

**WISCONSIN DEPARTMENT OF  
ADMINISTRATION**

**SCOTT McCALLUM**  
GOVERNOR

**GEORGE LIGHTBOURN**  
SECRETARY

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April 2, 2001

The Honorable Brian Burke, Co-Chair  
Joint Committee on Finance  
316 South, State Capitol  
Madison, WI 53702

The Honorable John Gard, Co-Chair  
Joint Committee on Finance  
315 North, State Capitol  
Madison, WI 53702

Dear Senator Burke, Representative Gard and Committee Members:

The Governor is requesting that the Joint Committee on Finance consider three modifications to the recommendations for the University of Wisconsin System included in the 2001-03 biennial budget bill (SB55/AB144). The first change involves GPR position authority, the second concerns management flexibility and the last concerns the proposed Department of Electronic Government.

With respect to the first modification, the budget bill includes additional GPR/Fee funding for the Madison Initiative, the Milwaukee Idea and the Business and Workforce Development initiative (to increase enrollments throughout the system in high technology and high-demand fields). The budget bill does not include additional position authority for these items, although it is assumed that the additional funding would be used primarily to hire additional faculty and staff to carry out the initiatives. While the budget bill does include a provision to allow the University to create GPR positions upon approval from the Department of Administration (DOA), the Governor would like to amend his recommendation to include 165 additional GPR positions in 2001-03 for these three initiatives:

- Madison Initiative: 85 FTE
- Milwaukee Idea: 26 FTE
- Business and Workforce Development Initiative: 54

The positions should be split between the two fiscal years, as follows: 86 FTEs added in FY02 and the remaining 79 in FY03.

These GPR FTE positions would not be part of the GPR position authority provision included in the budget bill (item #10 in the LFB summary of the Governor's budget

Members, Joint Committee on Finance  
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April 5, 2001

recommendations). That is, the University would not have to request approval from DOA to create these positions. These positions could be included in the University's requests for full funding and for compensation increases and fringe benefit supplements in future years.

Regarding the second modification, in the interest of providing the Board of Regents with additional management flexibility, the Governor is requesting to modify the budget bill to allow the Board to set salary ranges for certain University executive positions. The provision would remove certain executive positions from the state's executive salary plan, and would permit Board of Regents would set salary ranges and salaries (within the University's base resources) for these positions. These positions would include the System President and Senior Vice Presidents, campus Chancellors and the Senior Vice Chancellors of the Madison and Milwaukee campuses. We are having the necessary language drafted.

Lastly, the Governor is requesting that the UW System be excluded from the group of executive agencies over which the Department of Electronic Government has oversight authority.

We appreciate the Committee's assistance in making these modifications to ensure the Governor's intent is met in the bill.

Sincerely,

  
George Lightbourn  
Secretary

Cc: Bob Lang, Director  
Legislative Fiscal Bureau

*Senator Burke*

April 26, 2001

**TO: State Legislators**

**SUBJECT: Testimony before Joint Finance Committee, April 11, 2001 On  
University of Wisconsin Diversity Funding**

**This is a belated submission of testimony that records my opposition to increased funding for UW System diversity programs. An attachment elaborating some of that testimony is also included.**



**W. Lee Hansen**

**Professor Emeritus, Economics**

**UW-Madison**

**Oral Testimony before Joint Finance Committee, Wednesday, April 11, 2001**

My name is W. Lee Hansen. I am a recently retired Professor of Economics at UW-Madison. I speak here on my own behalf. I want to record my opposition to increased funding for UW System diversity programs.

The UW System and particularly UW-Madison through their publicly-funded diversity programs are at odds with Wis. Stats. 36.12. That statute prohibits discrimination in University of Wisconsin admissions and programs based on race, gender, etc. Despite this, UW does discriminate in admissions and programs, and has done so for many years. In admissions, university officials contend that race is only one among many factors considered in admission decisions. In program eligibility, university officials contend that race must be used to maintain a diversity campus.

The plain fact is this. Race is decisive in admitting approximately one third of minority applicants to UW-Madison. These applicants, though minimally qualified, would not be admitted except for their race. The reason? They are not academically competitive either with other minority applicants or with non-minority applicants who are admitted on their academic records. The result is substantially lower retention and graduation rates for these minority students.

Enlarging race-based financial aid programs is equally inappropriate. The Lawton Minority Retention Scholarship Program (Wis. Stats. 36.34) is at direct odds with the already mentioned Wis. Stats. 36.12 that prohibit race-based discrimination. Other programs not authorized by the Legislature, such as the Chancellor's Scholarship Program, are also restricted by race. As student groups regularly argue, financial aid should go to students with demonstrated financial need.

The practice of what I call race-based preferences is unfair. It violates what the civil rights movement was about—by failing to provide equal treatment without regard to race and ethnicity. It is self-serving—by trying to make institutions and their leaders look good to affirmative action proponents. It worsens campus climate problems—by casting a stigma on those minority students who gain admission based on academic merit. It is educationally unsound—by dooming minority students admitted on the basis of race to disastrously low retention and graduation rates.

The State Legislature and the Governor must insist that the University of Wisconsin be more open and honest about its race-based policies and programs. They must mandate that the University of Wisconsin, and particularly the UW-Madison, cease using race in admitting applicants and in allocating financial aid. Only then can the University of Wisconsin regain its historic claim—to providing educational opportunities for all, without regard to race and ethnicity.

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Note: To supplement this statement, I attach a copy of my recent letter to the Board of Regents, March 28, 2001.

# Department of Economics

## University of Wisconsin-Madison

1180 Observatory Drive  
Madison, WI 53706-1393

March 26, 2001

Regent President Jay Smith and Board of Regent Members:

Now that Wisconsin state legislators are asking for information on University admission practices, it is necessary to look at the plain facts of diversity admissions. The UW-Madison 2001-2002 undergraduate application brochure provides a framework for understanding the University's dilemma.

In its text, the brochure says (p. 6), "...we also take into consideration personal characteristics that will contribute to the strength and diversity of the University community...." and (p. 9) that consideration is given to "...other factors that may help predict success as well as contribute to the strength and diversity of our University community." The photos in the brochure advertise minority undergraduate participation, but these statements are as close as the text comes to revealing what the University's racial admission practice actually is.

To guide potential applicants in thinking about their qualifications, the brochure includes a table (p. 7) of high school class rankings for year 2000 freshman applicants. Applications, admits, and enrollment are sharply skewed toward high class rankings. Only 5% of the enrolled freshmen ranked below the top 30% of their high school class. Nothing is said about diversity in the accompanying text. (See attached p. 7.)

But, when the data are broken down by diversity characteristics, we unfortunately see a quite different pattern: 34% of enrolled minority freshmen ranked below the top 30% of their high school class.

Here is the detail on high school class ranking of enrolled freshmen, minority and non-minority enrollees separately:

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<u>Rank in Class</u>	<u>Percentile Range</u>	<u>High School Class Rank Of Enrolled Freshmen</u>	
		<u>NonMinority</u>	<u>Minority</u>
Top Ten Percent	90-99	49	26
Second Ten Percent	80-89	34	21
Third Ten Percent	70-79	12	19
Fourth Ten Percent	60-69	3	12
Fifth Ten Percent	50-59	1	11
Bottom Half	1-49	1	11
<b>All</b>		<b>100</b>	<b>100</b>

*Note: Brackets in the original image group the last three rows (Fourth, Fifth, and Bottom Half) for NonMinority as 5 and for Minority as 34.*

Why are so many minority freshmen enrolled at a disadvantage, thereby handicapping them from the start of their university careers by noncompetitive preparation? The answer lies in the University's admission practices. Whereas only 6% of non-minority bottom-half-of-the class applicants were admitted in 2000, the figure for minority applicants was 37%. Wide disparities also occur in the 50-59<sup>th</sup> and 60-69<sup>th</sup> percentile ranges.

The reason for these wide differences is more favorable decisions to admit similarly ranked minority applicants. Here is the detail on high school class ranking of admitted applicants, minority and non-minority admits separately:

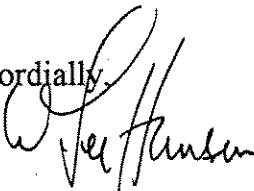
<u>Rank in Class</u>	<u>Percentile Range</u>	<u>Proportion of Applicants Admitted to UW-Madison</u>	
		<u>NonMinority</u>	<u>Minority</u>
Top Ten Percent	90-99	98%	93%
Second Ten Percent	80-89	93%	91%
Third Ten Percent	70-79	58%	83%
Fourth Ten Percent	60-69	19%	71%
Fifth Ten Percent	50-59	9%	58%
Bottom Half	1-49	6%	37%

*Note: Brackets in the original image group the last three rows (Fourth, Fifth, and Bottom Half) for NonMinority as 14% and for Minority as 54%.*

With such large differences, is it any wonder that retention rates and graduation rates lag for minority students? We are accepting and enrolling minority students who are not academically competitive. This isn't fair to anyone—minorities who are admitted on their academic records, non-minority applicants who are denied admission, faculty, administrators, and most especially, *the minority admits themselves who are under-qualified relative to non-minority admits.*

Must diversity on campus continue to mean racial preference in admission and the resulting disproportionately low minority retention and graduation rates?

President Smith and the Board of Regents. You are presiding over a flawed system. Isn't it time to face the facts and do better?

Cordially,  
  
W. Lee Hansen  
Professor Emeritus

Attachment:

P. 7 of Admission Brochure

cc: President Katharine Lyall  
Chancellor John Wiley

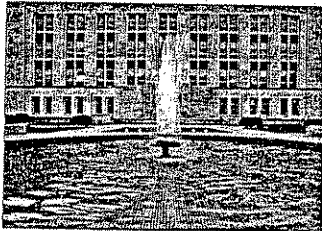
## Attachment

# Page 7 from University of Wisconsin, 2001-2001 Undergraduate Application and Admissions Brochure

### Admission Decisions

We make admission decisions (admit, postpone, deny) on a rolling basis, usually within eight weeks from the time your application file is complete. If your file is complete by our February 1 priority deadline, we will give your application full and equal consideration.

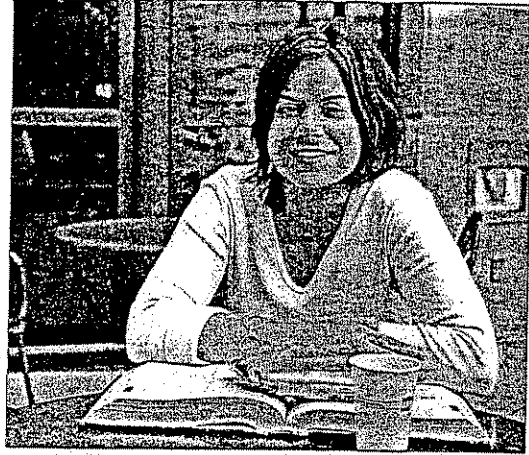
Our process begins by establishing some broad guidelines which allow us to admit highly qualified students whom we are confident we will be able to accommodate while at the same time deny those applicants whose credentials indicate we will not be able to accommodate. In the middle is a group of applicants whose qualifications are strong and who we feel could be successful here. We do



not know, however, whether we will have spaces for them, so we postpone a final decision on this group of applicants, making a final decision by March 15 (provided we received the application by our February 1 priority date).

Out-of-state applicants and Wisconsin/Minnesota Compact applicants are separate applicant pools and do not compete against each other in the decision process. Nonresident children of UW-Madison alumni will be considered within the WI/MN applicant pool.

Your application file must be complete and your residency (in-state or out-of-state) established before we can make an admission decision. See "Freshman Application Checklist" for a listing of the items you need to submit to complete your application. To ensure a timely review of your application, we suggest you submit all application items at one time.



Originally, my sister and I didn't want to go to the same school. We both wanted to go to a Big Ten school and we both wanted a city feel. Madison was big enough for each of us to do our own thing. We both spent junior year abroad, but I went to Germany and Sarah went to Spain. Big as it seems at first, Madison is smaller than it appears—people still confuse Sarah and me!

Alison Fink

Senior, Double Major: Finance and German  
Hometown: St. Paul, MN

### Freshman Applicants for 2000

The following table shows the rank in class of our applicants for summer and fall 2000. This will give you an idea of the overall quality of our applicant pool.

Rank in Class	Percentile Range	% of Applicants	% Admitted	% of Enrollment
Top Ten Percent	90-99	36	98	48
Second Ten Percent	80-89	26	94	34
Third Ten Percent	70-79	17	59	13
Fourth Ten Percent	60-69	10	22	3
Fifth Ten Percent	50-59	6	12	1
Bottom Half	1-49	4	8	1

The admission expectations for new freshman applicants are the same for all majors, except music and engineering:

**School of Music** applicants must pass an audition in addition to receiving an offer of admission from the Office of Admissions. For further information on scheduling an audition, contact Bonnie Abrams, School of Music Undergraduate Coordinator, at 608/263-5986 or baabrams@facstaff.wisc.edu. Apply early as opportunities for auditions are limited.

**College of Engineering** applicants who are not Wisconsin residents may be subject to higher standards than those in place for applicants to other programs.