would it be necessary to prove discrimination, or is mere failure to meet a quota of some kind in itself sufficient proof? Ms. Outland responded that she was not very well versed in the federal government regulations regarding non-compliance, but it was clear to her that any time it has been put forth that the University is in non-compliance, nothing is done about it, so that although the group is preparing a suit, they were not optimistic that there is really any legal action that can be taken. Regent Fox inquired if CAR was saying that affirmative action has not been updated from year to year. He was advised that CAR is not only saying that, but are saying that historically in the past, the Board of Regents actually cut back on programs for minorities and working class white students, such as the Afro-American Center, which was closed in 1973, and such as the cutback of TAA in 1970, which totally eliminated and phased out many basic writing skills programs. He was advised that the group would much prefer the questions to come after the presentation.

Mr. John Calfian, a member of the Committee Against Racism, Madison, made the following points: The reason we are filing a suit against the University for non-compliance is to foster public awareness of the problem. We consider this as a step to build a mass movement, it is organized to oppose racism. Racism isn't really an aberration at the UW during the 70s, but it is embedded in the structure of our society. The Committee Against Racism is raising the issue before the Board of Regents in particular because many of the Regents represent large business that profit from racism. Racism is profitable to the institutions because it acts as a drag upon wage increases, it normalizes existing cheap labor sources, and it divides laboring people in the struggle against exploitation. As we enter the seventh recession since World War II, racism is intensified, and the cuts in social services are connected with the resurgence in the right wing movement. As an example of that movement, the members of the Klan has increased sevenfold since the 1970s, and is currently estimated to have 10,000 members. One can easily foresee the role racism will play to justify a war, that will be pushed on us shortly in order to arrive at conditions favorable to business interests, the economic interests of a few people, a war that will be fought in some place like Angola, South Africa, or Saudi Arabia. The effect of whitewashing the campus at this time is to be seen sort of in this light -- racial stereotypes will be fostered and encouraged, the same kind of thing that we saw to justify the Viet Nam War,

as well as not allowing minority students to be on campus, which will force them out of economic necessity to be in the Army. As an example the result of that during the Viet Nam War was that 40% of the front line casualties were incurred by people of color. The University must be seen as functioning as part of this System, because the Regents oversee an institution and engage in research and things managerial and technical personnel for large corporations, that is why you are not interested in affirmative action for affected minority groups. The Legislature also serves some of these narrow interests as evidenced by voting down spending increases for Hispanic and disadvantaged students, etc., but the fact remains that the Regents play a role as well -- some of you may not consciously be racist, but you still share a belief in values of the business community in trying to carry out the institutional objectives as economically as possible. What that means to the members of the Board in these meetings is going on to something you consider more important. We see your failure to take an active role in implementing your own proposal to HEW as well as the role you have had in some of these things that have been mentioned such as eliminating the basic writing skills program, trying to implement a junior year writing skills test with flunking power, in closing the Afro-American Center, and cutting or reducing funds continually for the multicultural council which was supposed to replace the Afro-American Center, the firings of anti-racist professors, and doing away with student input into the Afro-American Departmental policy making process.

Bruce Grau, a member of the Madison Committee Against Racism and the Progressive Labor Party, made the following points: We have been here many times before the Regents and it has been out of our meetings with the Regents that we hold antagonism which is very well founded. The last time we appeared we were told by Edward Hales, who doesn't happen to be here today, that yes, we are concerned with the problems of affirmative action, but we have more important things to discuss on the agenda. I was perturbed that as soon as we came to speak today, one of the Regents got up and left the room. I think it shows to a certain extent the kind of commitment and the kind of seriousness and concern that really exists on this Board. We come to you today to demand a list of the following demands that have the support of over 2000 students on the UW-Madison Campus, that we feel are vital to fight this intensification of racism, not only nationwide, but that exist at the UW-Campus. These demands are as follows: 2,000 more minority students be enrolled at UW-Madison by the Fall of 1980, bringing the total minority enrollment to approximately 3,600 students, or 10% of the total student enrollment. Increased financial aid packages, particularly more grants to replace loans to help insure minority student retention as well as provide support for increasingly pressed rank and file white students. Increased funding for expansion of multicultural programs to include the establishment of a fully staffed multicultural center. The establishment of anti-racial forces in all departments, expansion of Afro-American Studies, and development of programs in Native American and Chicano Studies, the latter to include a bilingual study curriculum essential to recruitment and retention of Hispanic students. Desegregation of all UW Departments, including that of campus workers, raising the percentage of colored faculty from the scandalous number of less than 1% to a figure proportionate with the national population, which is approximately 30%. The re-establishment of a comprehensive writing skills program beyond the existing piecemeal approach which fails to meet the needs of over 50% of the incoming freshmen who require some compositional training to do college level work.

Regent Fox noted that all the speakers had indicated they are interested in human rights, and inquired if this is the same group that on September 20 prevented speakers from speaking at a draft discussion sponsored by the Wisconsin Draft Board at the Student Union at Madison. Mr. Grau responded in the affirmative. Ms. Outland stated that unless the Regents want to drag this on for a long time, she did not feel it fair to bring in issues that are not being discussed. Regent Fox noted the speakers had said they were sincere about human rights, and feel that they are in an oppressive society, but it seemed ironic that people who say that would turn around and silence anyone who disagrees with them, which is what they did at the Wisconsin Union. With that background he had a hard time believing in the sincerity of the group. Regent Fox noted that the speakers indicated they were in favor of remedial education that would help the disadvantaged of the System, so that when they get to the University, the System can retain them, and would like to inquire as to what they had done to support this Board's recommendations to the Legislature to get funding for these programs.

Mr. Grau responded that we have a very encompassing list of demands which have been presented that have gained the support of over 2,000 students, but realized that the ties that exist between the Board of Regents, the Legislature, and corporate interests work against our goals. He said he felt we should limit this question to affirmative action and the demands which have been made. Regent Fox said that he could understand that they were embarrassed about what they had done, and could understand their reluctance to talk about it. He referred to the statements that the Regents individually have substantial corporate ties and inquired as to what his corporate ties were. He was advised that the speakers could send him a list, and that they had referred to some of the Regents, not all of the Regents. Regent Fox then inquired as to the corporate ties of Regent Barkla and was advised that the speakers did not have the information with them at this moment, and whether it is true or not, is up to the individual members of the Board. Regent Fox stated that he felt the speakers did not have a sincere dedicated interest in human rights or they would not have acted the way they had toward the first amendment, and would not be making allegations that they can't back up, and wouldn't be trampling on other people's human rights without any kind of documentation. He said that from what he could see, the group appears to be nothing but a fraud.

Mr. Grau said that within two days he can mail to everyone on the Board of Regents substantial evidence of the corporate ties that this Board of Regents have. Regent Barkla noted that the Economic Interests of the Regents is on file with the State Ethics Board and anyone can go and ask for it. She noted that Regent Thompson has been a leader in attempting to get remedial help for students who come into our system out of disadvantaged high schools, and we get nowhere, and we would like for some constructive help. We are aware of the problems that have been raised, and if you really want to help us I think you ought to go where the money is, as we can't do anything without money. She continued that it is fine to sit here and talk about human rights, but we all know that unless we have the money to put programs in place, all the rhetoric is just so much hot air, and if their group would get behind our efforts, there would be a lot of constructive work done.

Senior Vice President Smith alerted the Board that we are rapidly approaching the November meeting at which time we hope to have in the hands of the Board members the segments at least in concept form of the elements of the November 30th report which has been mandated by the Legislature. He stated the segment that deals with the management and decline in the 1980s along with other additional segments will be in the mail shortly and he hoped that the members of the Board

will give these documents a great deal of thoughtful attention in draft form. They are receiving review by faculty committees, chancellors, and institutions and our time scale is very short.

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REPORT OF THE EDUCATION COMMITTEE

The report of the Education Committee was presented by Regent Lawton.

Regent Lawton noted that action on Chapter III(1)(c), of the UW-Whitewater faculty personnel policies and procedures relating to the granting of prior credit for prior service to the profession, was deferred in July pending clarification of the rationale, standards, and procedures, which should apply to such personnel decisions.

Regent Lawton moved adoption of the following resolution, the motion was seconded by Regent Fitzgerald, and it was voted:

Resolution 1996: That, upon recommendation of the President of the UW System and the Chancellor and Faculty Senate of UW-Whitewater, Chapter III (1)(c) of the UW-Whitewater faculty personnel policies and procedures document be approved, as required under UWS 2.02.

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Regent Lawton reported the Committee had received an update on the activities of the Committee on Cooperation with Developing Universities. The report relates to the fifteen year history of relationship between UW System faculty and academic staff and their counterparts at four predominantly black universities in the South: Grambling State University, Grambling, La; North Carolina A and T State University, Greensboro; North Carolina Central University, Durham; Texas Southern University, Houston. Regent Lawton reported Dr. Cecil Patterson, Vice Chancellor for Academic Affairs, North Carolina Central University, reviewed the history of the CCDU from its inception in 1963 under a Carnegie Foundation grant secured by the University of Wisconsin.

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Regent Lawton moved adoption of the following resolution, the motion was seconded by Regent DeBardeleben, and it was voted:

Resolution 1997: That, upon the recommendation of the President of the UW System and the Chancellors and faculties of the institutions involved, the following new academic programs be approved for planning and implementation:

UW-Eau Claire	B.B.A. Management Information Systems
UW-Green Bay	B.A./B.S. Environmental Planning
UW-Madison	M.A. Afro-American Studies
	Ph.D. Hebrew and Semitic Studies
UW-Milwaukee	B.S. Allied Health
	M.S. Computer Science
UW-Whitewater	B.S. Public Policy and Administration

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Public Radio - long range study to be conducted

Regent Lawton stated Senior Vice President Donald Smith reported on the following matters: (1) Long-Range Planning Study of Public Radio in Wisconsin. System administration has responded to the Educational Communications Board's request for involvement in planning a long-range study of public radio in Wisconsin. Dr. Smith reported the Education Committee and the Board will be kept advised of the results of the planning study.

Educational Professions Advisory Co. - Report received by System Admin.

(2) Report of the Educational Professions Advisory Council. Senior Vice President Smith informed the committee that the Advisory Council report has been received by System Administration and is being reviewed with respect to advice offered by the Council on long-range planning in three primary areas: teacher preparation, educational administrator preparation, and the Education Specialist degree. Recommendations will be brought to this Committee after taking into consideration comments resulting from review of the report by the institutions of the System.

Basic skills - cooperative project with VTAE & DPI

(3) Regent Lawton stated Dr. Smith announced that UW System, in partnership with the VTAE System and the Department of Public Instruction, is participating in a program funded by the Governor's Employment Training Office for the Comprehensive Employment Training Act (CETA). The three-year cooperative planning, research and development project is designed to refine each System's efforts in providing instruction in basic skills.

Missions - Progress report on mission review.

Regent Lawton gave the following progress report on mission review by the Regent Education Committee: The Education Committee met on September 22, with additional Regents present, to begin discussion of the response to Section 2054(4), Wis. Stats., mandating an Enrollment Decline Study stipulating a report to the Legislature and the Governor prior to November 30, 1979. He noted the Committee's agreement that anything less than an intensive study of missions, program arrays, and tenure densities would be an unsatisfactory response to the mandate, but that a complete review of program arrays is not practical within the current time frame available. A suitable objective appears to be to dispose of the question of mission statements per se, by October 11, with those statements and additional materials dealing with enrollments and programs to be brought to the November meeting of the Board of Regents. The Committee gave particular attention to two specific institutions: UW-Superior and the UW Center System.

Regent Lawton reported that with respect to UW-Superior, the Chancellor reported that an extensive planning process had been initiated on campus last May. The planning process is an indication that a problem has been recognized and that the process for dealing with it at the institutional level is in place. The timing of Chancellor Meyer's planning process does not quite fit with what the Legislature has demanded of us, but we are sure we will be able to cooperate in utilizing what has been done. Regent Lawton further stated that the Committee should take the position to recommend an in-depth re-examination of the institution's mission and that Senior Vice President Smith will draft language for such a position, including statements of alternatives, prior to the October 11 meeting.

The Committee heard comments from the Chancellor and Associate Chancellor of the Center System dealing with results of self-evaluation efforts and indicators of quality in the fulfillment of the Center System's mission. The Committee agreed that it is necessary to carefully review the Center System enrollment picture as it relates to the entire Center System as well as to the individual centers. Prior to the October 11 meeting, Vice President Smith will provide enrollment

data with extrapolations of the impacts of enrollment declines to enable a detailed look at the several campuses.

Regent Lawton reported Regent DeBardeleben commented that it will be necessary for the Board of Regents to go beyond the literal call of the Legislature with regard to planning for meeting the problems certain to face the System in the 1980's. It is Regent DeBardeleben's position that it will be important to look at the manner in which the various components of the System have been carrying out their missions and that it will be necessary to consider the reallocation of resources within the System.

Regent Lawton moved adoption of the following resolution, the motion was seconded by Regent DeBardeleben, and it was voted:

Resolution 1998: That, upon recommendation of the President of the UW-System and the Chancellor of UW-Stout, authorization to recruit for a Dean, School of Industry and Technology, UW-Stout, is approved.
UW-Stout staff
Approval of Auth to recruit for a Dean, School of Industry & Technology

Regent Lawton moved adoption of the following resolution, the motion was seconded by Regent Fitzgerald, and it was voted:

Resolution 1999: That, upon recommendation of the President of the UW System and the Chancellor of UW-Stout, authorization to recruit for a Dean, School of Liberal Studies, UW-Stout, is approved.
UW-Stout - staff
Approval of Auth to Recruit for Deans, School of Liberal Studies

Regent Lawton moved adoption of the following resolution, the motion was seconded by Regent Beckwith, and it was voted:

Resolution 2000: That, upon the recommendation of the President of the University of Wisconsin System and the Chancellor of the University of Wisconsin-Madison, the Chancellor of the University of Wisconsin-Madison be authorized to recruit for a Professor in the Department of Medicine and for a Professor in the Department of Neurology in the Medical School.
Med School
Staff (UW-Madison)
Approval of Auth to recruit for Professors, Dept of Medicine & Dept Neurology, Medical School

REPORT OF THE BUSINESS AND FINANCE COMMITTEE

The report of the Business and Finance Committee was presented by Regent Fox.

Regent Fox noted that included with the Gifts, Grants and U.S. Government Contracts is an item of \$1,805,400 from the late Lewis G. Weeks for construction of the Weeks Geology/Geophysics Building--Phase II. Phase I, completed several years ago, also included a \$1.5 million contribution from Mr. Weeks. Together these gifts constitute the largest single facility contribution in the history of the System. Regent Fox noted this month's total of \$95,227,000 is approximately \$14 million greater than one year ago, with \$10 million of that in Student Aid from the federal government. The student aid total for this fiscal year is expected to total over \$50 million from the federal government, which is a substantial increase from last year's total of less than \$40 million.

Regent Fox moved adoption of the following resolution, the motion was properly seconded, and it was voted:

Resolution 2001: That upon recommendation of the President of the System, the gifts, grants, and contracts presented at this meeting (copy filed 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.

Index - Fee & Tuition - Review of Fee/Tuition Policies

Regent Fox reported a special meeting of the Business and Finance Committee was held on September 25 to review the academic fee/tuition policies of the UW System, in accordance with the charge of President Grover. He reported the intent of the first meeting was to review the background information to consider through various listed alternatives with the resulting discussion indicating the direction the Board wishes to go so that additional information could be developed for subsequent meetings. He noted that, in considering alternatives, financial aids are an important perspective which is to be kept in mind. Often efforts to secure legislative changes in fee policy in order to decelerate or reduce fee increases are countered by state government proposals to consider alternative financial aid policies to achieve the same goal. The alternatives were briefly discussed with the committee.

1. Reducing Fee/Tuition Rates or Limiting the Increases Through Various Approaches to Changing the Cost Basis
2. Reducing Fee/Tuition Rates or Limiting the Increases Through Direct Approaches to Changing the Percentage of Cost Relationship
3. Limiting Fee/Tuition Increases by a Policy or by Ad Hoc Negotiations That Would Set Constraints on the Magnitudes of Dollar or Percentage Increases in Fee/Tuition Rates
4. Other Formula Based Changes in the Fee/Tuition Structure

Regent Fox reported the Committee next discussed the paper on Experimenting with a Different Non-Resident Tuition Policy, which was reviewed for the Committee by Lou Zellner. For purposes of the meeting, projections were made for the four universities at which the experimental program is being considered

(UW-Parkside, Platteville, Whitewater and the UW Center-Rock County). Presentations on behalf of their respective campuses were made by Vice Chancellor Lorman Ratner, UW-Parkside; Vice Chancellor Ed Speir, UW-Whitewater; and Assistant Chancellor Francis Dunn, UW-Platteville. Regent Fox stated that after these presentations and after discussion, the Committee requested a series of studies to be prepared for its next meeting which is now scheduled for November 8 at 3:00 P.M. in Madison.

~~Enrollment~~ ~~subpanel~~ Enrollment funding - report on methodology presented.

Regent Fox reported that an informational report was presented by Associate Vice President Elwin Cammack on current enrollment funding methodology.

Residence Halls - fall semester occupancy.

Regent Fox stated that Vice President Lorenz reported on the excellent residence hall occupancy situation for the fall semester. UW-Madison is up 303; UW-Milwaukee is up 115 and has reclaimed four floors of the South Tower for dormitory use, UW-Oshkosh is up 352; and UW-Whitewater is up 407.

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REPORT OF THE PHYSICAL PLANNING AND DEVELOPMENT COMMITTEE

The report of the Physical Planning and Development Committee was presented by Regent Barkla.

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

UW-Superior
Blas hands
Sub head
Land transactions
Auth. to sell
parcel on south campus.

That, upon the recommendation of the UW-Superior Chancellor and the President of the University of Wisconsin System, the following described parcel of land on the South Campus of UW-Superior be sold for \$56,272.50, if it is selected by the City of Superior as the site for a new fire hall:

Beginning on the center line of North 28th Street and Cumming Avenue, thence North along the centerline of Cumming Avenue a distance of 42.5'; thence East a distance of 35.0' to the Northeast property corner of North 28th Street and Cumming Avenue, which is the place of beginning; thence North along the East property line of Cumming Avenue a distance of 400.0'; thence East at right angles a distance of 457.0'; thence South at right angles a distance of 400.0' to the North property line of North 28th Street; thence West along said property line to the point of beginning. Said parcel contains approximately 4.2 acres.

If this site is chosen, the City of Superior may provide materials or services as are mutually agreed to by the City and the University of Wisconsin-Superior, in lieu of the cash payment of all or part of the above-stated sale price.

Further, that authorization be granted for the development of a plat of nine (9) acres for sale as residential property.

After a short discussion it was agreed that the last paragraph of the proposed resolution would be considered as a separate item.

Regent Beckwith stated that from a business point of view, he felt it was a great deal more tidy to sell them the property for \$56,000 and to purchase services if the services are there to be had -- the idea of trading services as part of a purchase price creates a difficult problem putting value on services and complicates the whole process. Regent Barkla stated the campus and System administration thought they would have to resurface some parking lots on the campus and in their discussions with the city they found out they could purchase the resurfacing of those parking lots as an exchange for part of the consideration for the sale of the property, rather than going out and contracting for the blacktopping. In response to Regent Veneman's question as to the normal cost of resurfacing a parking lot, Chancellor Meyer advised that depends upon how much work the campus decided to do. One parking lot would come to approximately \$26,000 to \$27,000 according to today's prices.

Regent Beckwith moved to amend the resolution by striking the last paragraph, and the motion was seconded by Regent DeBardeleben. The stricken paragraph reads as follows:

If this site is chosen, the City of Superior may provide materials or services as are mutually agreed to by the City and the University of Wisconsin-Superior, in lieu of the cash payment of all or part of the above-stated sale price.

Regent DeBardeleben stated that he supported the amendment because the business of black-topping parking areas and roads is one that he felt we ought to be developing a policy on. He noted we are in an area of petroleum shortages, in an area where prices are constantly escalating, and there is reduced use of automobiles and he did not see any long term planning on this sort of thing at all, and he felt that we need some. Regent Beckwith stated he was not adverse to the City of Superior working out arrangements with the campus to resurface parking lots at a less costly method than doing it through bidding procedures, but he felt we ought to sell them the land, and if they can be useful to us in resurfacing lots, that will be fine, but let's not tie the two together.

The question was put on the amendment, and it was voted.

Regent DeBardeleben stated that the City of Superior has an option to buy from us at this price, subject to our approval. The proposed resolution gives them an option, which they do not have to exercise, as they have other sites.

The question was put on the resolution, as amended, and it was voted. The amended approved resolution reads as follows:

Resolution 2002: That, upon the recommendation of the UW-Superior Chancellor and the President of the University of Wisconsin System, the following described parcel of land on the South Campus of UW-Superior be sold for \$56,272.50, if it is selected by the City of Superior as the site for a new fire hall:

Beginning on the center line of North 28th Street
and Cumming Avenue, thence North along the centerline

(MORE)

Resolution 2002:

(continued)

of Cumming Avenue a distance of 42.5'; thence East a distance of 35.0' to the Northeast property corner of North 28th Street and Cumming Avenue, which is the place of beginning; thence North along the East property line of Cumming Avenue a distance of 400.0'; thence East at right angles a distance of 457.0'; thence South at right angles a distance of 400.0' to the North property line of North 28th Street; thence West along said property line to the point of beginning. Said parcel contains approximately 4.2 acres.

lands
was supervising home transactions - Discussion of development - Gugel Farm
 The Board then considered the last paragraph of the original resolution which reads as follows:

"Further, that authorization be granted for the development of a plat of nine (9) acres for sale as residential property."

Regent Beckwith stated that it appeared that somehow we are going to get into the business of subdividing nine acres of land, and selling lots. He said he did not know what the precedent for this is as his only knowledge of the University being in the real estate business is the Hilldale property, which was done through a foundation or some other arrangement. He stated he spent some agonizing years of his legal practice involving people in the real estate business and could tell the Board that the best can make mistakes. Regent Beckwith continued that he was going to vote against the proposed resolution unless he had before him a full prospectus, knew exactly how it is to be developed, what the appraisals are, what might be the profits from the sale of the lots vs the value of the land, the time table, the financing, etc., because a nine acre real estate development is not just something you pass off with eight lines of explanation.

Regent Fox inquired as to who would develop the parcel, and would there be architectural controls on the plat. Regent Barkla responded that it was her inclination to amend the resolution to let the University explore the possibility of developing and selling it for residential purposes. Regent Fox stated that if it is the intention to develop the property, as far as he was concerned they would be wasting their time and he did not feel we ought to be in that business. He did not want the System administration to think that when they come back with architectural drawings etc., that they would get unanimous support from the Board. Senior Vice President Smith stated it is not an unworthy motive on the part of the University, particularly in a period of financial stringency to get a reasonable return from the property which it sells, and that the possibility of doing this procedure is greatly enhanced. He said the control of the platting of the University introduces the possibility of producing a development plan which is consistent with the purposes of the University and the development which occurs in its neighboring boundary conditions. He said he was not arguing that the decision of the Board on a final plan that was developed was a foregone conclusion, because there was very spirited debate previously and he was sure that this will be the case in this matter, but did want to point out that it was resolved publicly in favor of proceeding with the development of the Gugel Farm on a basis of the comparative merit to the University and on a basis of the comparative merit to the community to proceed in that particular way.

Regent Beckwith stated he did not wish to prejudge the matter, and was not suggesting that he would not find this to be financially and otherwise

advantageous to the UW-Superior, but he was troubled by the nature of the motion which seems to give a lot of authority to proceed down the path on something without further re-examination and without adequate information. He said he did not feel Vice President Winter or Chancellor Meyer require our authority to put together a proposal to bring to us, and if they bring a proposal in with sufficient information, we can consider it, but he did not like this resolution and was going to vote against it.

With the consent of the maker of the motion, and of the seconder, the proposed resolution was withdrawn.

Regent Barkla moved adoption of Resolution 2003, relating to approval of Minor Projects, UW-Madison, Stevens Point, Stout, Superior, and Whitewater, attached as EXHIBIT E, the motion was seconded by Regent O'Harrow, and it was voted. (See Exhibit).

Index - UW Center Waukesha & Land Transactions - Auth. to sell Sherman Property
 - *landst*
 Regent Barkla explained that the next resolution relates to two parcels of land given to the Regents by the Sherman family, one parcel we were authorized to sell which contains the residence and the other part is a farm. It is proposed to sell one parcel and use the proceeds for the development and operation of the biological field station. She noted the matter had previously been before the Physical Planning and Development Committee which authorized the securing of appraisals and subsequent asking for bids on the sale of the one parcel. She reported the two appraisals received were in the amounts of \$135,000 and \$149,500 with the high bid received being in the amount of \$211,003.

Regent Barkla moved adoption of Resolution 2004, relating to the sale of property at UW Center-Waukesha, attached as EXHIBIT F, and the motion was seconded by Regent O'Harrow.

Regent DeBardleben stated that it appeared that the Physical Planning and Development Committee is now taking over the functions of the Education Committee -- if the purchase is consummated the proceeds of the sale will be available for the development of the operation of the Center's biological field station -- and that seems to get a little beyond the purview of the Physical Planning and Development Committee as to whether we are going to develop a Biological Field Station at the UW Center. He was advised by Vice President Winter that the Biological Field Station is already in place on a piece of property given for that specific purpose. Senior Vice President Smith stated that the Board was aware of the terms of the gift at the time it was made and accepted by the Board and that it is not correct to say the Board has not previously approved receiving the gift which was designated for this purpose. Regent DeBardleben inquired as to when an action was taken that the property should be sold and funds should be used for the expansion of the Biological Field Station. Senior Vice President Smith responded that he suspected that there was no independent action taken, but there was an authorization to go out for bids, and that he would not regard it as an inappropriate use of the proceeds from the sale of part of the property for the fulfillment of the function that we had received the property for. Regent DeBardleben pointed out there are lots of implications in the development of a Biological Field Station such as staffing. He continued that it appears that a decision has been made someplace but he did not recall that it had come before the Education Committee, which is where he felt it ought to be.

Vice President Erdman pointed out that the resolution merely authorizes the System to sell the 5.9 acres of land, but makes no reference as to the disposition of the proceeds. Regent DeBardeleben stated that if we pass the resolution and if somebody raises a question about it later, we are going to be told that we passed the resolution in light of the explanation. Senior Vice President Smith suggested that it was the sense of the Board that passage of the resolution simply authorizes the sale of the property and that a plan for the application of these funds for the purposes cited be returned to the Board before any such plan is exercised, so there would be an explanation of what kind of development for the Field Station is proposed and what the fiscal implications of such a development would be.

The question was put on Resolution 2004, and it was voted.

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

Resolution 2005:

That, upon the recommendation of the UW Center System Chancellor and the President of the University of Wisconsin System, authority be granted for the President or Vice President and Secretary or Assistant Secretary of the Board of Regents to execute a release of a 0.43 acre parcel of land, adjacent to U.S. Highway 14 and leased from Richland County, to allow its sale to the Wisconsin Department of Transportation for improvements to U.S. Highway 14 and the entrances to the UW Center-Richland County campus and, further,

that authorization be granted to Richland County for execution of a temporary easement for use of an additional 0.13 acre parcel by the Wisconsin Department of Transportation during the period of construction.

*UWC-Richland County
handst
a hand through
Auth for release
of land adj. to
Hwy 14 & temporary
Easement to Richland
CO.*

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

Resolution 2006:

That, upon the recommendation of the UW-La Crosse Chancellor and the President of the University of Wisconsin System, authorization be granted to award bids and increase the budget for the UW-La Crosse Main Hall Remodeling project by \$373,500 for a revised total project cost of \$3,203,500 from General Obligation Bonding - GPR.

*UW-La Crosse
Auth to award bids
& increase budget -
Main Hall Remodeling Project*

Regent Barkla stated the next resolution relates to land adjacent to the University Arboretum at Madison which was discussed at the September meeting. At that time we had but one appraisal. Another appraisal was obtained too late for the Board to act on it at its last meeting. The Executive Committee was authorized to act on the matter if the Nature Conservancy was unable to obtain an extension on the option they held on the property. The two appraisals are in the amount of \$107,000 and \$126,000, and the proposed purchase price is \$124,000. She reported Regent Gerrard inspected the property personally and

was present at the Committee meeting yesterday at which time he recommended that we go ahead on the basis proposed.

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

Resolution 2007:

UW-Madison Land Acquisitions Approval of acquisition of parcel adjacent to Arboretum

That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, approval be granted to acquire from The Nature Conservancy a 12.6 acre parcel of land in the City of Madison adjacent to, and separating existing holdings of, the UW-Madison Arboretum, at an estimated cost of \$124,000, from State Building Trust Funds (\$30,000), Arboretum Funds (receipts from sale of excess lands) (\$32,000) and Federal Funds (50% match through LAWCON) (\$62,000)

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

Resolution 2008:

UW-Madison Buildings Nutritional Sciences Remodeling Project Approval of concept & budget report (Phase I) and reduction in scope with request advance planning funds (Phase II)

That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, approval be granted for a reduction in scope (to be identified as Phase II), that the concept and budget report for the 1977-79 Nutritional Sciences Remodeling Project-Phase I be approved at a cost of \$1,435,000 (an addition of \$149,000) of General Obligation Bonding Funds (GPR), and that authority be granted to plan, bid and construct the project.

Further, that authorization be granted to request the release of Advance Planning funds for Phase II from the State Building Commission.

In response to Regent DeBardleben's request for an explanation of the reduction in scope of the project, Professor Alfred E. Harper, UW-Madison, stated the Board of Regents approved this project in 1976 for remodeling of the Children's Hospital as the means of bringing together people who were in six different locations in different places on the campus to provide an integrated union. That included all of the square footage, a total of 56,000 square feet of the building. This was then reviewed by the Building Commission. There were about 10,000 square feet that had been remodeled some eight or ten years previously on the fourth floor of the building that was suitable for use as it existed without refurbishing. That reduced the total square feet by 10,000 feet. He stated a second problem arose when there was an estimate made on the cost of the total remodeling of the building. The budget originally approved was \$1.3 million and the estimated cost was \$2.4 million. The solution was worked out over a period of the past year resulting in dividing the project into two phases, phase I would be approximately for 18,000 square feet that you have before you, and phase II would represent the rest of the building for which planning money is requested. He stated the department was organized in 1968 on a wing and a promise -- some space left over in the Home Economics Building

when the Home Economics Program was re-organizaed, antiquated metabolism facilities, and little or no space for younger faculty. The separation of the entire building would have provided a solution for all of these problems that the department faced by bringing together students with increased interaction by bringing both faculty and students together in an integrated unit. It brings together a research animal facility that is absolutely essential for a nutrition department, a new research facility for human deficiency, and space for a clinical nutrition center which the Board approved in concept about four years ago. In developing these phases, we have entered into the first phase to meet the major critical needs of a Department of Clinical Nutrition -- the human metabolism unit -- and the animal facility which was lacking. He continued it would also provide laboratory space for at least two of the younger faculty members who now have inadequate space. The planning money would provide the opportunity subsequently if that was approved and carried through to bring the rest of the department and the people who are now housed in other departments and other buildings but who have adequate space within a year or two's time. He said there is a 10,000 square foot reduction because we thought we could get by without it.

The question was put on Resolution 2008, and it was voted.

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Regent Barkla stated the next resolution requests authority to amend the concept and budget report to increase the Phase B construction budget for the 1300 University Avenue Remodeling Project (Former Medical Center) from \$3,335, 200 to \$5,510,000 to provide an entirely new mechanical system to meet code/safety, program and energy conservation requirements, within the presently authorized budget of \$24,600,000. After evaluating several alternatives, the architect determined that the most effective system for energy conservation and for meeting the safety/code and program requirements was a single, new unitary ventilation and air conditioning system which allows each laboratory to operate independently, only turning on that part of the system serving the actual laboratory. Savings in Phase A in the project are sufficient to cover the increased cost now estimated for Phase B.

Regent Barkla moved atoption of the following resolution, the motion was seconded by Regent O'Harrow, and it was voted:

Resolution 2009:

*UW-Madison
Buildings
1300 Univ Ave.
Remodeling
Project -
Auth. for incr
construction budget*

That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to amend the concept and budget report to increase the Package B construction budget for the 1300 University Avenue (Former Medical Center) Remodeling Project from \$3,335,200 to \$5,510,000 to provide an entirely new mechanical system to meet code/safety, program, and energy conservation requirements, within the presently authorized budget of \$24,600,000.

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

Resolution 2010: 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 name the two recently acquired field research stations, located in the near vicinity of Rhinelander, The University of Wisconsin-Lelah Starks Elite/Foundation Seed Potato Farm and The University of Wisconsin-Lelah Starks Potato Breeding Farm.

UW-Madison Buildings

NAMING OF lelah Starks cets.

Regent Barkla reported that Vice President Winter advised the Committee that action at the State Building Commission on September 25 on resolving funding for preventive maintenance projects such as the roof repair approved by the Board in September was deferred. There is a disagreement at the State Building Commission on whether to use cash or borrowing for these projects. Until this issue is resolved, the minor project planning and funding is essentially in a holding action.

UW-Madison Bldgs - Appleton Family Practice Clinic ^{auth for} lease/purchase contract.

Regent Barkla stated the Appleton Family Practice Clinic lease was renegotiated to reflect the completion of a successful campaign to raise \$600,000 of gift funds by the Fox Valley Family Practice Residency, Inc., a non-profit corporation, toward construction of a clinic facility. She reported the Committee was requested to rescind Resolution 1983 as approved by the Board in September and to approve a new resolution with revised lease/purchase options. The new lease terms are considerably more advantageous while the option to purchase has been increased from \$750,000 to \$1,200,000. The revisions in terms of the option to purchase reflect the desire of the organizers and contributors to the gift funds to retain the program in the Appleton area. It also reflects the restriction of a major donor's foundation against making gifts to governmental units. She stated that with the more favorable lease agreement, it is highly unlikely that the purchase option would ever be considered.

Regent Barkla moved adoption of Resolution 2011, relating to the Revision of Appleton Family Practice Clinic Lease/Purchase Agreement, UW-Madison (attached as EXHIBIT G), and the motion was seconded by Regent O'Harrow.

Regent Lawton noted this matter had not been included in the agenda and since he had not been able to go through the matter in enough detail to know more about it, it was difficult for him to vote on the change. He stated the purchase price looks ridiculous. Regent Barkla stated that Chancellor Shain was at the Committee meeting yesterday and feels that this resolution and the lease provision is much more favorable to the University of Wisconsin-Madison and the Family Practice Program at Appleton. She stated that under the terms of the lease the University probably will never exercise its option to buy this property, because at the expiration in twenty years we would have the option to purchase at \$1,200,000 or another option to purchase it at the fair market

value at that time. She said Chancellor Shain's rationale is that we ought to accept this proposal to allow the donors of the money to amortize it over the length of the lease. The cost to them would be considerably less than the previous proposal. In response to Regent DeBardleben's question as to why the explanation was not received with the rest of the agenda materials, Vice President Winter stated the lease had been negotiated since last Monday.

Vice Chancellor Van Ess, UW-Madison, recalled that at the September meeting a proposal was presented which the University felt was favorable to its interests. On the day of the meeting, the foundation informed the University that they were in the process of reconsidering and re-evaluating their fund raising effort and that they wanted some time to consider the terms under which they would enter into a lease with the University. At that time the Board was asked to approve it as a plan to which the University would be receptive. Since that time they have increased their commitment in the fund raising effort and have re-evaluated their commitment to this program, and now propose a plan which will assure the benefits of the fund raising will remain in the community. They are willing through community effort to have the benefits of the fund raising reflected as a benefit to the program through a reduced lease cost over the period of the lease, but do not want to be in a position of reflecting benefits of the fund raising in a reduced sale cost to the state, which should the state decide that program should not continue there, would actually own the facility, and then dispose of it with the proceeds going back to the state. In other words, the benefits of fund raising would revert to the state instead of staying in the community. He pointed out the terms that are being proposed would cost \$3,000 less the first year than the original proposal, and the second year they would drop about \$10,000 per year. Beginning the third through the tenth year, it is reduced further and what that rate will reflect is the amortization the third through tenth year plus the two five year renewal options that the state and the University may exercise to reflect the amortization of approximately \$600,000 of debt service which they will still be sharing, so what those first 20 years reflect is the benefit of the approximately \$600,000 of fund raising. They are phasing down the annual rental to reflect the offset of the fund raising. If the state should exercise its purchase option, they would then want full value for the building to be sure that the benefits of the fund raising remains in the community.

He pointed out that at the end of the lease, when the debt service has been paid on the \$600,000 and the pledges have all been paid, they will rent the space at \$1.00 per square foot, which represents the administrative costs to keep alive the non-profit foundation. He pointed out we are currently paying \$7.15 per square foot at the Eau Claire Clinic, whereas on this lease we will be paying \$6.40 per square foot the first year, \$5.75 per square foot the second year, and \$5.10 per square foot during the third through the twentieth year, and then \$1.00 per square foot after that.

Regent Lawton stated that the proposal appears to be acceptable but that he was concerned that the matter had not been made available with the other agenda materials. Regent Barkla agreed that Regent Lawton has a legitimate complaint and this has been a chronic problem and would hope that in the future these materials would be sent to the Board members with the agenda.

The question was put on Resolution 2011, and it was voted.

Regent Barkla stated that she felt we should send a message back to the people in the community of our appreciation for what they have done -- they have raised \$600,000 in less than a month, and have demonstrated a great commitment to this program.

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Regent DeBardleben moved adoption of the following resolution, the motion was properly seconded, and it was voted, with Regents Barkla, DeBardleben, Erdman, Fitzgerald, Fox, Lawton, O'Harrow, Thompson, and Veneman voting "Aye" (9):

Resolution 2012: That the meeting recess into closed session to consider personnel matters as permitted by S. 19.85(1)(c), and S. 19.85(1)(f), Wis. Stats.

The meeting recessed into closed session at 12:24 P.M.

The Board arose from closed session at 12:35 P.M.

Vice President Erdman announced that no action had been taken in the closed session.

The meeting adjourned at 12:35 P.M.

J. S. Holt, Secretary

10/23/79



Board of Regents of The University of Wisconsin System

September 24, 1979

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TO: Board of Regents of the University of Wisconsin System
FROM: Regent Herbert L. Grover
SUBJECT: September 18 Meeting of the WBVTAE

The Wisconsin Board of Vocational, Technical, and Adult Education met at their offices in Madison on September 18, 1979. This report summarizes agenda items which may be of interest to the Regents of the University of Wisconsin System.

Agenda of the WBVTAE

I have attached the agenda of the Board meeting for your information. If there are any items of interest, you may obtain further information from the Office of Academic Affairs of the UW System.

Annual Budget Review Timetable

Attached also is a copy of the 1980 Legislative Annual Review Timetable issues as seen by the WBVTAE. You will note some similarities with concerns facing the UW System.

Enrollments in the VTAE System

The VTAE System is experiencing some of the same increases in headcount and some of the much smaller increases in Full-Time Equivalent enrollments as is the UW System.

Their concerns, and the unevenness of the enrollment patterns are described in the single page summary you will find attached as part of this report.

Fox Valley VTAE District Site

As you know, there has been considerable controversy over the choice of a site for expansion of the Fox Valley facilities. This has involved the River Commons site owned by the UW-Oshkosh. The final action of the State Board has been taken. A copy of that action is appended for your information.

At the Board Meeting, Mr. Harvey Dueholm spoke out strongly in opposition to this action because of the bad publicity associated with it and the apparent lack of cooperation shown between the UW System and the VTAE System. On the other hand, Mr. Lonny Hanson (Omro) indicated that he thought the decision was a good one which was reached after considerable investigation of alternate sites.

EXHIBIT A

TENTATIVE AGENDA

Meeting of the
Wisconsin Board of Vocational, Technical and Adult Education

September 18, 1979

9:00 a.m.

Wisconsin State VTAE Board Office - Madison

Call to order by President Elliott
Open-meeting Statement
Roll Call
Report on absent members
Approval of minutes of last meeting

Report of State Director

1. Legislation (report)
2. Goals 1979-80 with Programmatic Priorities (report)

Report of Standing Committees

Executive Committee - Mr. Elliott

1. University of Wisconsin Board of Regents (report)
2. Higher Educational Aids Board (report)
3. Annual Budget Review Timetable - Issues (report)
4. District Boundary Descriptions (action)
5. Unmet Needs Study (report)
6. Appointment of State Board Committees (report)
7. VTAE 1979-80 Affirmative Action Plan (action)
8. Actual 1978-79 VTAE Enrollments (report)
9. Revised State Board Meeting Schedule
10. Resolution of Appreciation to Retiring Board Member (action)

District-State Relations Committee - Mr. Hanson

1. District Board Member Certification (action)
2. Amended Reimbursement Policy - CETA Classroom Training Programs (action)

Education Committee - Mrs. Bina

1. Program Development (action)
2. 1977-78 Student Follow-Up Report (report)
3. Establishment of Fire Service Curriculum Standards (action)
4. Excerpts from Long Range Plan for Secondary Vocational Education in Wisconsin (report)

Facilities and Finance Committee - Mr. Rice

1. Western Wisconsin Land Leasing for Dormitories (report)
2. Western Wisconsin Lease Renewal (action)
3. VTAE District 4 - Leasing of Facilities (action)
4. Fox Valley VTAE District Site Selection (report)
5. Moraine Park - Leasing: Berlin Adult Continuing Education and Career Development Center (action)
6. Construction Funding, Fiscal Year Ending June 30, 1980 (action)
7. Wisconsin Environmental Protection Act (Section 1.11, Wisconsin Statutes) Understanding the Legal Implications (report)

Next meeting: November 13, 1979 - State Board Office, Madison

1980 Legislative Annual Review Timetable - Issues

The 1980 legislative Annual Review Session pertaining to the current biennial budget will convene sometime shortly after January 1, 1980. Requests for changes to the 1979-81 Executive Budget, including appropriation amounts, statutory authority, etc., will be forwarded to the Department of Administration by November, 1979, and acted upon by the Governor during November/December, 1979.

Traditionally, the Annual Review Session is supposed to devote itself to correcting errors in the Executive Budget, making minor adjustments to appropriation amounts and installing technical changes. However, agencies have frequently asked for much more than the minimum effort requested, and sometimes do receive approvals for new program changes.

VTAE Issues

- A. What action should be taken in response to legislative reductions in state aids for vocational-adult courses?

The Board now has a joint district-state task force working on reexamining criteria for separating aidable vocational-adult from community service courses. If no re-definition is made, then payments to all vocational-adult courses will have to be prorated. The Board must deliver a report to the Legislature and Governor by January 1, 1980, indicating the criteria.

- B. Should action be taken to provide nonresident tuition remission grants for foreign students?

At least three VTAE districts have requested a review of nonresident tuition regulations and laws to determine if new statutes should be enacted to remit the nonresident tuition portion. Such legislation could be introduced at the Annual Review Session, held over to the 1981-83 Biennial Budget deliberations (July - November, 1980) or not introduced at all.

- C. Should staff increases in the clerical assistance and other areas be recommended?

In 1968-69, twelve clerical personnel worked with 63 consultant and professional positions at the Board. In 1973-79, the number of consultant and professional personnel had increased to 101, but the size of the clerical operations staff had been reduced to 11. The professional/clerical ratio had increased from 5.25:1 in 1968-69 to 9.18:1 in 1978-79, for a 75% increase in ten years. Additional clerical assistance is justified.

Other staff increases in the area of energy, program evaluation and data generation are justifiable and desirable in the 1980-81 year. The Board could recommend staff changes for FY 1980-81, delay action until the 1981-83 Biennial Budget (July - November, 1980) or take no action.

- D. Should legislation be introduced changing the requirement for 5% minimum bonding of district treasurers?

The Directors' Association recommended the introduction of legislation which would change S.38.12 to allow district treasurers to be bonded for an amount set by each district, rather than requiring each district to post a bond equal to 5% of the district's annual budget. The purpose of the change is to reduce bonding costs for the district. (At Milwaukee, for example, the annual bonding costs approach \$3500.)

In most VTAE districts the treasurer handles less money than many district staff members who are not bonded.

VTAE action would parallel action taken by Chapter 211, Laws of 1977, which allow school boards to set bond amounts for officers or employees of the board.

ACTUAL 1978-79 VTAE ENROLLMENTS

SUMMARY The unduplicated 1978-79 headcount grew over 9 percent to more than 414,800 students, an increase of approximately 34,800 additional enrollments. The State's VTAE system served more than one out of every eight persons in Wisconsin, age 18 and older. In terms of full-time equivalent* (FTE) enrollments, the statewide total showed a slight increase to almost 52,300 FTE's, with the largest percentage growth in the North Central VTAE District and statewide in the aidable vocational-adult category.

The 1978-79 headcount enrollment for the VTAE system grew by 34,779 to a statewide total of 414,836 students, a 9.2 percent increase over the 1977-78 enrollment. The largest increases occurred in the Lakeshore VTAE District which grew by 23.0 percent and statewide in the aidable vocational-adult category which increased by 15.5 percent. The proportion of the State's population age 18 and over served increased from 12 percent to 12.9 percent, which represents an increase of 7.8 percent over the preceding year.

The most significant increases in full-time equivalent enrollment, which totalled 52,299, occurred in the aidable vocational-adult category which grew by 5.2 percent and in the North Central VTAE District which increased by 15.1 percent. In general, college parallel FTE's declined, postsecondary FTE enrollments remained stable, and continuing education FTE's increased.

* Each full-time equivalent enrollment represents 30 credits.

FACILITIES AND FINANCE COMMITTEE
4. Fox Valley VTAE District Site
Selection (report)

The Wisconsin Board at its meeting July 24, 1979, empowered the Executive Committee to review and act on the site selection for the Oshkosh Skill Training Center. The Fox Valley Board, at a special meeting held July 19, 1979, selected the city-owned Witzel Avenue Site after a thorough study of the available UW-Oshkosh River Commons food service building.

On August 7, 1979, a letter was received from President Young offering the building, Parcel A, the west two-thirds of Parcel B, and Parcels C and D for the sum of \$1,050,000.

This offer brought the total project costs closer to the cost of building a new facility. The total project cost for the River Commons building would be \$3,375,741 versus \$3,336,868 for a new facility on the Witzel Avenue Site. However, the Witzel Avenue Site contains 13.4 acres versus the River Commons Site of 5.65 acres.

The FVTI Board feels very deeply that there is inadequate land at the River Commons Site to adequately serve the needs of the Oshkosh, Winneconne and Omro area. They feel they have their mission to accomplish -- to serve the needs of business and industry, train or retrain the unemployed and the handicapped - in adequate, well equipped facilities with flexible space to change with the times, with changing and expanding technologies, and to provide industry with skilled manpower to promote economic growth.

The Executive Committee held a special meeting at the Oshkosh Vocational School on August 14, 1979. Members present were Chairman James Elliott, Mr. Lonny Hanson, Mrs. Elaine Bina and Mr. Jack Rice. Also present was Mr. Harvey Dueholm.

After hearing further public testimony, both the River Commons food service building and the city-owned Witzel Avenue Site were toured.

After touring the two proposed sites, the Executive Committee voted to approve the city-owned Witzel Avenue Site.

TASK FORCE ON THE STATUS OF WOMEN

In April 1974, the Board of Regents adopted a policy on equal opportunities in education--eliminating discrimination based on sex, directing each institution in the University of Wisconsin System to review all educational functions and activities for discrimination on the basis of sex; to prescribe corrective actions where sex discrimination was identified; and to act affirmatively to eliminate sex stereotype through leadership in such areas as student support services, public service, instruction/instructional support, and research.

In February 1975, the Board of Regents adopted an equal opportunity and affirmative action policy whereby System institutions were directed to maintain equal opportunity and affirmative action programs; to provide academic support services suitable to encouraging the entry of women students into the several programs of the institution; to facilitate their successful completion of such programs; and to encourage faculty in their research, scholarly activity, and teaching to replace with accurate knowledge any residue of stereotyped perspectives concerning women.

Several years have passed since the adoption of these policies. The Board of Regents wishes at this time to examine the effectiveness of these policies as reflected in the status of women in the System. While annual reports to the Regents have shown that women have made progress, current research and experience indicate there are still powerful constraints affecting participation as students and employees. An in-depth study needs to be made into circumstances which may cause or permit barriers to exist so that policies can be modified and programs instituted to promote the attainment of greater breadth in women's educational and career goals.

To that end, a systemwide task force, with appropriate staff support, will be appointed as soon as possible. At a minimum it shall consist of three regents, two administrators, two faculty members, two academic staff members, and two students. The members and chair shall be appointed by the President of the Board in consultation with the President of the System and the System Office of Women. The task force shall present its findings and recommendations to the Regents no later than October, 1980.

PRESENTATION TO THE BOARD OF REGENTS OF THE UNIVERSITY
OF WISCONSIN SYSTEM

October 5, 1979
by
Chancellor Robert Swanson

One of the fringe benefits for us of your meeting on our campus is the opportunity to show you some of the things we do and explain how they relate to our philosophy and our role in the UW-System. As regents, you can be proud of the great diversity of opportunity provided in the UW-System. As you view each of our universities, you find unique features, not carbon (or xerox) copies of a given model. This is a key to the strength of this federation of universities. I appreciate this opportunity to tell you about the "Stout connection".

It is always hazardous to attempt to characterize something as complex as a university's educational approach in a few words. I'm going to do it anyway. Our approach is to totally involve students in what they are learning--to design learning activities that involve hands as well as minds, wherever possible. Even a brief tour of our facilities shows that we are equipped to combine theory and practice, the abstract with the concrete, thought with action.

James Huff Stout, a lumberman and state senator, founded this institution over 85 years ago on the premise that people learn better when they were fully involved with their learning. He was willing to invest his time, effort, and money because he saw the need for a different kind of education than was being offered. Our 1903-4 budget showed a total income of \$16,250; \$10,250 was supplied by Senator Stout. Before his death in 1910, he had contributed many thousands of dollars and established a unique institution.

He was concerned with women's programs as well as men's. He saw domestic science programs (we now call them home economics) as a way of elevating respect for women to a professional level through formal education.

In Senator Stout's day, as now, educators were urging that technical education be regarded as more than vocational education. Our hope with liberal studies is that it strengthens the whole person--so it is with technical education also. You may have seen the beginning of the public television series, entitled "Connections", last Sunday. It deals with the impact of technology on society. By putting a number of a person's abilities to work on a project or problem--in most cases in concert with others--we not only introduce new ways to learn, but the process itself has a broadening and humanizing effect. Interpersonal relationships along with managerial skills are developed. Learning often is more effective when a group of students work together rather than when one student with a good idea works alone. Many projects in life outside the school are team efforts.

As you noted from the wide range of laboratory equipment on campus, Stout makes extensive use of problems and projects in its approach. We have 129 laboratories, encompassing over 187,000 square feet. Almost 50% of our instructional space is in laboratories. On a typical campus, it is 20 to 25 percent. There is a tendency to associate shop and laboratory activity with career and occupational preparation. Obviously, there are similar elements,

but these are teaching stations, set up to test ideas and solve problems. I often feel that we get more credit than we deserve for occupational preparation. But as long as our graduates continue to get jobs, we intend to keep it that way.

Because much of the physical environment at Stout is similar to the working environment of business and industry, our graduates adjust to their first jobs rapidly. Most important, they understand the industrial and business world, appreciate its working and know its needs. Permit me to cite several examples; some of which you visited yesterday.

Two boutiques operated by fashion merchandising students, a restaurant operated by the hotel and restaurant students and a manufacturing laboratory operated by industrial technology students all combine the theoretical problems of the classroom with practical challenges of the business world.

For ten years Stout students have combined thought and action by staging a haute cuisine dinner that has gained national attention. The dinner takes months to prepare and poses overwhelming problems of culinary management.

A \$5,000 industrial design contest sponsored annually by the Stout Foundation calls for students to submit new ideas or improvements for small products used in the home. Last year's winners ranged from a student who designed a warning device for persons with hearing impairments to a student who improved the common electrical outlet found in the home by making it child-safe. The new campus sign on the corner of the Administration Building is one of about 30 signs that will be used to identify buildings and integrate the campus. The design was a student project in industrial design. Construction is by our maintenance people.

A group of students working together on an alternative energy project finished third in national university competition by constructing a wind energy system. A similar group this year entered a hydrogen-powered car in the same contest. You saw this in the Commons last night and perhaps read the Time article (September 10, 1979). Beyond research problems, the project had all the practical problems associated with construction including the need to raise \$26,000 to finance the project.

Stout's Marriage and Family Counseling service enables graduate students to work with families facing divorce or stress situations.

Through the Vocational Development Center, vocational rehabilitation students have an opportunity to evaluate and provide special training to persons with employment problems or handicaps.

The Teleproduction Center provides students with an opportunity to work as production assistants. They can receive credit for TV production, internship or receive work experience as graduate assistants. The Center provides programs for the State Educational Network and is one of three owned by the Education Communications Board (ECB).

We offer several types of off-campus experiences to provide internships and field experience in business, industry, and education. The School of Industry & Technology has formal arrangements with over forty companies which provide either summer or year round internships for students. Several of our programs require such experience for degree completion. In addition to student teaching, we have internships in counseling and vocational rehabilitation in off-campus sites.

Almost every major area of the Stout curriculum is laced with similar activities that demand both thought and action. These kinds of activities challenge Stout's students to become agents of change by pursuing ideas that result in reasonable, intelligent and thoughtful action.

These activities require libraries, shops, classrooms, laboratories, and teaching tools that are combined in a mix that is found nowhere else.

Through the years, we have been very careful not to claim that the Stout approach to education is the only approach. Stout is only one approach.

The strength of the UW System and education in Wisconsin is diversity. The vocational system, private colleges and universities and the variety within our own system offer the widest possible range of opportunities.

By integrating theory and practice, schooling sets the stage for learning and growing after graduation. Experience is the raw material we use to learn throughout our lives. Those who are comfortable with both theory and practical applications are in the best position to benefit from experience. Experience with project work builds the confidence necessary to deal with life's situations. Confidence and willingness to try something that's new or different is a major factor in personal development.

Though we emphasize specialized preparation, in terms of general education credits, the requirements for Stout students are as extensive as they are for students in most strictly academic programs. Stout's School of Liberal Studies is by far the University's largest. There are approximately 140 staff members in liberal studies. This compares with 55 in the School of Education and Human Services; 70 in the School of Home Economics and 75 in the School of Industry and Technology.

Is the Stout approach working? We feel it is. On one hand we are experiencing record enrollments while on the other placement of Stout graduates is remarkably high. Almost 900 students were turned away from Stout this year--about one out of every five qualified students that applied. We permitted a controlled growth of 200 students. Our fall enrollment is approximately 7,200. We have turned away approximately 3,000 students in the last five years. Thirty-one percent of our enrollment is from out of state. For the first time since the World War II years, more than one-half of our enrollment, 50.3 percent, is women. Our largest majors are industrial technology, 1,360 students; hotel and restaurant management, 740, industrial education, 600; and fashion merchandising, 565. Enrollment records will probably show that we have students from every county in Wisconsin, about 30 states in the nation, and international students from some 30 countries. Our international enrollment has almost doubled in the last five years.

In the area of placement, employers came to the campus last year in record numbers. Ninety-six percent of last year's graduating class was placed. Once again, the University's mission and educational philosophy is credited with the continuing success Stout has experienced in the placement field.

In his annual placement report, Stout's Placement Director said: "The entire philosophy and mission of Stout has always been one of practicality in higher education. Our balance of competent skills, unique majors and strengths in liberal studies has and continues to spell success for Stout graduates."

In the teaching area, every graduate in five of the seven undergraduate programs was placed. The percentage for all teaching programs was 98.8 percent. The teacher shortage in industrial and vocational education has been termed critical. The dramatic increase in the number of national companies visiting campus to interview graduates indicates the growth of the non-teaching areas. We expect 200 companies this year. Last year we had 153, up 42 percent from the previous year and 74 percent in five years. Companies are making multiple visits, staying longer and bringing additional interviewers. Many of our graduates receive multiple job offers.

One of the first major accomplishments of this Board was to define a mission for each university in the System. We were pleased when our unique approach caused us to be designated a special mission institution. We have continued to develop this mission since 1973. Stout's School of Home Economics is the largest in the United States as is our School of Industry and Technology. We prepare more industrial arts teachers than any college in the country. Stout's Vocational Rehabilitation program has gained a national reputation in the last 10 years. The program provides training and informational materials throughout this country and in a dozen foreign countries.

Recent contracts with Algeria called for Stout to develop plastics and electronics programs in that country and we are completing a five-year \$648,000 contract to develop a library for a new technical university there.

We recently completed a three-year program with National Taiwan Normal University, where staff members from here helped the industrial education staff there establish a graduate program.

Industrial arts programs in Honduras are being staffed by Peace Corps volunteers trained at Stout under a special government contract.

Art, fashion and guidance programs have had ties with counterparts in several European countries. Closer to home, Stout was instrumental in gaining a major grant from the Kellogg Foundation which has helped in the development of the Trempealeau County communications project, one of the major telecommunications projects in rural America. This is a WCWC project where LaCrosse, River Falls, Eau Claire and Stout cooperate with eight school districts and a consumer cooperative.

For nine years, Stout's Center for Vocational, Technical and Adult Education has served the needs of vocational education in Wisconsin through evaluations, professional development activities and other special programs.

The activity of the Stout staff in the area of research has been particularly commendable. Last year, staff members submitted 173 proposals to various agencies. Ninety were funded for a total of \$2.1 million. In the last five years, Stout has received funding for almost 400 proposals totaling \$11.9 million.

I hope some of the items I have reviewed relating to Stout's programs and philosophy help establish the importance of Stout's mission and the part we play in Wisconsin's overall educational plan.

The Stout approach has been many years in the building. With the continued support of this Board, we hope to go on meeting the needs of individuals who select Stout for their education. In that way, we can contribute to the record of scholarship and achievement established by the University of Wisconsin System.

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

5 October 1979

I. CONTRACTS AWARDED.

A. UW-LA CROSSE

1. 1977-79 Small Energy Conservation Projects
(Cowley Hall) - (7803-19)

a. Heating & Ventilating System Modifications
Johnson Controls - La Crosse \$ 12,840.00

B. UW-MADISON

1300 University Ave Remodeling contracts

1. 1975-77/1977-79 Hospital Complex Remodeling
(1300 University Avenue) - (7608-01)

a. General
J. P. Cullen & Son Construction Corp. - Janesville \$ 5,429,521.00

b. Plumbing
J. F. Ahern Company - Fond du Lac \$ 1,708,000.00

c. Heating, Ventilating & A/C
Azco Downey, Inc. - Milwaukee \$ 4,363,250.00

d. Electrical
Staff Electric Company, Inc. - Milwaukee \$ 1,663,500.00

e. Laboratory Casework, Fume Hoods,
and Flexible Casework
American Desk Manufacturing Company - Temple, TX \$ 1,137,949.00

f. Passenger Elevator Work
Northwestern Elevator Company, Inc. - Milwaukee \$ 118,746.00

g. Elevator Remodeling Work
Westinghouse Elevator Company - Madison \$ 27,815.00

h. Testing, Adjusting, and Balancing
and Building Automation
Johnson Controls, Inc. - Madison \$ 197,405.00

TOTAL CONTRACT AWARDS \$14,646,186.00

contracts - (EXH.)

2. 1975-77 Geology/Geophysics Addition - (7705-17)
- a. General
J. H. Findorff & Son, Inc. - Madison \$ 1,023,320.00
 - b. Plumbing
Osborn Plumbing & Heating, Inc. - Beloit \$ 144,300.00
 - c. Heating, Ventilating & A/C
H & H Industries, Inc. - Madison \$ 203,750.00
 - d. Electrical Work
Wiersma Electric - Randolph \$ 149,200.00
 - e. Elevator Work
Westinghouse Elevator Company - Madison \$ 37,681.00
 - f. Testing and Balancing
Johnson Controls, Inc. - Madison \$ 2,654.00
- TOTAL CONTRACT AWARDS \$ 1,560,905.00
3. 1977-79 Marshfield Farm Headquarters Addition and Remodeling - (7802-07) contracts (EXH.)
- a. General
Dick Weister Construction, Inc. - Marshfield \$ 137,802.00
 - b. Plumbing
Marshfield Plumbing & Heating, Inc. - Marshfield \$ 18,740.00
 - c. Heating & Ventilating
United Heating Company, Inc. - Racine \$ 47,171.00
 - d. Electrical
Town & Country Electric Service, Inc. - Marshfield \$ 15,496.00
- TOTAL CONTRACT AWARDS \$ 219,209.00
4. 1977-79 Lakewater System Conversion (Water Softeners) - (7802-11)
- a. Plumbing
Osborn Plumbing & Heating, Inc. - Beloit \$ 58,560.00
5. 1975-77 Bacteriology Remodeling and Addition/ Electrical Substation - (7802-25) contracts.
- a. General
Gilbert Builders, Inc. - Verona \$ 770,152.00

b.	<u>Plumbing</u> H & H Industries, Inc. - Madison	\$ 123,991.00
c.	<u>Heating, Ventilating & A/C</u> Mechanical Team, Inc. - Madison	\$ 161,835.00
d.	<u>Electrical</u> Capital Electric Company - Madison	\$ 145,831.00
e.	<u>Equipment Work</u> Milwaukee Equipment Company - Milwaukee	\$ 111,532.00
f.	<u>Underground Electrical Raceway, Pedestrian Bridge, and Manhole System</u> Robert J. Nickles, Inc. - Madison	\$ 376,721.00
g.	<u>Primary Cable</u> Staff Electric Company, Inc. - Milwaukee	\$ 169,500.00
h.	<u>Substation Equipment and Circuit Breaker Units</u> Central Electric Company - Fulton, MO	\$ 251,908.00
	TOTAL CONTRACT AWARDS	\$ 2,111,470.00

~~6. 1978 West Hill Farm Residence Remodeling ^{contracts} (7902-35)~~

a.	<u>All Work</u> Layton Contractors, Inc. - Middleton	\$ 6,435.00
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~~7. 1977-79 Arboretum Surface Water Control - (7903-11)~~

a.	<u>All Work</u> Terra Engineering & Construction Corp. - Madison	\$ 20,451.00
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~~8. 1977-79 Primary Power Service/Accelerator Addition at
Physical Sciences Lab Synchrotron - (7906-12)~~

a.	<u>All Work</u> Hooper Construction Corporation - Madison	\$ 9,501.00
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C. UW-MILWAUKEE

~~1. 1977-79 Window Replacements - Campus
Elementary School ^{contracts} (7708-08)~~

a.	<u>Window Replacement</u> Von Haden Supply Company, Inc. - Green Bay	\$ 124,495.00
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D. UW-OSHKOSH

1. 1979 Parking Facilities - (7903-34) *contracts.*

- a. Site Work
Imperial Real Estate & Development Corp. - Appleton \$ 109,500.00
 - b. Electrical Work
Reigel Electric Corporation - Appleton \$ 11,150.00
- TOTAL CONTRACT AWARDS \$ 120,650.00

E. UW-PLATTEVILLE

1. 1977-79 Karrmann Library Plaza Repair - (7808-22) *contracts*

- a. General
Fred Ruesch Construction - Sun Prairie \$ 17,915.00

F. UW-RIVER FALLS

1. 1977-79 North Hall Roof Repairs - (7903-28) *contracts.*

- a. Roof Replacement & Related Work
Horel-George Company - Eau Claire \$ 24,975.00

2. 1977-79 Coal Conveyor System Replacement - (7907-19)

- a. Mechanical Work
Alltech Engineering Corporation - Bloomington, MN \$ 14,950.00

G. UW-STOUT

1. 1977-79 Mechanical/Electrical Monitoring System - (7806-23) *contracts*

- a. Computerized Automation Center
Johnson Controls, Inc. - La Crosse \$ 335,917.00

H. UW-WHITEWATER

1. 1978 Fischer Residence Hall Roof Replacement - (7810-26) *contracts*

- a. Roof and Related Work
Portage Lumber Company - Portage \$ 26,400.00

II. CONTRACT CHANGE ORDERS IN EXCESS OF \$15,000.

There are none to report this month.

III. REPORT OF ACTIONS TAKEN (MEMOS OF AGREEMENT).

A. A lease between the Board of Regents and Robert Marschke, Golf Green Storage, on behalf of UW-Madison University Housing has been renewed upon signature of the Vice President for General Services. The term is November 1, 1979 through October 31, 1980, and continues at the rate of \$2,700 for 2,000 square feet.

Index - Housing & Marschke

B. The lease between Donna Senn and UW-Stout for vehicle parking for students and staff has been signed by the Vice President for General Services September 4, 1979. The term of the lease is from September 1, 1979 through August 31, 1980, at the annual rate of \$860.

Index - Senn & UW-Stout - lease for vehicle parking

C. At UW-Stevens Point, an easement has been granted to the Wisconsin Telephone Company to bury cables serving Nelson Hall. The document was signed by the President and Assistant Secretary of the Board September 5, 1979.

Index UW-SP & Wis. Telephone - easement to bury cables serving Nelson Hall

D. The Ramer Field Rental Contract, between UW-River Falls and the River Falls School District, has been extended for the 1979-80 year, in accordance with terms and conditions in the current contract.

Index - UW-RF & River Falls School Dist - Ramer Field Rental Contract.

E. The Tri-County Council on Alcohol and Drug Abuse and UW-River Falls have agreed to an extension of the Halfway House contract for the third and final year of the existing contractual agreement, for the period from August 1, 1979 through July 31, 1980.

Index - Tri-County Co on Alcohol & Drug Abuse & UW-RF - Ext of Halfway House Contract.

F. An agreement between Retardation Facilities Development Corporation, Inc., and UW-Madison for the lease of approximately 300 NASF of space at 1954 East Washington Avenue has been signed by the Vice Chancellor for Administration September 10, 1979. The rate is \$5.50 per square foot and covers the period from October 1, 1979 through June 30, 1980.

Index Retardation Facilities Develop Corp & 1954 E. Wash Ave

G. A parking agreement between the City of La Crosse and UW-La Crosse for 1979-80 has been signed by the Vice President for General Services September 14, 1979. The rate continues to be \$125 per year and covers the term October 15, 1979 through October 14, 1980.

Index - City of La Crosse & UW-La Crosse - parking agreement.

H. Agreements between the Board of Regents of the University of Wisconsin System covering collection of accounts have been signed by the Vice President and Controller with each of the following agencies, effective September 1, 1980: Allied Medical Accounts Control, Inc.; Financial Collection Agencies; Medcol, Incorporated; Payco American Corporation; and State Collection Service, Inc.

Index - Each agency - agreement by collection of accounts

I. An amendment to the Software Agreement between Western Electric Company, Incorporated, and the Board of Regents of the University of Wisconsin System extending the royalty-free use of the UNIX/32V Time-Sharing System, Version 1.0 on an additional CPU VAX 11/780 located at the University of Wisconsin - Milwaukee has been signed by UW-Milwaukee's Assistant Chancellor for Administrative Affairs, effective September 7, 1979.

Index Western Electric Co. & UW-Milwaukee - software agreement

J. An agreement between Emil Ascher, Inc., and the University of Wisconsin System covering the rights to re-record any of the music in Emil Ascher, Inc., libraries, effective September 10, 1979, has been signed by the Vice President and Controller.

Index Ascher, Emil, Inc. - agreement on rights to record

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

At the time this report was prepared, the State Building Commission had not yet met for their scheduled 25 September 1979 Meeting; therefore, there is nothing to report this month.

Approval of Minor Projects,
UW-Madison, Stevens Point,
Stout, Superior and Whitewater

PHYSICAL PLANNING AND DEVELOPMENT COMMITTEE

Resolution 2003:

That, upon the recommendation of the UW-Madison, Stevens Point, Stout, Superior and Whitewater Chancellors and the President of the University of Wisconsin System, authorization be granted to plan, bid and construct:

*Index under
buildings -
respective
campuses
+ Roof
Problems*

Roof Repair/Replacement Projects at UW-Madison, \$51,800; UW-Stevens Point, \$114,400; UW-Stout, \$96,600; and UW-Whitewater, \$29,900 - Program Revenues - Non-GPR \$292,700

*Med.
School Bldgs*

Clinical Sciences Center Fire Damage Restoration Project, UW-Madison, State Insurance Funds 100,300

Drumlin Hall Exhaust Hoods Modification Project, UW-Whitewater - Program Revenues-Non-GPR 26,900

*UW-Superior
& UW-W
General*

Agreements with the DNR Bureau of Aid Programs for Land and Water Conservation Act (LAWCON) funding for UW-Superior - \$60,800 (\$30,400 - LAWCON-Non-GPR and \$30,400 - Program Revenues - Non-GPR) and for UW-Whitewater - \$152,000 (\$76,000 - LAWCON - Non-GPR and \$76,000 - Program Revenues - Non-GPR) 212,800

\$632,700

Sale of Property,
UW Center-Waukesha

PHYSICAL PLANNING AND DEVELOPMENT COMMITTEE

Resolution 2004:

That, upon the recommendation of the UW Center System Chancellor, UW Center-Waukesha Dean and the President of the University of Wisconsin System, authorization be granted to sell the 5.94 acre "Sherman Property," with improvements, located in the Town of Summit, Waukesha County, at a price of \$211,003 to the high bidder, Ann H. Dewey, 1205 Lakeside Street, Elm Grove, WI 53122.

This property is further described as:

That part of the SW 1/4 of Section 36, T7N, R17E, in the Town of Summit, Waukesha County, Wisconsin, which is bounded and described as follows:

Commencing at the Southwest corner of said SW 1/4 Section; thence N 29° 11' E along the centerline of County Highway "C", 70.80 feet; thence N 41° 28' E along said centerline 76.06 feet; thence N 52° 57' E along said centerline 117.90 feet; thence N 66° 51' E along said centerline 483.51 feet; thence N 60° 38' E along said centerline 124.11 feet to the point of beginning of this parcel,

Thence continuing N 57° 02' E along said centerline 121.30 feet; thence N 38° 06' E along said centerline 373.24 feet to the centerline of State Highway 18; thence N 56° 24' W along the centerline of said State Highway 18, 364.98 feet; thence N 75° 01' W along said centerline 256.07 feet; thence S 16° 53' W 318 feet; thence N 75° 01' W, 30.00 feet; thence S 16° 53' W, 84.18 feet to a point on the meander line of Henrietta Lake, said point being 23 feet, more or less, from the shore of said Henrietta Lake; thence S 63° 12' E along said meander line 145.09 feet; thence S 6° 09' E along said meander line 127.75 feet; thence southeasterly to the point of beginning. Said parcel contains 5.94 acres, more or less.

10/5/79

EXHIBIT F

PHYSICAL PLANNING AND DEVELOPMENT COMMITTEE

*✓ Family Practice Clinic
of
Fox Valley Fam.
Practice Residency
Inc.*

Resolution 2011:

That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, Resolution 1983 (adopted 9-7-79) be rescinded but, consistent with the policy of the Regents, as expressed in approving that resolution, authorization be granted to enter into a lease/purchase option contract with the Fox Valley Family Practice Residency, Inc., Appleton (a non-profit corporation) for the purpose of constructing and leasing a clinic facility for the Appleton Family Practice Residency for UW-Madison, in accordance with the following terms:

- (1) A ten-year lease with the following schedule:
 - (a) 1st year: \$6,403 per month (or \$76,836 for the year)
 - (b) 2nd year: \$5,760 per month (or \$69,120 for the year)
 - (c) 3rd through 10th year: \$5,094 per month (or \$61,128 per year)
- (2) Two five-year renewal options at \$5,094 per month (or \$61,128 per year)
- (3) Two additional five-year renewal options at \$1,000 per month (or \$12,000 per year)
- (4) A purchase option during the first four years of occupancy at cost (estimated at approximately \$1,200,000)
- (5) A purchase option following the fourth year of occupancy at fair market value to be determined by averaging two independent appraisals.

with rental costs to be paid from the operating budget of the clinic (State GPR funds, patient fees-Non-GPR, and hospital payments-Non-GPR) and the purchase option (if exercised) to be paid from Program Revenue Supported state bonding.