

Thursday 2:30pm

REVISED DRAFT (4:15 p.m., 10-22-04)

Message points
2005-07 UNCLASSIFIED PAY PLAN RECOMMENDATIONS
November 2004

(NOTE: It is the practice of the Board of Regents to consider unclassified pay plan recommendations in concert with state biennial budget planning that begins in December in even-numbered years. The Regents have been conducting an in-depth analysis of compensation issues since August.)

- As a courtesy, we wanted to give you a heads-up to pay plan items on which the Board of Regents intends to vote at its meeting in November (Nov. 4-5).
- Going in to the 2005-07 biennium UW System faculty are 7.6 percent below peer median salaries; academic staff are 17.7 percent below peer medians at comparable institutions; and academic leaders are 16 percent below peer group median salaries.
- To ensure that the UW System is able to both retain its top quality faculty, academic staff and academic leaders, and to competitively recruit in a national marketplace the next generation of these quality personnel, the Regents will vote on action items that, if approved, will provide:

1. An additional 2 percent annual salary increase in the unclassified pay plan. The Board previously requested a 3 percent annual increase in its 2005-07 budget request. The combined 5 percent request for salary increases for all UW System unclassified employees will help address market-adjusted salary needs so the UW System does not fall further behind peers and market median salaries.

if this is needed allowing to compare such uncompetitive internet-transcribe note

2. A salary increase effective Nov. 1, 2004 for seven comprehensive UW System chancellors - Doug Hastad (UW-La Crosse), Rick Wells (UW-Oshkosh), Jack Keating (UW-Parkside), Dave Markee (UW-Platteville), Bruce Shepard (UW-Green Bay), Chuck Sorensen (UW-Stout), and Jack Miller (UW-Whitewater) - and two UW System administrators, Vice President for Finance Debbie Durcan and Vice President for University Relations Linda Weimer, all of whom are not at the minimum of ranges under Regent policy and who did not receive the 2.1 percent increase approved for January 1, 2003. These increases will be funded from the institutions' base budgets. Please note that all other UW employees are paid within the salary ranges established for their positions. State statutes authorize the Board of Regents to establish pay ranges for executives and to pay salaries that are within those ranges - our academic leaders should not be paid salaries that are below the Board's established ranges.

secret mty blow up requires stat. changes

Approx 28,000 = less than someone who left due to salary

If approved, these pay plan increases will result in a total tuition increase of 5.5 percent each year (NOTE: Such a tuition increase would fall within the range of predicted rises in Wisconsin personal income in the next two fiscal years.)

We continue to strongly recommend and encourage the Governor and Legislature to amend state statutes to provide group health insurance for domestic partners of all state employees.

UW-med & Perm State don't cover

only in last 7 years budget a year

EC
- President
- Executive
- unclassified

faculty
academic staff
& admin

1. Catch up
2. keep up
- J. 50% tuition increase
not match on capital



Senior Exec. Group 3

Proposed

2004-05 Regents Salary Range

Minimum Midpoint Maximum

\$168,622 \$187,357 \$206,093

(2.4% higher than 2002-03 range)

Seven Chancellors to be Raised to New Minimum

		Current Salary	Cost to Raise Salary to Range Minimum
W. Bruce Shepard	GBY	\$166,542	\$2,080
Douglas Hastad	LAC	\$158,375	\$10,247
Richard Wells	OSH	\$158,375	\$10,247
John Keating	PKS	\$159,284	\$9,338
David Markee	PLT	\$161,809	\$6,813
Julius Erlenbach	SUP	\$160,294	\$8,328
John Miller	WTW	\$158,375	\$10,247

Total cost to raise Chancellor salaries to range minimum **\$57,300**

Senior Exec. Group 2

Proposed

2004-05 Regents Salary Range

Minimum Midpoint Maximum

\$157,145 \$174,606 \$192,066

(8.5% higher than 2002-03 range)

Vice Presidents to be Raised to New Minimum

		Current Salary	Cost to Raise Salary to Range Minimum
Deborah Durcan		\$138,993	\$18,212
Linda Weimer		\$144,589	\$12,556

Note: The proposed Regent Salary Range for Senior Executive Group 2 needs to be recommended by the OSER director to JCOER for approval. However the current JCOER approved range for SEG 2 will allow for raising these salaries to the 2004-05 proposed Regent Salary Range minimum. The current JCOER approved range for SEG 2 is Minimum of \$134,009 and a Maximum of \$163,789.

Total cost to raise vice president salaries to range minimum **\$30,768**

Total to raise 7 Chancellors and 2 Vice Presidents to New Minimums **\$88,068**

FACT SHEET ON
REGENT ACTION TO ADJUST UW SYSTEM
EXECUTIVE SALARY RANGES

- State statutes require that the UW Board of Regents annually set salary ranges for UW senior executives. The board met and adjusted these ranges on Tuesday, September 2.
- No executive salary raises were awarded at the September meeting. The goal was to set ranges so that searches could go forward for new chancellors at the UW-Milwaukee and UW-Stevens Point campuses.
- Thirty-five people of the university's 28,000 employees are in the executive salary program. All state classified and UW academic staff by law must be paid a salary at least at their range minimums but fourteen executives are below the range minimums (mostly Chancellors of the comprehensive campuses).
- There are nine ranges, two of which are established by the legislature's Joint Committee on Employment Relations. Of the remaining seven, two ranges were lowered and five were raised to reflect peer market salaries.
- UW System President Lyall and UW-Madison Chancellor Wiley, the UW senior vice presidents and the vice chancellors would not qualify for any pay increases.
- UW executives received no salary increases last January when UW faculty and staff received increases.
- The standard Regent meeting notification was followed, adhering to open meeting requirements.

1st 2yr. college totally on line

merger = 50%

< 30% overall

< 25% = madison
state
funds



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NEWS RELEASE

FOR IMMEDIATE RELEASE
September 9, 2003

Contact: Erik Christianson
(608) 262-5061

UW officials seek outside recommendations on leadership salaries

MADISON— In the wake of public and political concerns about the University of Wisconsin System Board of Regents' adjustment of leadership salary ranges, Board President Toby E. Marcovich and UW System President Katharine C. Lyall said they will seek recommendations from national search consultants before making any changes to the current pay rates of UW System leaders.

"It is important to clarify that no pay raises were given to top university executives last week," Marcovich explained.

"The Regents acted to update the ranges so that searches for two new chancellors could get underway," added Marcovich. "Our board remains fully committed to paying the salaries required to be competitive in a national market for leaders who will keep the University of Wisconsin among the top academic and research universities in the nation, just as we are committed to keeping our faculty and academic staff pay competitive."

While no pay raises were granted to the 35 members of the university's leadership team last week, Lyall and Marcovich will seek recommendations from university search consultants, who have not yet been identified, to advise them by the beginning of October on current market conditions and determine whether the salary ranges are appropriate in today's market.

"It is our responsibility to ensure that we have the best people we can get at the helm of our institutions, especially during these challenging times," Marcovich said.

Lyall said she would wait to make any pay raise decisions until after reviewing the consultants' recommendations with the Board of Regents. At the same time, she noted that when faculty and academic staff members received 2.1 percent pay raises in January, the executive salary group received no pay raises because of the tough budget times.

Lyall noted the loss of two of the university's most prominent chancellors — Nancy Zimpher and Thomas George — who will receive significant salary increases in their new jobs.

Zimpher, who was paid \$219,550 as chancellor of UW-Milwaukee, will earn \$280,000 and receive a deferred-compensation package as president of another urban university, the University of Cincinnati. George went from earning \$160,000 as UW-Stevens Point chancellor to \$250,000 as chancellor of the University of Missouri-St. Louis.

"Our Regents are dedicated to recruiting the best faculty, staff and students to the UW System," said Marcovich, "and we are no less committed to recruiting the best university leaders. It is possible that the consultants might recommend we pay above the minimum of the ranges for our top leaders."

He noted that many of the current chancellors were recruited from top posts at universities outside the state of Wisconsin and that the UW System must be able to compete for talent in the national marketplace.

"These are jobs that require extraordinary skills – management talent, fund-raising ability, community leadership and the ability to lead diverse university communities to achieve common goals for the state of Wisconsin," he said.

Marcovich applauded the chancellors for managing deep budget cuts this year while maintaining current enrollment levels, deeply cutting administrative costs and preserving, as best they could, academic programs and student services.

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University Senior Executive
Salary Ranges for 2003-04

Resolution:

That, in accordance with Regent Policy 94-4, the Board of Regents adopts Schedule A as the salary ranges for University of Wisconsin System Senior Executives for 2003-04, and

That, in order to comply with s. 20.923(4g) Wisconsin Statutes, directs the President of the University of Wisconsin System to ensure that all Senior Executive salaries are set within the salary ranges to which the positions are assigned, not later than October 1, 2003, and

That, any and all salary adjustments that the President of the System deems necessary to comply with statutory requirements be made using funding sources other than general purpose revenue.

09/02/03

x.x.x.

SCHEDULE A

UNIVERSITY SENIOR EXECUTIVE
SALARY RANGES for 2003-04

<u>Senior Executive Group</u>	<u>Title</u>	<u>Salary Range Minimum</u>	<u>Salary Range Midpoint</u>	<u>Salary Range Maximum</u>
9	President of the UW System	\$280,249	\$311,387	\$342,526
8	Chancellor, UW-Madison	\$279,282	\$310,314	\$341,345
7	Chancellor, UW-Milwaukee	\$230,081	\$255,645	\$281,210
6	Vice Chancellor, UW-Madison	\$214,474	\$238,304	\$262,135
5	Senior Vice Presidents	\$198,422	\$220,469	\$242,516
4	Vice Chancellor, UW-Milwaukee	\$179,419	\$199,354	\$219,289
3	Chancellors	\$165,681	\$184,090	\$202,499
2	Vice Presidents	\$145,769	\$161,966	\$178,162
1	Vice Chancellors	\$122,345	\$135,939	\$149,533

In accordance with Regent Policy Document 94-4, the university senior executive salary ranges are based on a salary range midpoint set at 95% of the projected peer group median for 2003-04 with the range minimum set at 90% and the range maximum set at 110% of that range midpoint.

NOTE: The salary ranges for senior executive salary groups 1 and 2 are established for policy compliance purposes only. Official salary ranges for these salary groups are subject to approval by the legislature's Joint Committee on Employment Relations.

salaries not set for discussion only
 Adjust to 2003-04 Minimum

		2003-04 Current Salary	2003-04 BoR Range Minimum	Adjust to 2003-04 Minimum	
President					
	Lyall	\$304,980	\$280,249	\$0	
Senior Vice Presidents					
	Marrett	\$224,620	\$198,422	\$0	
	Olien	<u>\$203,200</u>	\$198,422	<u>\$0</u>	
		\$427,820		\$0	
Vice Presidents					
	Weimer	\$142,950	\$145,769	\$2,819	1.97%
	Durcan	<u>\$137,350</u>	\$145,769	<u>\$8,419</u>	<u>6.13%</u>
		\$280,300		\$11,238	4.01%
Chancellors					
MSN	Wiley	\$248,350	\$279,282	\$0*	
MIL	vacant	<u>\$219,550</u>	\$230,081	<u>\$10,531</u>	<u>4.80%</u>
		\$467,900		\$10,531	2.25%
EAU	Mash	\$171,600	\$165,681	\$0	
GBY	Shepard	\$164,686	\$165,681	\$995	0.60%
LAC	Hastad	\$156,600	\$165,681	\$9,081	5.80%
OSH	Wells	\$156,600	\$165,681	\$9,081	5.80%
PKS	Keating	\$157,500	\$165,681	\$8,181	5.19%
PLT	Markee	\$160,000	\$165,681	\$5,681	3.55%
RVF	Lydecker	\$156,600	\$165,681	\$9,081	5.80%
STP	vacant	\$160,000	\$165,681	\$5,681	3.55%
STO	Sorensen	\$172,500	\$165,681	\$0	
SUP	Erienbach	\$158,500	\$165,681	\$7,181	4.53%
WTW	Miller	\$156,600	\$165,681	\$9,081	5.80%
COL	Messner	\$159,500	\$165,681	\$6,181	3.88%
EXT	Reilly	<u>\$159,500</u>	\$165,681	<u>\$6,181</u>	<u>3.88%</u>
		\$2,090,185		\$76,405	3.65%
Vice Chancellors					
MSN	Spear	\$224,620	\$214,474	\$0	
MIL	Wanat	<u>\$185,353</u>	\$179,419	<u>\$0</u>	
		\$409,973		\$0	
EAU	Satz	\$129,000	\$122,345	\$0	
GBY	Hammersmith	\$134,000	\$122,345	\$0	
LAC	Hitch	\$130,000	\$122,345	\$0	
OSH	Miller	\$132,730	\$122,345	\$0	
PKS	Martin	\$130,000	\$122,345	\$0	
PLT	Butts	\$127,600	\$122,345	\$0	
RVF	Coombs	\$124,600	\$122,345	\$0	
STP	Helm	\$131,500	\$122,345	\$0	
STO	Sedlak	\$129,000	\$122,345	\$0	
SUP	Prior	\$131,500	\$122,345	\$0	
WTW	Telfer	\$128,000	\$122,345	\$0	
COL	Cleek	\$126,600	\$122,345	\$0	
EXT	Van Kekerix	<u>\$129,800</u>	\$122,345	<u>\$0</u>	
		\$1,684,330		\$0	
TOTAL		\$5,665,489		\$98,174	1.73%

*... outside the control of the Board of Regents, brings total salary

- 2. Agriculture, trade and consumer protection, department of: secretary.
- 2g. Corrections, department of: secretary.
- 2m. Commerce, department of: secretary.
- 3f. Financial institutions, department of: secretary.
- 4. Workforce development, department of: secretary.
- 6. Legislature; legislative council staff: director.
- 6m. Legislature; legislative audit bureau: director.
- 7. Veterans affairs, department of: secretary.
- 7m. Legislature; legislative reference bureau: chief.
- 7s. Legislature; legislative fiscal bureau: director.
- 7w. Public defender board: state public defender.
- 9. Tourism, department of: secretary.

- (g) Positions assigned to executive salary group 7:
 - 1m. Employment relations, department of: secretary.
 - 1r. Historical society: director.
 - 2. Natural resources, department of: secretary.
 - 3. Revenue, department of: secretary.
 - 4. Transportation, department of: secretary.
- (h) Positions assigned to executive salary group 8:
 - 1. Administration, department of: secretary.
 - 2. Electronic government, department of: secretary (chief information officer).

- (i) Positions assigned to executive salary group 9:
 - 1. Health and family services, department of: secretary.

(4g) UNIVERSITY OF WISCONSIN SYSTEM SENIOR EXECUTIVE POSITIONS A compensation plan consisting of 9 university senior executive salary groups is established for certain administrative positions at the University of Wisconsin System. The salary ranges and adjustments to the salary ranges for the university senior executive salary groups 1 and 2 shall be contained in the recommendations of the secretary of employment relations under s. 230.12 (3) (e). The salary ranges and adjustments to the salary ranges for university senior executive salary groups 3 to 9 shall be determined by the board of regents of the University of Wisconsin System based on an analysis of salaries paid for similar positions at comparable universities in other states. The board of regents shall set the salaries for these positions within the ranges to which the positions are assigned to reflect the hierarchical structure of the system, to recognize merit, to permit orderly salary progression and to recognize competitive factors. The salary of any incumbent in the positions identified in pars. (ae) to (f) may not exceed the maximum of the salary range for the group to which the position is assigned. The positions are assigned as follows:

- (ae) The positions assigned to university senior executive group 1 are each of the vice chancellors who is serving as deputy at the University of Wisconsin System campuses at Eau Claire, Green Bay, La Crosse, Oshkosh, Parkside, Platteville, River Falls, Stevens Point, Stout, Superior and Whitewater and each of the vice chancellors who is serving as deputy at the University of Wisconsin Colleges and the University of Wisconsin-Extension.
- (am) The positions assigned to university senior executive group 2 are the vice presidents of the University of Wisconsin System.
- (ar) The positions assigned to university senior executive group 3 are the chancellors at the University of Wisconsin System campuses at Eau Claire, Green Bay, La Crosse, Oshkosh, Parkside, Platteville, River Falls, Stevens Point, Stout, Superior and Whitewater and the chancellors of the University of Wisconsin Colleges and the University of Wisconsin-Extension.
- (b) The position assigned to university senior executive group 4 is the vice chancellor who is serving as deputy at the University of Wisconsin-Milwaukee.
- (bm) The positions assigned to university senior executive group 5 are the senior vice presidents of the University of Wisconsin System.

(c) The position assigned to university senior executive group 6 is the vice chancellor who is serving as deputy at the University of Wisconsin-Madison.

(d) The position assigned to university senior executive group 7 is the chancellor at the University of Wisconsin-Milwaukee.

(e) The position assigned to university senior executive group 8 is the chancellor at the University of Wisconsin-Madison.

(f) The position assigned to university senior executive group 9 is the president of the University of Wisconsin System.

(5) OTHER UNIVERSITY OF WISCONSIN SYSTEM ADMINISTRATIVE POSITIONS. The board of regents of the University of Wisconsin System shall assign the positions of associate and assistant vice presidents, vice chancellors not identified in sub. (4g), assistant chancellors, associate and assistant vice chancellors and administrative directors and associate directors of physical plant, general operations and services and auxiliary enterprises activities or their equivalent, of each University of Wisconsin institution, the University of Wisconsin-Extension and the University of Wisconsin System administration to salary ranges established under s. 36.09 (1) (k) 2. b.

(6) SALARIES SET BY APPOINTING AUTHORITIES. Salaries for the following positions may be set by the appointing authority, subject to restrictions otherwise set forth in the statutes and the compensation plan under s. 230.12, except where the salaries are a subject of bargaining with a certified representative of a collective bargaining unit under s. 111.91:

- (ac) Administration, department of: deputy and assistant district attorneys.
- (ah) Administration, department of: federal-state relations office: director and staff assistant.
- (aL) Administration, department of: director of Indian gaming, and the attorney appointed under s. 569.015 (2).
- (am) Each elective executive officer: a stenographer.
- (as) Each elective executive officer other than the attorney general and superintendent of public instruction: a deputy or assistant.
- (b) Educational communications board: unclassified professional staff.
- (bd) Health and family services, department of: director of the office of urban development.
- (bg) Historical society: state historian.
- (bm) Investment board: all positions except blue collar and clerical positions.
- (bp) Legislative technology services bureau: staff employees.
- (c) Organized militia: offices and positions, except as provided in sub. (8).
- (cm) Judicial commission: staff member.
- (d) Judicial council: technical and clerical help.
- (e) Law library, state: assistant librarian, clerical and expert assistants.
- (em) Legislative audit bureau: legislative auditors, assistants and clerical employees.
- (f) Legislative council staff: clerical and expert assistants.
- (g) Legislative fiscal bureau: assistants, analysts and clerical employees.
- (gm) Legislative reference bureau: all positions other than the chief.
- (h) Legislature: policy research personnel, assistants to legislators, research staff assigned to legislative committees, and other persons employed under s. 13.20.
- (hh) Lower Wisconsin state riverway board: staff employees.
- (hm) Public defender board: staff attorneys.
- (hq) State fair park board: staff employees.
- (hr) Sentencing commission: deputy director.
- (i) Supreme court: assistants, clerks and employees.
- (j) Supreme court: clerk.

Charting A New Course For the UW System

Case Statement

Where We've Been

The UW System has a long tradition of strategic planning. Since merger, the following major documents have guided the development of the System and its contributions to the state:

Chapter 36, Wisconsin Statutesⁱ

1972 UW System Merger Documentⁱⁱ

1975 Campus Closing Reportⁱⁱⁱ

1986 Legislative Audit of the UW System^{iv}

1986 Planning the Future^v

1996 The UW System in the 21st Century^{vi}

Where We're Going – Drivers of Change

A new course for the UW System is motivated in 2003 by three key drivers: a changing state fiscal environment; changing and growing market demand; and a rapidly evolving technological environment affecting higher education throughout the country and around the world.

- The financial base of the UW is shifting away from GPR and towards greater reliance on tuition and restricted, external sources.
- Wisconsin high school graduates' demand for UW admission is growing briskly, as is growth from non-traditional adult students.
- Instructional technology costs, benefits, applications and opportunities are becoming clearer, but are not currently funded by the state.

Given these accelerating changes and persisting state deficits, the UW System and the State of Wisconsin need a new strategic plan for public higher education to ensure that unintended consequences of short-term, crisis decisions do not impair the capacity for quality higher education for Wisconsin's future.

Board of Regents: University of Wisconsin System



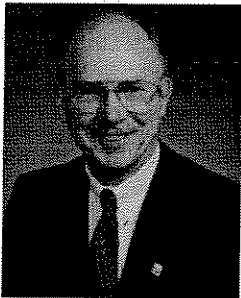
Toby Marcovich
PRESIDENT

Toby Marcovich is a partner in the law firm of Marcovich, Chochrane & Milliken. He is a graduate of UW-Madison, where he also received a law degree. He is a past member of the UW-Superior Foundation Board, and has served as Superior city attorney, assistant district attorney for Douglas County, and president of the Superior School Board. He taught the Trial Practice course at UW-Madison during 1987-88, as well as sociology courses at the University of Minnesota-Duluth during 1978-83. He is a former board member of the Wisconsin Academy of Trial Lawyers and is a current member of the Lawyer Pilots Bar Association and the American Academy of Trial Lawyers. (Appointed=1/13/97; Expires=5/1/04)



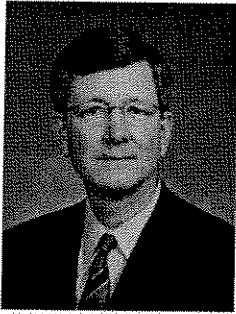
David Walsh
VICE PRESIDENT

David G. Walsh is a partner in the Madison office of Foley & Lardner, where he represents cable television and telephone companies. He is general counsel to the Wisconsin Cable Communications Association and owns several cable systems in Wisconsin. He is also an owner of the Milwaukee Brewers baseball team. Walsh serves on the University of Wisconsin HealthStar Advisory Board, the Future Madison Board of Directors, and the UW Athletic Advisory Board. He is a former chairman of the University of Wisconsin Business School Advisory Board and received the Distinguished Business Alumnus Award from the UW Business School in 1997. He is a graduate of UW-Madison and received his law degree from Harvard Law School. (Nominated 1/13/03; Expires 5/1/08)



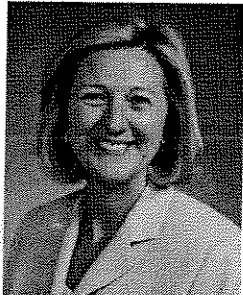
Roger Axtell

Roger Axtell worked 30 years for The Parker Pen Co., retiring as Vice-President, Worldwide Marketing. Since 1985 he has written nine books in his "Do's & Taboos" series on international business, travel, customs, etiquette, gestures and humor. Because of his books, *World Trade* magazine in June 1998 named him one of the twenty-five most influential people in international trade. He is also on the professional speaking circuit, appearing in the U.S. and overseas before large corporations, conventions and on college campuses. Since 1997 he has served as vice-chair of the Governor's Task Force on International Education and was a member of the Governor's Commission on UW System Compensation (1992) and the resulting Governor's Task Force on UW System Accountability (1993). He is a graduate of UW-Madison ('53). (Nominated 9/2/99; Expires 5/1/06)



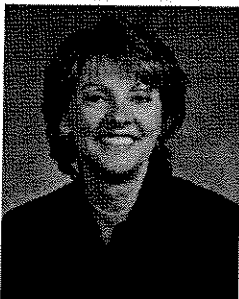
Mark Bradley

Mark J. Bradley is an attorney with the law firm of Ruder, Ware & Michler, LLSC in Wausau. He is a shareholder, member of the Board of Directors and chair of the firm's Trusts and Estates Practice Group. He previously worked for the University of Wisconsin System as a budget analyst and an assistant to the UW System senior vice president. Currently, Bradley is a trustee of the B.A. and Esther Greenheck Foundation and director of the Elwyn' J. Remington Foundation and the May Family Foundation. He is a graduate of UW-Madison, where he also received a law degree. (Nominated 5/1/03. Expires 5/1/10)



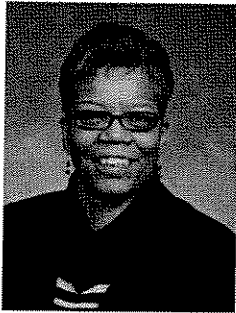
Elizabeth Burmaster

Elizabeth Burmaster was elected in 2001 as Wisconsin's 25th superintendent of public instruction. A third-generation teacher, Burmaster graduated from UW-Madison with a bachelor's degree in music education and a master's degree in educational administration. Both her administrative and teaching experience span elementary, middle school and high school levels. She was a music and drama teacher for nine years, directing over a dozen plays and musicals in her career, and a school administrator for 16 years. From 1992 until her election, she was principal at Madison West High School. Burmaster is a member of the Association of Wisconsin School Administrators, Tempo, Tempo International, SAI-Music Association, the Council of Chief State School Officers, and the Education Commission of the States. (Ex Officio)



Eileen Connolly-Keesler

Eileen Connolly-Keesler is executive director of the Oshkosh Area Community Foundation. She earned her bachelor's degree in social work from UW-Green Bay and her master's in public administration from UW-Oshkosh. Connolly-Keesler serves as co-chair of the Governor's Council on Domestic Abuse and as a member of the Chancellor's Advisory Committee at UW-Oshkosh. She has received numerous awards for her community volunteer efforts. (Nominated 5/1/03; Expires 5/1/10)



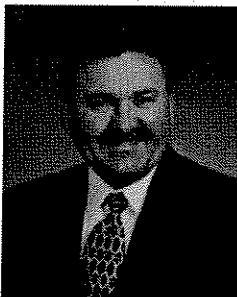
Danae Davis

Danae Davis is the director of diversity affairs at Miller Brewing Company. She previously served as director of the Department of Employee Relations for the City of Milwaukee, a commissioner on the Wisconsin Employment Relations Commission, executive assistant at the Department of Employment Relations, legal counsel for Gov. Tony Earl and director of diversity management and work/life programs at Kraft Foods, Inc. Davis is a member of the African American Women's Project of the Milwaukee Foundation, the Leaders Forum and the Girl Scouts of the Milwaukee Area. She is also on the Board of Directors of Safe and Sound. Davis is a graduate of UW-Oshkosh, where, in 2002, she was honored as one of four distinguished alumni. She received a law degree from the University of Wisconsin Law School. (Nominated 1/13/03; Expires 5/1/07)



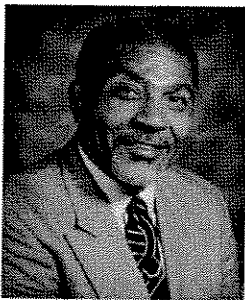
Guy Gottschalk

Guy Gottschalk is president of Gottschalk Cranberry, Inc. and Biron Cranberry Co. He is a graduate of UW-Madison, where he serves as a member of the board of the UW Foundation and the Board of Visitors of the College of Agricultural and Life Sciences. (Appointed 7/22/98; Expires 5/1/05)



Gregory Gracz

Gregory Gracz is the president and contract administrator of the Milwaukee Professional Fire Fighters Association Local 215. He received two associate degrees from Milwaukee Area Technical College, and is a graduate of Marquette University. Gracz has served as a fire fighter for Milwaukee since 1978. In 1998, he was promoted to the rank of fire captain. (Appointed 9/2/99; Expires 5/1/06)



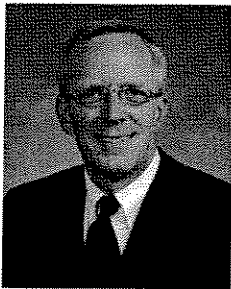
Milton McPike

Milton McPike served as principal of Madison East High School from 1979 to 2002, during which time Madison East was noted as a National High School of Excellence. He was named State Principal of the Year in 1997 by the Association of Wisconsin School Administrators, and has also received the Madison Magazine Man of the Year Award and the NAACP's Unsung Hero Award. McPike earned his bachelor's in education and master's in physical education from Northeast Missouri (now Truman State University). (Nominated 7/1/04; Expires 5/1/11)



Jose Olivieri

Jose Olivieri is a partner in the law firm of Michael Best & Friedrich. He is a graduate of Carroll College, with a law degree from Marquette University. He taught law classes at Marquette during 1986-88. Olivieri is a board member of the United Community Center, Firststar Community Investment Corporation, and the Milwaukee Community Services Corps. He also serves as chairman of the Milwaukee Foundation and was a member of the Governor's Commission on Schools for the 21st Century. (Appointed 7/15/98; Expires 5/1/05)



Charles Pruitt

Charles Pruitt is a partner and co-managing director of A.B. Data, Ltd, a direct-response marketing firm. He is also a board member of Children's Outing Association and the Herb Kohl Educational Foundation. Pruitt is a former assistant professor of political science at St. Olaf College in Northfield, Minn., and previously served as a member of the Milwaukee Task Force on Youth Crime and Violence and the President's Marketing Task Force for Macalester College, where he earned his bachelor's degree. Pruitt earned both his M.A. and Ph.D. in Government from Harvard University. (



Gerard Randall, Jr.

Gerard Randall, Jr. is president and chief executive officer of the Private Industry Council of Milwaukee County, a non-profit corporation that monitors the five private agencies that operate the Wisconsin Works (W-2) welfare reform program in Milwaukee County. He is a graduate of Marquette University and a former schoolteacher in the Milwaukee Public Schools, where he served on the Task Force on School-to-Work Initiatives, the Council on Vocational and Technical Education, and the Task Force on Facilities Planning. Randall serves on the board of directors for the Milwaukee Public Museum, Milwaukee Symphony Orchestra, Marcus Center for the Performing Arts, and Rosalie Manor. (Appointed 5/1/01; Expires 5/1/08)



Beth Richlen

Beth Ann Richlen is a student at the University of Wisconsin Law School in Madison. She is a 2003 graduate of UW-Stevens Point, where she held several Student Government Association positions, including president, vice president, academic issues director and senator. Richlen is a recipient of the Chancellor's Leadership Award and the University Leadership Award. (appointed 5/1/03)



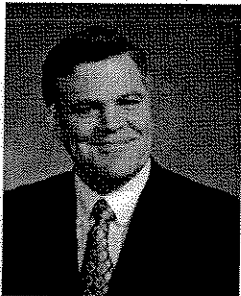
Peggy Rosenzweig

Peggy Rosenzweig served in the Wisconsin State Senate from 1993 to 2002 and the State Assembly from 1983 to 1992. During her 20 years of legislative service, she focused on issues relating to health care, the environment and education. She is a member of the National Advisory Council on Health Care Corps. and the Wisconsin Historical Society Foundation and a former member of the Wisconsin Educational Communications Board. Rosenzweig is a graduate of UW-Milwaukee. (Nominated 1/13/03; Expires 5/1/07)



Jesus Salas

Jesus Salas has taught social studies courses at Milwaukee Area Technical College since 1987. He is a former lecturer at UW-Madison in Chicano Studies and presently teaches an introductory course in Latino Studies at UW-Milwaukee. A native of Texas and former migrant worker, Salas has served as coordinator and board member of the United Migrant Opportunity Program (UMOS), an employment and training program that assists Wisconsin's migrant workers. Salas is a graduate of UW-Milwaukee's School of Education, and received his masters in political science from UW-Madison. (Nominated 1/13/03; Expires 5/1/09)



Brent Smith

Brent P. Smith is president of the Wisconsin Technical College Board and an attorney with Johns & Flaherty in La Crosse. He received his bachelor's and law degrees from UW-Madison. He has served on the State Public Defender Board and the Wisconsin Federal Nominating Commission for Federal Judges. Smith has been president of the La Crosse Center Board since 1993 and serves as a member of the Gundersen Lutheran Health Plan Board of Directors. He is also on the UW-La Crosse Chancellor's Community Council and the executive board of the La Crosse Loggers baseball team. (Ex Officio)

exec. salaries

THE CHRONICLE OF HIGHER EDUCATION

Almanac

Private Funds Drive Up Pay of Public-University Presidents

By JULIANNE BASINGER and SETH PERRY

The days when public-university presidents earned far less than their peers at top private institutions are over -- and in many cases, private donations are playing a greater role.

ALSO SEE:

Compensation for 131 chief executives of public colleges and public-college systems

The 10 Public-University Presidents With the Highest Compensation, 2002-3

RELATED DATA:

The Chronicle's annual survey of pay and benefits for private-college presidents, 1993-2000

A list of salaries and benefits for presidents at selected public colleges and universities

Mark G. Yudof, who became chancellor of the University of Texas System on August 1, 2002, is one of the highest-paid university leaders in the nation, with salary and benefits amounting to at least \$787,319 during the 2002-3 year. Mr. Yudof is the highest-paid president among the 131 chief executives of state research universities and public-college systems surveyed by *The Chronicle* in August 2002.

But many other public-university chiefs are also getting compensation packages that put them on a par with the best-paid private-college presidents, the survey found. John W. Shumaker, the new president of the University of Tennessee system, will

be paid as much as \$734,000 annually. Mary Sue Coleman, who in August became the first female president of the University of Michigan system, will earn \$677,500 a year. Evan S. Dobbelle, president of the University of Hawaii System, receives \$599,500 annually. And Mark A. Emmert, chancellor of Louisiana State University at Baton Rouge, received a pay raise in July that more than doubled his annual compensation, from \$284,160 to \$590,000.

Only \$259,160 -- less than half of Mr. Emmert's annual compensation -- now comes from state funds. A larger portion comes from private sources affiliated with the university: the LSU Foundation and the Tiger Athletic Foundation. They will pay him an annual salary supplement of \$230,840, and an additional \$100,000 each year if he stays through the end of his contract, which ends in 2007.

In Texas, most of Mr. Yudof's compensation also comes from private sources, as does a good share of Mr. Shumaker's package in



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sources, as does a good share of Mr. Sumaker's package in Tennessee. Indeed, private money is gaining increasing power in compensating public-university chiefs. That trend has prompted questions about who oversees those leaders and whether donors will have undue influence over them, especially since private sources of funds often are shielded from public scrutiny.

The Chronicle's survey found that about a third of the 131 public-university presidents received supplemental compensation from private sources. Most of those had base-salary supplements provided from private funds, and, in many cases, those equaled and sometimes far exceeded their state salaries. The universities that supplement presidents' state salaries with private funds are usually flagship and large land-grant institutions that have a hefty endowment or donor support to do so.

Many public universities have long relied on private donors for a little extra money for their presidents' salaries, or for benefits like country-club memberships or new cars that legislators might balk at financing with state appropriations. But the use of private money in compensating public-university presidents is taking off as never before, according to higher-education researchers and consultants. Even institutions that have not used private funds to augment a president's salary in the past are starting to do so now.

Such supplements can spark controversy, however, because private foundations are not held to the same laws of public disclosure as state entities. Moreover, boards sometimes are reluctant to divulge such salary arrangements, for fear of political repercussions.

But search-firm consultants and higher-education researchers say that fewer qualified people want to become college presidents, as the demands of the jobs have increased and made them more precarious. The result is stiff competition for top candidates. Public-college board members now often say they must seek private dollars to increase compensation in order to attract and retain good presidents. The gap between the salaries at top public and private universities had widened to as much as 30 percent a year ago, and the contracts that were signed when new presidents were hired during the past year reflect boards' attempts to narrow that salary difference.

Money is increasingly a factor in sitting presidents' decisions to move to other institutions, says R. William Funk, managing director of college-presidential searches for Korn/Ferry International, an executive-search firm in Dallas. "I don't think people do this only for money, but I do think that they look around and see other people doing this same job for a lot more."

Ms. Coleman, for example, earned \$275,000 a year in her former job as president of the University of Iowa. As Michigan's new president,

she will receive as much as \$677,500 a year. Her contract guarantees her an annual base salary of \$475,000, plus \$75,000 annually in deferred compensation and \$27,500 in supplemental retirement benefits, all from university funds. She also earns a bonus of \$100,000 a year if she stays in office for five years.

Presidential contracts have become more complicated and businesslike than in the past. In some recent hirings, new presidents have signed two contracts. One is with the university, and one covers compensation from its affiliated private foundation. Such was the case with Mr. Shumaker at Tennessee, as well as with Michael M. Crow, who took office as president of the Arizona State University system in July 2002.

Mr. Shumaker's contract with Tennessee provides him with an annual base salary of \$365,000 and an expense account of \$20,000 a year. It also allows him to be eligible for up to \$98,550 a year in performance bonuses for accomplishing annual goals, to be set by the board. His contract with the University of Tennessee Foundation allows him to receive as much as \$250,000 more in benefits that include options on stocks purchased by the foundation, as well as more performance bonuses.

Mr. Crow's contract with Arizona State University outlines his base salary of \$390,000 a year from state funds and other benefits that will be covered by private donations to the university. His second contract, with the Arizona State University Foundation, covers a supplemental life-insurance policy and tuition benefits for his children. His total compensation, with allowances for a house and a car, will be as much as \$520,000 a year.

Public-college boards in some cases have found themselves competing with other public universities that provide large private supplements to presidents' salaries. At Louisiana State, board members said that Mr. Emmert's pay raise was a direct reaction to attempts by the University of South Carolina system to recruit him for its presidency earlier in the year. The South Carolina position pays \$420,000 a year, with \$205,000 coming from private sources.

That competition with both top public and private institutions prompted the Texas Board of Regents in July to offer Mr. Yudof a record-high compensation package. Mr. Yudof, who stepped down as president of the University of Minnesota system to take the Texas job, signed an agreement that provides for annual compensation of \$623,139, including a car allowance. Only \$70,231 of that total comes from public money. The contract also includes a one-time payment this year of \$172,580 to compensate him for retirement benefits that he would have earned in 2001-2 while employed at Minnesota but lost by taking the Texas job.

Such compensation rivals that paid to the highest earners among leaders of private colleges. Search-firm consultants say several leaders of top private universities have compensation packages in the \$800,000 range.

They include Judith Rodin, president of the University of Pennsylvania, who received a compensation package worth at least \$808,021 in 2001-2, according to federal tax records.

Still, as states face tough economic times, some higher-education scholars and consultants believe the huge compensation packages for public-university presidents may prompt criticism from faculty and staff members whose positions or benefits are being cut. "I think we're going to see a backlash," says Mr. Funk.

PUBLIC-UNIVERSITY PRESIDENTS WITH THE HIGHEST COMPENSATION, 2002-3

The Chronicle asked 131 public research universities and state-university systems for information on what they pay their chief executive officers. The following 10 presidents and chancellors earned the most in total compensation, from public and private sources:

1. Mark G. Yudof

University of Texas System

Total annual compensation: **\$787,319**

State contribution

- \$70,231 base salary
- A house

Private contribution

- \$379,769 base salary
- \$150,000 deferred compensation
- \$14,739 supplemental life insurance
- \$8,400 allowance for a car
- \$172,580 one-time reimbursement for lost retirement benefit earned in 2001-2 while employed at the University of Minnesota

2. John W. Shumaker

University of Tennessee system

Total annual compensation: **\$733,550**

State contribution

- \$365,000 base salary
- \$98,550 performance bonuses
- \$20,000 expense allowance
- A house and car

Private contribution

- \$250,000 in benefits that will include executive options on stocks purchased by the University of Tennessee Foundation and performance bonuses from the foundation

3. Mary Sue Coleman

University of Michigan system

Total annual compensation: **\$677,500**

State contribution

- \$475,000 base salary
- \$102,500 deferred compensation
- \$100,000-a-year bonus if she completes her five-year contract
- A house and car

4. Evan S. Dobbelle

University of Hawaii System

Total annual compensation: **\$599,500**

State contribution

- \$442,000 base salary
- \$157,500 in deferred compensation if he completes his seven-year contract and is not offered another term.
- A house and car

5. Mark A. Emmert

Louisiana State University at Baton Rouge

Total annual compensation: **\$590,000**

State contribution

- \$259,160 base salary
- A house and car

Private contribution

- \$230,840 base salary
- \$100,000-a-year bonus if he completes his five-year contract

6. Arthur K. Smith

University of Houston System

Total annual compensation: **\$520,955**

State contribution

- \$367,600 base salary
- \$150,000 deferred compensation
- \$3,355 supplemental life insurance
- A house and car
- Dues for a private club membership of his choice

7. William E. Kirwan

University System of Maryland

Total annual compensation: **\$475,000**

State contribution

- \$375,000 base salary
- \$100,000 deferred compensation
- A car

Private contribution

- University of Maryland Foundation provides a house

8. Michael M. Crow

Arizona State University system

Total annual compensation: **\$470,000**

State contribution

- \$390,000 base salary

Private contribution

- \$50,000 tuition reimbursement for his children and other benefits
- \$40,000 housing allowance
- \$30,000 deferred compensation
- \$8,394 car allowance

9. Howard D. Graves*

Texas A&M University System

Total annual compensation: **\$461,880**

State contribution

- \$386,880 base salary
- \$75,000 deferred compensation
- A house

- Dues for a private club of his choice

10. David R. Smith

Texas Tech University system

Total annual compensation: **\$450,000**

State contribution

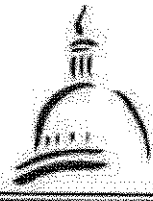
- \$375,000 base salary
- \$75,000 deferred compensation
- A house and a \$24,000 car allowance

Note: Figures for total compensation exclude amounts received for cars and houses.

* Mr. Graves's compensation is for 2001-2.

SOURCE: *Chronicle* reporting

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Wisconsin State Senator

Ron Brown

District 31

For Immediate Release
September 5, 2003

For More Information, Contact:
Katie Mruk: (608) 266-8546

Lawmaker Urges Administrators to Reject Pay Increases
Show Solidarity with Students Facing Tuition Increases

(Madison) -- University of Wisconsin administrators should show solidarity with students and reject any pay increases authorized through the range adjustments made this week by the Board of Regents, according to one Western Wisconsin legislator. Sen. Ron Brown, R-Eau Claire, said such action would show that university executives care about the plight of students, who are being asked to shoulder double-digit tuition increases this fall.

The regents voted Tuesday to boost the minimum and maximum salaries for top UW administrators despite the state's ongoing fiscal crisis. A projected \$3.2 billion budget deficit resulted in a \$250 million cut to Wisconsin's colleges and universities in the 2003-2005 state budget recently signed into law by Gov. James Doyle.

"After everything we went through in the budget process, I thought the Regents understood the magnitude of the state's situation," Brown said. "Either I was wrong, and the people in charge of higher education in Wisconsin still do not understand the concept of shared sacrifice, or some regents just do not care."

Brown also questioned the procedure utilized to approve the new pay ranges. Board members passed the increases on a voice vote just two days before the body's regularly scheduled meeting. Only 11 of the 17 regents attended the hastily called meeting, and three members abstained from the vote.

"The fact that the Board gave such scant notice of the meeting and then declined to take a roll call vote seems to indicate that members realized ahead of time that their decision would be controversial," Brown said. "Raising the salaries of well-paid administrators should be controversial when students are being asked to assume large tuition increases. I believe such insensitivity is not just questionable -- it's flat out wrong."

Brown dismissed the notion that the raises can be justified by the Board's assertion that no new tax dollars will be used fund the pay hikes. Using gifts and other revenue for executive salaries will siphon those dollars away from classroom instruction, research projects and other needs, he argued.

"The Board has a habit of bending over backward for top administrators at the expense of students and then wondering why it has a credibility problem with the Legislature," he noted. "I find that hard to swallow."

The Board also OK'd large increases for top executives in 2001 despite budget difficulties. The System President's salary alone was increased by \$91,000 at that time. The Regents' action Tuesday raises the maximum pay range for the position by another \$6,000. Brown admitted that the new increases may seem minor in comparison, but he maintained that the principle involved is major.

He noted that a refusal by university administration to put students first may force the Legislature to take action. For example, lawmakers may want to revoke the board's ability to set tuition and executive pay increases.

"The UW System clearly does not want the Legislature to micromanage university affairs, and I do not want to assume that responsibility either, but a lack of accountability by the Regents to the public may force our hand," he warned.

#

FOR IMMEDIATE RELEASE

September 8, 2003

REGENTS SHOULD RESCIND RAISES SAY COWLES AND ELLIS

The University of Wisconsin Board of Regents should immediately rescind the salary-range increases for university administrators, two state senators said today. The pay increases were approved in an unusual, hastily called teleconference that apparently met only the minimum requirements of the state's open records law.

Sens. Rob Cowles and Michael Ellis called the actions taken by the regents, "arrogant, crass and woefully out of step with Wisconsin values."

Because only 11 of the 17 regents participated in the teleconference and because three of them abstained from voting, a minority of the Board approved the raises and, therefore, the full board should revisit the issue and rescind the pay increases, the senators said.

"At a time when the University and the state are enduring a massive economic and budget crisis, when university students and their families have been hit with unprecedented tuition and fee increases, for the regents to take this action is astounding," Ellis said. "Words like 'arrogant,' 'shocking' and 'stupid' don't even begin to describe this vote."

"At the first opportunity, the full Board of Regents should vote to immediately rescind the action a minority approved last week," Cowles said. "If they don't, the Legislature ought to reconsider continuing to allow the regents' flexibility and authority to approve tuition and salary amounts without legislative oversight."

Cowles noted that he voted against granting the Regents that authority in the 2001-03 state budget when he served on the Joint Committee on Finance. "I was concerned about losing legislative oversight, but this action goes beyond even my wildest dreams."

Ellis said the regents' action was particularly galling given the public outcry after the regents used their new authority to provide huge salary increases to top university administrators two years ago.

"Today, many Wisconsin workers are happy to have a job, much less a generous pay increase. When UW students and their families are experiencing sticker shock with the new tuition increases, the arrogance of those regents who voted for this is staggering," Ellis said.

(more)

COWLES –ELLIS, UW PAY RAISE, PAGE 2

Cowles said arguments that the actual pay increases will only total \$98,000 and that no state general funds will be used to pay them ring hollow.

“It’s \$98,000 today, but those salary ranges are increased forever,” he said. “And those dollars could have been put to a more defensible use.”

Ellis and Cowles also noted that the manner in which the meeting was conducted – bypassing the Board’s normal meeting notices and “meeting” via teleconference – showed the regents knew what they were doing was wrong.

“The full Board of Regents needs to right this wrong that was committed in virtual secrecy by a minority of its members. They need to act in public and they need to act now,” said Cowles.

Milwaukee Journal Sentinel September 6, 2003

Vote means \$98,000 in UW raises

By NAHAL TOOSI and STEVEN WALTERS
ntoosi@journal sentinel.com

Madison — University of Wisconsin officials said Friday that 14 top administrators will receive a combined \$98,000 in raises as a result of a vote to increase pay scales that was made Tuesday at a regents meeting held with little advance notice.

Meanwhile, a state lawmaker Friday asked the state attorney general to investigate the events surrounding that Tuesday meeting, where UW regents met via

State asked to investigate meeting

teleconference — just two days before their regularly scheduled board meeting.

System officials said Friday that no decisions had technically been made on giving raises, but state statute requires that UW academic staff be paid a salary at least at their range minimums. The \$98,000 — which covers raises that range from a few hun-

dred dollars to several thousand depending on the person's position — would not come from tax dollars or tuition revenue, said Erik Christianson, a spokesman for the UW System.

Most of the 14 people who would get the raises are chancellors at the four-year non-doctoral campuses.

Several of the other top officials included in the newly approved

pay ranges are not expected to get any raises if their salaries already are above the new minimums.

Tuesday's meeting was held with none of the usual notice given to media when regents meet outside of their normal schedule. UW officials say they met open meetings law requirements by placing written notices in two places in Madison and publishing a legal notice in a Madison newspaper.

However, no reporters were

informed and no press releases were sent out, steps normally taken when regents meet outside their normal schedule.

Out of 17 regents, 11 participated in the Tuesday meeting. Three abstained from the decision. In a voice vote, the remaining eight approved the changes, which mostly raised the pay scales of chancellors, vice chancellors and the system president.

The news of the raises and the pay range adjustments continued to attract a torrent of criticism from students, leg-

"They come to the Legislature and they complain that there isn't money for student education and that they have to cut enrollment and they bring out the parade of horrors. Yet, they somehow magically find the money to increase the salaries."

Rep. Mark Gundrum

UNIVERSITY OF WISCONSIN REGENTS ALTER PAY RANGES

At a barely-publicized teleconference Tuesday, regents of the University of Wisconsin System approved new pay ranges for top officials.

TITLE	2002-'03 SALARY RANGE	2003-'04 SALARY RANGE
President, UW System	\$275,608 - \$336,854	\$280,249 - \$342,526
Chancellor, UW Madison	274,327 - 335,288	279,282 - 341,345
Chancellor, UW Milwaukee	205,232 - 250,939	230,081 - 281,210
Vice chancellor, UW Madison	201,243 - 245,963	214,474 - 262,135
Senior vice presidents	203,278 - 248,451	198,422 - 242,516
Vice chancellor, UW Milwaukee	185,353 - 226,542	179,419 - 219,289
Chancellors	164,686 - 201,283	165,681 - 202,498
Vice presidents	144,796 - 176,973	145,769 - 178,162
Vice chancellors	117,978 - 144,196	122,345 - 149,533

Source: UW System Administration

Journal Sentinel

...cont. next page

Milwaukee Journal Sentinel September 6, 2003

...cont. from prev. page

islaters and union leaders on Friday. Critics questioned the timing of the vote, which came as state agencies and the UW System are making cuts because of the state's fiscal crisis and students are being hit with hefty tuition increases.

UW officials said the money could come from private funds such as gifts and grants.

Also Friday, Regent Nino Amato said the system should have been more open with lawmakers and the media about the decision in order to maintain its credibility during a tough fiscal time. The system's budget was slashed by \$250 million in the 2003-'05 biennium to help close a \$3.2 billion state deficit.

Lawmaker seeks probe

State Sen. Tom Reynolds (R-West Allis) on Friday sent a letter to Attorney General Peg Lautenschlager asking for the investigation. He said the Justice Department's newly created Public Integrity Unit should look into the matter.

Lautenschlager said late Friday that she had not seen the letter and could not comment.

Christianson said: "We haven't seen the letter, but it's our position that we have followed all of the guidelines related to the open (meetings) law."

UW students, who face steep tuition increases designed to cover \$150 million of the system's two-year cut, were among the many upset parties.

"I understand that university employees need raises but,

as a student who's paying more, it's hard to justify," said Jacqueline Helmrick, a UW-Madison junior. "It's difficult to know that I'm paying more, and it's more difficult to get into classes and less services are offered."

Regent President Toby Marcovich denied any bad intent on the part of the regents, and said the salary increases were necessary to attract and retain top-notch talent.

As far as the teleconference went, he said: "It wasn't done to avoid public scrutiny."

In most cases, the pay ranges were shifted upward several thousand dollars, although in a couple of cases, they went down. Market demands and what people in similar positions elsewhere earn were considered.

One notable increase in range comes for the chancellor of UW-Milwaukee, where the minimum pay increased from \$205,232 to \$230,061. The outgoing chancellor, Nancy Zimpher, earned \$219,550, which means her successor would get a higher salary, at least to meet the new minimum.

Searches to find new chancellors for UWM and UW-Stevens Point are in their early stages. Regents and system officials insist that to attract top talent, the salaries offered for those and other positions must keep pace with offers elsewhere.

Marcovich, a lawyer from Superior, said he wanted a quick decision on the pay ranges because the searches

would soon hit full steam. During a break in the Friday meeting, Marcovich said that in retrospect, he would have held the meeting a few weeks ago instead of just two days before the regents' regularly scheduled meeting Thursday and Friday.

He said after the meeting that he probably would also have made sure the media were better notified, but he also said he saw no reason to revisit the Tuesday decision.

The head of the state government's largest labor coalition called the regents' decision "sneaky" and "obscene."

Regents should "get off their arrogant ponies" and cancel the potential higher salaries for chancellors who run the four-year campuses, said Marty Beil, executive director of Council 24 of the Wisconsin State Employees Union, an umbrella coalition of local unions.

Several legislators also were

frustrated.

"They come to the Legislature and they complain that there isn't money for student education and that they have to cut enrollment and they bring out the parade of horrors," said Rep. Mark Gundrum (R-New Berlin). "Yet, they somehow magically find the money to increase the salaries. . . It's just not the time to be setting it up for higher raises."

Assembly Speaker John Gard (R-Peshtigo) and Senate Majority Leader Mary Panzer (R-West Bend) questioned the teleconference meeting.

"It just looks like they were reaching here," Gard said. "They must have accepted the appearance would look horrible."

"It should have been handled in a more open fashion," Panzer added.

Michelle Diament of the Journal Sentinel staff contributed to this report.

Milwaukee Journal Sentinel September 6, 2003

EDITORIALS

What were they thinking?

There they go again. Less than two years after they approved fat salary increases for top officials in the University of Wisconsin System, the UW regents are demonstrating anew their tin ears for politics and propriety. As before, the main issues are money and appearances. And as before, the regents don't seem to have much sense for either. They need some education.

In a vote off most radar screens, the Board of Regents on Tuesday approved new salary ranges for several top officials; in most cases, the ranges moved higher by small amounts, and the increases may not mean the officials will get automatic pay hikes. It was important to do this, said one system officer, before searches began to fill two open chancellor positions, including the imminent vacancy at UW-Milwaukee. The ranges, he also said, were determined by market conditions for such positions.

Message to regents: Appearances matter. In 2001, it was the appearance and the reality of large raises during an unfolding budget mess. This time, it's the appear-

ance of potential raises, however small, at a time when the state is pinching pennies wherever it can.

What's more, the regents conducted this little affair by telephone conference call and with minimal notice, not exactly violating the letter of Wisconsin's open meetings law but plainly stretching the spirit of it. Starting Thursday, 48 hours later, the regents began two days of scheduled meetings, which makes you wonder why a teleconference — a form of communication that should be used by public officials only in emergencies — was even necessary.

As it was, only 11 of the 17 regents participated, and three of them abstained; that means the new salary ranges were approved, in effect, by a minority of regents. Whatever happened to majority rule?

This foolish business played out just as UW was receiving praise for its prowess as one of America's great academic and research institutions (see "Weekly Laurel and Laments," below). Too bad the system's regents aren't in class.

Wisconsin State Journal September 6, 2003

Pressured on pay scales, regent says

Amato criticizes the way University of Wisconsin System staffers pushed.

By Karen Rivedal
Higher education reporter

Regent Nino Amato on Friday criticized the way University of Wisconsin System top staffers pushed for a board vote to adjust salary ranges for 35 System administrators and campus leaders earlier this week.

"System staff insisted that we had to get this done right away," Amato said.

The UW Board of Regents approved the new ranges, many of which could lead to raises, Tuesday by voice vote on a telephone conference call set up by System staff members at the urging of Board President Toby Marcovich. Only 11 out of the 17 regents participated.

And three Regents, including

Amato, officially abstained from the vote because they didn't think they had enough information and didn't like how the meeting was handled.

"I did feel pressure from System staff (to vote)," Amato said during Friday's Regents' meeting. "It was almost like the tail wagging the dog."

Also abstaining from the vote were Regents Gerard Randall and Gregory Gracz.

System President Katharine

Lyall and Marcovich described the vote as a routine procedural matter that had to be done by Oct. 1 under state law. But they could not answer why the matter couldn't wait two days until the regular board meeting held on Thursday and Friday.

"I wanted to do this two weeks ago," Marcovich said, noting he was busy with his full-time job as a lawyer last week. "I did it on the first

business day that I was available. I wasn't even thinking when the next (regularly scheduled) regents meeting was."

Marcovich and Lyall said the new salary ranges were needed in part to start searches to replace chancellors at UW-Milwaukee and UW-Stevens Point. Both chancellors resigned this summer to take higher paying jobs out of state. System officials have complained that many chancellor and other staff salaries are lower than their peers, making it difficult to find and keep quality leaders.

"We are constantly talking to legislators about this issue," Lyall said.

Lyall and Marcovich also said no new state tax money would be used to give any raises. The money will come from gifts and/or state funds now used for other purposes.

But Amato said the board must be "much more careful" to give better notice to media and lawmakers about important public meetings like the one on Tuesday. Being as open as possible is even more important now, he said, as the board spends the next year working on a possible new deal with the

Salary ranges approved by UW Regents

Position	Old salary range	New salary range
System president	\$275,608-\$336,854	\$280,249-\$342,526
UW-Madison chancellor	\$274,327-\$335,288	\$279,282-\$341,345
UW-Milwaukee chancellor	\$205,232-\$250,839	\$230,081-\$281,210
UW-Madison, vice chancellor	\$201,243-\$245,963	\$214,474-\$262,135
Senior vice presidents	\$203,278-\$248,451	\$198,422-\$242,516
UW-Milwaukee vice chancellor	\$185,353-\$226,542	\$179,419-\$219,289
Other chancellors	\$164,686-\$201,283	\$165,681-\$202,499
Vice presidents	\$144,796-\$176,973	\$145,769-\$178,162
Vice chancellors	\$117,978-\$144,196	\$122,345-\$149,533

Source: System administration

WSJ graphic

Wisconsin State Journal September 6, 2003

...cont. from prev. page

state that would give the System more flexibility to manage reduced state funds.

The System was cut by \$250 million in the current two-year budget.

"We have to restore the confidence of legislative leaders," Amato said. "If we don't improve our credibility, our plan to chart a new course for the System will be dead on arrival."

When asked if he thought System officials wanted the meeting held by phone to try to avoid drawing attention to the vote, Amato said that was possible.

"I think one can infer that,"

Amato said. Adding that if not, it was a major mistake.

System staffers noted they met the legal requirements for announcing a public meeting by posting written notices at two Madison locations and publishing a legal notice in the Wisconsin State Journal over the Labor Day weekend.

But Amato said more notice should have been given to reporters and state lawmakers. For instance, there was no information about the meeting on the System's Web site, where agendas for regular upcoming meetings of the regents are posted, and no information was posted there about the meeting

after it was held, which also occurs some hours after regular regents meetings.

"We should not play cat and mouse games," Amato said. "We have a lot to gain from having an open discussion."

Lyall rejected the idea that the meeting was done over the phone to avoid public scrutiny.

"The meeting was properly noticed," she said.

The amount of increased wages that could be awarded under the new salary ranges is about \$98,000, Marcovich said. That much more would be paid out if the 14 people who now are classified as earning below-market wages were brought up to 95 percent of the midpoint in each new range. Most of those 14 people are chancellors of the System's four-year universities, excluding UW-Madison.

But no raises are planned for officials whose salaries already fall into the new ranges. UW-Madison Chancellor John Wiley, for example, makes \$303,350 a year, including \$55,000 that comes not from tax dollars but from private donations to the UW Foundation. The new salary range for his job is \$279,282 to \$341,345, with a midpoint of \$310,314, so his salary would not need adjusting.

Lyall's salary also would not increase. Her new salary range is \$280,249 to \$342,526, with a midpoint of \$311,387. She now earns \$304,980.

At UW-Milwaukee, however, departing Chancellor Nancy Zimpher made \$219,550. The new salary range for her job is \$230,081 to \$281,210, with a midpoint of \$255,645.

In a few cases, salary ranges went down in response to market conditions. System vice presidents and the provost/vice chancellor at UW-Milwaukee now have lower salary ranges. In addition, the range for System vice chancellors is increasing, but the salaries they make now are high enough that they are not eligible for raises under the new ranges.

A search of System records over the past two years shows that Regents' meetings conducted by teleconference are very rare. It has happened just twice: in June 2002 to discuss the proposed UW-Madison power plant and in July 2002 to set tuition.

System officials also noted that none of the 35 System leaders received salary increases last January when faculty and staff at campuses received raises.

The \$98,000 salary increase compares to a total System budget of \$3.6 billion. The 35 System leaders compare to a total System payroll of 28,000 people.

The Capital Times September 6, 2003

Critics hit UW pay range hikes

By Aaron Nathans

The Capital Times

University of Wisconsin Regent Nino Amato chastised the UW System Friday for pressuring regents to increase executive salary ranges during a little-publicized conference call.

Lawmakers, student leaders and the leader of the state employees union also took up the theme.

Tuesday's teleconference came just two days before the Board of Regents' regularly scheduled meeting at Van Hise Hall, which occurs in front of reporters, lobbyists and other members of the public.

Move's relative stealth angers many

The Capital Times reported Thursday that the board used the conference call to approve higher pay ranges for chancellors and most system executives to reflect a more competitive marketplace. No actual raises were granted.

The UW is using major tuition increases and personnel cuts to balance Gov. Jim Doyle's \$250 million cut over two years.

"We need to send a very clear message that the process is an open pro-

cess," Amato said. "The general feeling of this meeting was, why can't we wait until Thursday or Friday morning? For whatever reason, system staff insisted it had to be done right away."

Amato was asked by a reporter whether the university deliberately tried to keep from drawing public attention to the vote.

"I think in light of the way things were posted, I think one could imply that. If not, it was a major snafu,"

Amato said.

UW administrators pointed out that the teleconference was noticed as legally required in the State Capitol and on the 18th floor of Van Hise, as well as the newspaper legal notices section.

But watchers of the regents have grown accustomed to finding their agendas on the UW System Web page. Regularly scheduled regents meeting agendas are always posted there, but Tuesday's teleconference was not.

The move angered lawmakers who finished work this summer on fixing a \$3.2 billion state deficit. The in-

creased pay ranges also come less than two years after top administrators were given hefty salary raises despite looming budget problems, much to the irritation of legislators.

"People are lucky to have a job in Wisconsin right now. Very few people are getting increases," said Sen. Alberta Darling, R-River Hills, co-chairwoman of the Legislature's powerful Joint Finance Committee.

Jeff Pertl, president of the United Council of UW Students, said although Wisconsin does not pay its

...cont. next page

Milwaukee Journal Sentinel September 5, 2003

Regents quietly adjust pay scales

Move raises ranges for top university officials, despite budget cuts

By NAHAL TOOSI
ntoosi@journal-sentinel.com

Madison — The regents of the University of Wisconsin System approved new, mostly higher salary ranges for top administrative officials during a virtually unpublicized meeting held via teleconference earlier this week.

The approval given Tuesday basically makes the top campus and system leaders, including system President Katharine Lyall, eligible for several thousand dollars' worth of raises. It also sets the stage for the people who take over as chancellors at UW-Milwaukee and UW-Stevens Point to get higher sala-

ries than their predecessors.

But the decision, which comes during an ongoing state fiscal crisis and just two days before a regular regents meeting, dismayed two Wisconsin legislators reached Thursday.

"It doesn't smell good, that's for sure," said Sen. Ted Kanavas (R-Brookfield). "It just shows bad judgment right now."

Kanavas said it reminded him of late 2001, when several legislators were furious after top UW officials were granted major raises — in Lyall's case, \$91,000 — even as the state's budget fell into disrepair.

Rep. Glenn Grothman (R-West Bend) said the new pay scales showed that the regents obviously were not in the proper frame of mind, de-

...cont. next page

Milwaukee Journal Sentinel September 5, 2003

...cont. from prev. page

spite a \$250 million cut to the UW System's biennial budget. Steep tuition increases are expected to make up for \$150 million of that lost revenue.

"I'll say, sadly, I'm not surprised," Grothman said. "Some of us thought all along that they were crying wolf when they felt this was a tough budget. But clearly, they've got extra money."

The meeting was held with basically none of the usual notice given to media when regents meet outside of their normal schedule. Of 17 regents, six did not take part in Tuesday's meeting.

Meeting defended

System officials defended their actions, and said they followed the minimum standards of open meetings laws.

George Brooks, the system's associate vice president for human resources, said Thursday that adjusting pay scales is

routine, and it was important to approve new ranges before searches begin in earnest for new chancellors at UW-Milwaukee and UW-Stevens Point.

No raises were planned for officials whose salaries already fell into the new ranges, and no raises would include state tax dollars, he said.

Regents President Toby Marcovich, an attorney from Superior, said Thursday he had been wanting a decision on the pay ranges for about three weeks. Asked why he couldn't wait until the regents meeting Thursday or today, Marcovich said: "I wanted it done. It wasn't anything sneaky."

The new pay ranges were set after consideration of market demands and what people in similar positions elsewhere were making, Brooks said. The shifted scales covered the system president, chancellors, vice chancellors and senior vice presidents.

In a couple of cases, the pay ranges went down, something

Brooks attributed to changes in the salaries of peers.

Lyall's pay range in 2002-'03 was \$275,608 to \$336,854, with a midpoint of \$306,231. In the newly approved 2003-'04 scale, it ranges from \$280,249 to \$342,526, with a midpoint of \$311,387.

Lyall's current salary is \$304,980.

Whoever is selected to be the new UW-Milwaukee chancellor could see a significant raise. The 2002-'03 scale for that position ranged from \$205,232 to \$250,839, with a midpoint of \$228,035.

Under the new scale, the UWM chancellor would make between \$230,081 and \$281,210. System leaders have said an attractive salary is key to hiring a solid chancellor. UWM Chancellor Nancy Zimpher, who leaves at the end of the month, earns \$219,550.

The meeting was held Tuesday in unusually stealthy and rushed conditions and wasn't particularly well-attended.

Out of 17 regents, only 11 were present. The resolution passed on a voice vote, but three regents — Gerard Randall, Gregory Gracz and Nino Amato — asked to go on record as having abstained.

So at the most, eight out of 17 regents approved the new salary ranges.

The system says it met open meetings requirements because it placed written notices in two places in Madison and published a legal notice in the Wisconsin State Journal over the Labor Day weekend.

However, no reporters were directly informed about the unusual meeting and no press releases were sent out, steps normally taken when regents meet outside their normal schedule. Also, while summaries of regents meetings usually are posted on the system's Web site within hours of their conclusion, no record of the Tuesday meeting had been put on that Web site as of Thursday night.

UNIVERSITY OF WISCONSIN REGENTS ALTER PAY RANGES

At a barely-publicized teleconference Tuesday, regents of the University of Wisconsin System approved new pay ranges for top officials. Regents, whose regular meeting was Thursday and today, said no actual raises are planned for officials who already fall in the new ranges.

Table with 3 columns: TITLE, 2002-'03 SALARY RANGE, 2003-'04 SALARY RANGE. Rows include President, UW System; Chancellor, UW Madison; Chancellor, UW Milwaukee; Vice chancellor, UW Madison; Senior vice presidents; Vice chancellor, UW Milwaukee; Chancellors; Vice presidents; Vice chancellors.

Source: UW System Administration

Journal Sentinel

Sandra George, executive director of the Wisconsin Newspaper Association, said public institutions should do more than simply make the minimum effort for open meetings.

"Truly, we need public officials to have the spirit of openness," George said.

Most regents could not be reached for comment, but according to one of them who

participated in the Tuesday meeting, some regents didn't understand why the decision couldn't wait until the regularly scheduled gathering Thursday and today.

The regent, who asked not to be identified, said concerns were raised by some about the lack of legislative and media notice, but officials said things would be "handled."

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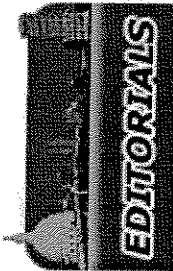


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Editorial: What were they thinking?

From the Journal Sentinel

Last Updated: Sept. 5, 2003

There they go again. Less than two years after they approved fat salary increases for top officials in the University of Wisconsin System, the UW regents are demonstrating anew their tin ears for politics and propriety. As before, the main issues are money and appearances. And as before, the regents don't seem to have much sense for either. They need some education.

In a vote off most radar screens, the Board of Regents on Tuesday approved new salary ranges for several top officials; in most cases, the ranges moved higher by small amounts, and the increases may not mean the officials will get automatic pay hikes. It was important to do this, said one system officer, before searches began to fill two open chancellor positions, including the imminent vacancy at UW-Milwaukee. The ranges, he also said, were determined by market conditions for such positions.

Message to regents: Appearances matter. In 2001, it was the appearance and the reality of large raises during an unfolding budget

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mess. This time, it's the appearance of potential raises, however small, at a time when the state is pinching pennies wherever it can.

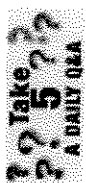
What's more, the regents conducted this little affair by telephone conference call and with minimal notice, not exactly violating the letter of Wisconsin's open meetings law but plainly stretching the spirit of it. Starting Thursday, 48 hours later, the regents began two days of scheduled meetings, which makes you wonder why a teleconference - a form of communication that should be used by public officials only in emergencies - was even necessary.

As it was, only 11 of the 17 regents participated, and three of them abstained; that means the new salary ranges were approved, in effect, by a minority of regents. Whatever happened to majority rule?

This foolish business played out just as UW was receiving praise for its prowess as one of America's great academic and research institutions (see "Weekly Laurel and Laments," below). Too bad the system's regents aren't in class.

From the Sept. 6, 2003 editions of the Milwaukee Journal Sentinel

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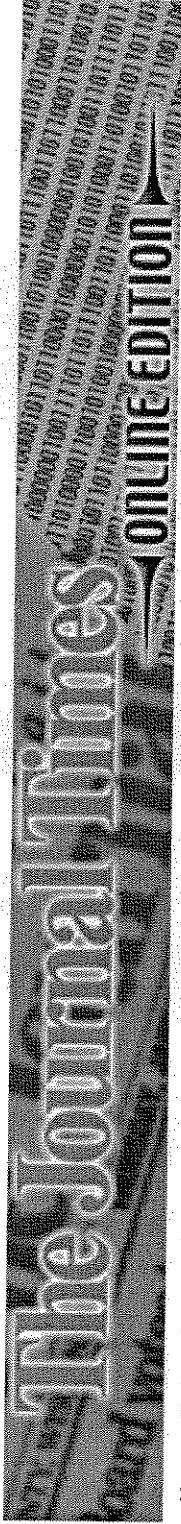


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Regents' salary action undermines openness

Regents' salary action undermines openness

"Whatever may be the limitations which trammel inquiry elsewhere, we believe that the great state university of Wisconsin should ever encourage that continual and fearless sifting and winnowing by which alone the truth may be found."

That quote, taken from an 1894 report by the Board of Regents, and emblazoned for all to see on a plaque on Bascom Hall, has long served as an inspiration to students and to all of Wisconsin for openness and honesty in the conduct of research, academic inquiry, business - and life.

But the plaque got a little tarnished last week when the current UW System Board of Regents quickly and quietly approved new - and higher - salary ranges for top administrative officials.

The range adjustment - which will trigger raises totaling \$98,000 for 14 top university officials - will apply to the UW System president, chancellors, vice chancellors, presidents and vice presidents at university campuses across the state.

The range increases are substantial in some cases - a bump of \$30,371 or 12 percent in the top end of the range for the chancellor at UW-Milwaukee - and trifling in others, just \$973 or 0.6 of one percent at the bottom end of the range for chancellors at other campuses.

While those dollars and the \$98,000 in raises are not large in the scope of things, the problem is that they come at a time of state fiscal austerity.

The UW System was not immune from budget cuts as the governor and the Legislature struggled to cover a \$3.2 billion deficit this year. The

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university system saw its budget cut by \$250 million for the biennium and quickly went to tuition hikes to cover about \$150 million of the cut. It will still get about \$1 billion a year in state aids.

Against that backdrop boosting the pay range for top administrators was sure to draw some political flak - as it quickly did on the other end of State Street once legislators heard of the board's actions.

"Some of us thought all along they were crying wolf when they felt this was a tough budget," said state Rep. Glenn Grothman, R-West Bend, "But clearly they've got extra money."

That, of course, was what the Regents wanted to avoid. So, instead of taking the pay scales up at their regular meeting on Thursday, it posted notice for a special teleconference meeting and had a legal notice published in a Madison newspaper over the Labor Day weekend. But it didn't notify the media as it usually does for such meetings are held outside the regent's normal schedule nor did they publish the results of the session on the system's Web site - as it usually does.

Regents President Toby Marcovich insisted there was nothing "sneaky" about the vote. "I just wanted it done," he was quoted as saying.

In fact, the teleconference session was so quiet it didn't even command the attention of all 17 regents - only 11 participated and the pay scale change was passed on a voice vote with three regents insisting they be recorded as having abstained. So the new pay ranges were adopted with the support of less than half of the regents voting in favor.

Marcovich and the other regents know full well that legislators have often targeted the UW administration for cuts - on items ranging from salaries to travel and advertising.

Tight budget times or not, the UW could have advanced legitimate reasons for adjusting its pay scales. It could have argued that it's administrative costs run 5.8 percent, among the lowest among comparable universities and the UW needs to remain competitive; it could have argued that the range change was needed as the system begins to hunt for new chancellors at UW-Milwaukee and UW-Stevens Point.


But the regents should have "sifted and winnowed" those arguments openly and publicly and not in the surreptitious manner that was used last week.

At its next regularly scheduled meeting we would suggest the regents reverse their action and then take a break and stroll over to Bascom Hall.



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Asbjornson, Karen

From: Linda Ruiz [lruiz@uwsa.edu]
Sent: Wednesday, September 10, 2003 11:15 AM
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Subject: UW System Executive Salaries

TO: All Legislators
FROM: Margaret Lewis
RE: UW System Executive Salaries

Please see the attached press release indicating that no salary increases have been granted to any UW System executives. **IF** any increases are recommended, it will not be until President Katharine Lyall reviews the report from national consultants on this issue with the Board of Regents at their regularly scheduled October meeting in Oshkosh.

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NEWS RELEASE

FOR IMMEDIATE RELEASE
September 9, 2003

Contact: Erik Christianson
(608) 262-5061

UW officials seek outside recommendations on leadership salaries

MADISON—In the wake of public and political concerns about the University of Wisconsin System Board of Regents' adjustment of leadership salary ranges, Board President Toby E. Marcovich and UW System President Katharine C. Lyall said they will seek recommendations from national search consultants before making any changes to the current pay rates of UW System leaders.

"It is important to clarify that no pay raises were given to top university executives last week," Marcovich explained.

"The Regents acted to update the ranges so that searches for two new chancellors could get underway," added Marcovich. "Our board remains fully committed to paying the salaries required to be competitive in a national market for leaders who will keep the University of Wisconsin among the top academic and research universities in the nation, just as we are committed to keeping our faculty and academic staff pay competitive."

While no pay raises were granted to the 35 members of the university's leadership team last week, Lyall and Marcovich will seek recommendations from university search consultants, who have not yet been identified, to advise them by the beginning of October on current market conditions and determine whether the salary ranges are appropriate in today's market.

"It is our responsibility to ensure that we have the best people we can get at the helm of our institutions, especially during these challenging times," Marcovich said.

Lyall said she would wait to make any pay raise decisions until after reviewing the consultants' recommendations with the Board of Regents. At the same time, she noted that when faculty and academic staff members received 2.1 percent pay raises in January, the executive salary group received no pay raises because of the tough budget times.

Lyall noted the loss of two of the university's most prominent chancellors—Nancy Zimpher and Thomas George—who will receive significant salary increases in their new jobs.

--more--

Zimpher, who was paid \$219,550 as chancellor of UW-Milwaukee, will earn \$280,000 and receive a deferred-compensation package as president of another urban university, the University of Cincinnati. George went from earning \$160,000 as UW-Stevens Point chancellor to \$250,000 as chancellor of the University of Missouri-St. Louis.

"Our Regents are dedicated to recruiting the best faculty, staff and students to the UW System," said Marcovich, "and we are no less committed to recruiting the best university leaders. It is possible that the consultants might recommend we pay above the minimum of the ranges for our top leaders."

He noted that many of the current chancellors were recruited from top posts at universities outside the state of Wisconsin and that the UW System must be able to compete for talent in the national marketplace.

"These are jobs that require extraordinary skills—management talent, fund-raising ability, community leadership and the ability to lead diverse university communities to achieve common goals for the state of Wisconsin," he said.

Marcovich applauded the chancellors for managing deep budget cuts this year while maintaining current enrollment levels, deeply cutting administrative costs and preserving, as best they could, academic programs and student services.

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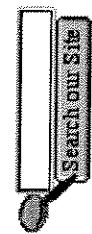
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Editorial: UW regents can't be trusted to set executive pay

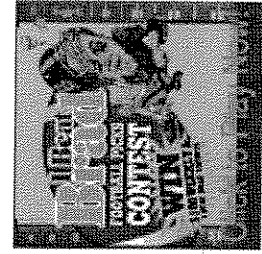
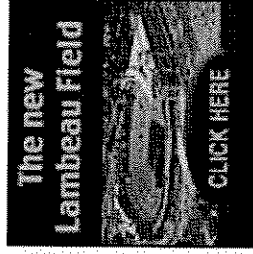
By teleconference, without sending out the typical press releases announcing a special meeting, the University of Wisconsin Board of Regents met Sept. 2 — two days before a regularly scheduled meeting — to set new salary ranges for system executives.

We tried to think of just one legitimate reason for holding such an important meeting under those circumstances. We came up empty.

There was no outbreak of SARS. There was no crippling gasoline shortage. E-mail systems and fax machines — the usual tools for distributing press releases and notices to the news media — were functioning well enough to send out word Aug. 22 that "UW campuses earn high marks in U.S. News college rankings."

Board members have tried to explain, but haven't convinced us that the teleconference was necessary. Board of Regents President Toby Marcovich pled urgency, saying that the system needed a quick decision on wage scales because searches for two new chancellors are getting under way. But

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two days isn't what you'd call an eternity.

Nor are they persuasive when they say they didn't intend anything sneaky. Some members, according to a regent who spoke anonymously to the Milwaukee Journal Sentinel, raised concerns about the lack of legislative and media notice, but were told "things would be 'handled.'"

Obviously, based on their past experience, the regents knew the Legislature would have a fit over wage increases when the state is in a financial crisis and tuition is going up \$150 million, even though tax dollars and tuition won't be used to cover the wage hikes. There was hell to pay over the \$325,000 in raises, including a 44 percent increase for UW President Katharine Lyall, the regents gave 35 system executives in 2001. Republicans in the Legislature threatened to rescind the board's authority to set executive pay.

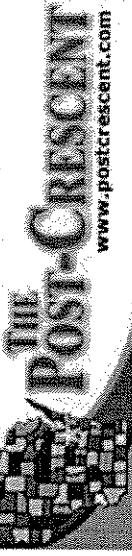
There is only one logical explanation for holding such an important meeting over the phone without the usual hoopla, and that's to avoid attracting attention to the new wage scales, which would increase salaries for 14 people by about \$98,000.

What may be more disconcerting about the teleconference and the board's vote than the stealth and irresponsible management is that a minority of the board seems to have run roughshod over the majority. Only 8 of the 17 regents voted for the new pay scales. Six members were absent from the "meeting" and three regents abstained from voting.

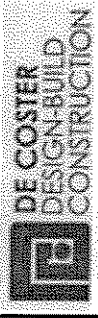
Those nine people ought to be screaming bloody murder, publicly, not talking to the press on condition of anonymity.

The Board of Regents has proven that it does not deserve the authority to set executive pay, and the Legislature should take care of that, immediately.

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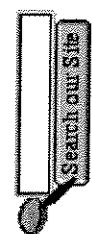
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Lawmakers frown on UW pay raises

Ellis, Cowles say move uncalled-for amid tight budget

The Post-Crescent

MADISON — State lawmakers are protesting pay raises for top University of Wisconsin administrators that were quietly approved last week by the UW Board of Regents.

Republican state Sens. Mike Ellis of Neenah and Rob Cowles of Green Bay, sent a letter Monday to Regents President Toby Marcovich asking the board to rescind the increases.

"At a time when the university and the state are enduring a massive economic and budget crisis, when university students and their families have been hit with unprecedented tuition and fee increases, for the regents to take this action is astounding," Ellis said in a news release.

"Words like 'arrogant,' 'shocking' and 'stupid' don't even begin to describe this vote."

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In a conference call, regents approved \$98,000 in pay raises for 14 UW System administrators. Their action established pay ranges, and UW President Katherine Lyall will set specific salaries.

Marcovich could not be reached for comment Monday afternoon.

In an interview Monday, Ellis threatened consequences if the regents don't rescind their action.

"There are a number of regents who have not been confirmed," Ellis said. "Those regents should not be confirmed by the state Senate."

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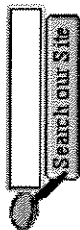
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OPINION

Posted Sept. 12, 2003

Editorial: Pay raises a UW disaster

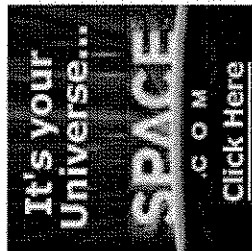
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he University of Wisconsin Board of Regents who last week quietly raised salaries for more than one dozen top administrators also bought something else. Their chancellors became the bull's-eye for a case of very bad timing.

The regents raised the minimum of several salary brackets, which by law creates a raise for administrators who now fall below the new minimums. Regents defended their practice but they didn't plan on one critical element. Every local chancellor who has spoken about how much the UW System is hurting financially now is on the defensive.

Regents need to explain how they will avoid this kind of action again. They backpedaled Tuesday announcing that an outside consultant is studying whether the raises are necessary to attract high quality administrators.

UW-Oshkosh Chancellor Richard Wells refused to comment about the regents' actions during a Wednesday meeting with



the Oshkosh Northwestern Editorial Board. Nobody can blame his silence. He is obviously embarrassed. He speaks and passes out chats showing how much UW is hurting from state budget cuts. Tuition is higher. The economy is in recession. Class sizes are bigger. Parents have lost their jobs. Now the UW System is awarding salary raises. The ingredients here don't mix.

It is particularly difficult because Wells is a progressive within the system. He talks about public-private partnerships. He has a reputation as a budget-cutter, fund-raiser and community advocate. Recall how last year he continued to accept student applications when other UW schools refused them for lack of firm word on state funding.

His leadership example reaffirms another fact, that the issue here isn't whether chancellors should receive raises. It is true that the salary brackets are changing in part to better the chances of filling UW-Milwaukee's vacant top job. We must remember that chancellors come to Wisconsin for the leadership opportunities, the reputation of the system and the opportunities to progress. Money isn't the only attraction.

An important aspect of the issue is that the public is used to a public education campaign with every stated need. The UW System has a reputation for drowning the media with press releases. Instead, the regents met a minimum standard for announcing their action. The decision could have waited a few days for a scheduled regents meeting. Instead, a minimum of regents made the decision. These regents didn't think about the consequences of their actions.

A good reason for making salary increases is in the name of academics. In this day, the regents knew they should have done a better job of teaching the public what they wanted. They created another question by stating that the raises won't come from tax dollars. This means that gift dollars will be spent on salaries. This, then, means fewer gift dollars for students.

All that the regents have done is buy themselves a lot of ill will. They decided they would risk making their most loyal rank and file -hard-working, community-active and, in our case, progressive chancellors - look like hypocrites. The damage control hasn't been there and the front-line advocates have taken the fall. This could have been handled much better.

The Final Thought: The University of Wisconsin System's Board of Regents created a credibility problem for the system approving raises for administrators last week in the midst of a severe state budget crisis.

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