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(FORM UPDATED: 08/11/2010)

WISCONSIN STATE LEGISLATURE ... PUBLIC HEARING - COMMITTEE RECORDS

2005-06

(session year)

Assembly

(Assembly, Senate or Joint)

Committee on Colleges and Universities...

COMMITTEE NOTICES ...

- Committee Reports ... **CR**
- Executive Sessions ... **ES**
- Public Hearings ... **PH**

INFORMATION COLLECTED BY COMMITTEE FOR AND AGAINST PROPOSAL

- Appointments ... **Appt** (w/Record of Comm. Proceedings)
- Clearinghouse Rules ... **CRule** (w/Record of Comm. Proceedings)
- Hearing Records ... bills and resolutions (w/Record of Comm. Proceedings)
(**ab** = Assembly Bill) (**ar** = Assembly Resolution) (**ajr** = Assembly Joint Resolution)
(**sb** = Senate Bill) (**sr** = Senate Resolution) (**sjr** = Senate Joint Resolution)
- Miscellaneous ... **Misc**

* Contents organized for archiving by: Stefanie Rose (LRB) (November 2012)

Absent: (3) Representatives Ballweg, Shilling and Boyle.

Moved by Representative Lamb, seconded by Representative Nass that **Assembly Bill 439** be recommended for passage.

Ayes: (8) Representatives Kreibich, Underheim, Nass,
Jeskewitz, Towns, Lamb, Black and Molepske.

Noes: (1) Representative Schneider.

Absent: (3) Representatives Ballweg, Shilling and Boyle.

PASSAGE RECOMMENDED, Ayes 8, Noes 1

Brad Hub
Committee Clerk

Vote Record

Committee on Colleges and Universities

Date: 6 Sept 2005

Bill Number: AB 439

Moved by: Lamb

Seconded by: Nass

Motion: _____

Committee Member

	<u>Aye</u>	<u>No</u>	<u>Absent</u>	<u>Not Voting</u>
Representative Rob Kreibich, Chair	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Representative Joan Ballweg	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Representative Gregg Underheim	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Representative Stephen Nass	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Representative Suzanne Jeskewitz	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Representative Debra Towns	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Representative Andy Lamb	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Representative Jennifer Shilling	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Representative Marlin Schneider	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Representative Spencer Black	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Representative Frank Boyle	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Representative Louis Molepske	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Totals: 8 1 3 _____

Motion Carried

Motion Failed

Vote Record Committee on Colleges and Universities

Date: May 31, 2005

Moved by: _____ Seconded by: _____

AB 439 SB _____ Clearinghouse Rule _____
 AJR _____ SJR _____ Appointment _____
 AR _____ SR _____ Other _____

A/S Amdt _____
 A/S Amdt _____ to A/S Amdt _____
 A/S Sub Amdt _____
 A/S Amdt _____ to A/S Sub Amdt _____
 A/S Amdt _____ to A/S Amdt _____ to A/S Sub Amdt _____

Be recommended for:
 Passage Adoption Confirmation Concurrence Indefinite Postponement
 Introduction Rejection Tabling Nonconcurrence

<u>Committee Member</u>	<u>Aye</u>	<u>No</u>	<u>Absent</u>	<u>Not Voting</u>
Representative Rob Kreibich, Chair	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Representative Joan Ballweg	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Representative Gregg Underheim	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Representative Stephen Nass	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Representative Suzanne Jeskewitz	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Representative Debra Towns	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Representative Andy Lamb	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Representative Jennifer Shilling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Representative Marlin Schneider	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Representative Spencer Black	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Representative Frank Boyle	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Representative Louis Molepske	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

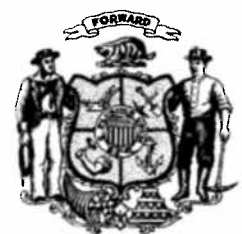
Totals: _____

Motion Carried

Motion Failed



WISCONSIN STATE LEGISLATURE





The University of Wisconsin System

Office of the President
1720 Van Hise Hall, 1220 Linden Drive
Madison, Wisconsin 53706
(608) 262-2321

June 13, 1988

Dr. Charles W. Sorensen
1654 Valley View Drive
Winona, MN 55987

Dear Dr. Sorensen:

Following action of the Board of Regents on Friday, June 10, I am delighted formally to confirm your appointment as Chancellor of the University of Wisconsin-Stout, effective on or about August 15, 1988, at an annual salary rate of \$78,000.

Several aspects of the appointment should be noted briefly: (1) the cost of your move to Menomonie will be reimbursed by the state within the limits of state law; (2) a university automobile will be assigned for your official use should you wish it; (3) a housing allowance of \$1,000 per month will be provided since UW-Stout does not have a chancellor's residence; and (4) arrangements can be made with the UW-Stout Foundation to provide for some entertainment and other needs which cannot be met from state funds.

I hope very much these terms and conditions are satisfactory. Your appointment holds great promise not only for UW-Stout but for the whole University of Wisconsin System. I look forward to working with you in the years ahead and know that you will bring to UW-Stout a fine quality of leadership.

Sincerely,

Kenneth A. Shaw
President

KAS:lc



The University of Wisconsin System

Office of the President
1720 Van Hise Hall, 1220 Linden Drive
Madison, Wisconsin 53706
(608) 262-2321 FAX (608) 262-3985

June 3, 1996

Dr. Julius Erlenbach
Provost and Vice Chancellor
University of Wisconsin-La Crosse
La Crosse, WI 54601

Dear Julius:

Following action of the Executive Committee of the Board of Regents on May 15, 1996, I am delighted formally to confirm your appointment as Chancellor of the University of Wisconsin-Superior, effective August 1, 1996, at an annual salary of \$102,700. The Department of Music has recommended you to receive tenure at the rank of Professor. You will also have a one-time \$3,300 payment for transitional travel and costs in June and July, an automobile assigned from the State fleet for your official use, and a monthly housing allowance which is presently \$1,346.

The actual cost of moving your possessions from La Crosse to Superior will be reimbursed within State limits. Also, you will have an entertainment fund to assist you with official entertaining on campus and you may request funds from the UW-Superior Foundation for entertainment uses not covered by the restricted allowance.


According to State Statutes, your appointment as Chancellor is considered a "Limited Appointment" and your compensation and fringe benefits are established under the State Executive Pay Plan and remain identical to your benefits as Vice Chancellor/Provost at UW-La Crosse.

The Wisconsin Statutes require all Chancellors, as public officials, to file Statements of Economic Interests with the State Ethics Board within 21 days following the date of appointment. You will receive that form from the State Ethics Board shortly after you arrive in Superior. In addition, the Board of Regents is required by State Code to receive from each Chancellor, an annual statement of economic interests. Those statements are distributed each year by the Secretary of the Board for filing by April 30.

If you have any questions about your fringe benefit package, please feel free to contact Charles Wright, Associate Vice President for Human Resources at 608-262-7352.

I very much look forward to working with you as a Chancellor.

Sincerely,


Katharine C. Lyall
President



The University of Wisconsin System

Office of the President
1720 Van Hise Hall, 1220 Linden Drive
Madison, Wisconsin 53706
(608) 262-2321 FAX (608) 262-3985

REVISED

July 10, 1996

Dr. David J. Markee
1643 North Mariposa
Flagstaff, Arizona 86004

Dear David:

Following action of the Board of Regents on June 28, 1996, I am delighted to formally confirm your appointment as Chancellor of the University of Wisconsin-Platteville, effective August 13, 1996, at an annual salary of \$105,000. I will request that your credentials be considered for tenure in the appropriate department at UW-Platteville.

Several aspects of your appointment should be noted briefly: (1) a campus residence is provided for the use of the chancellor; (2) you will have an automobile assigned from the state fleet for your official use; (3) as a result of your prior State of Wisconsin service, the State will immediately contribute to your health insurance premiums; (4) the actual cost of moving your possessions from Flagstaff, Arizona to Platteville, Wisconsin will be reimbursed within State limits (copy attached); and (5) you will have an entertainment fund to assist you with official entertaining on campus and you may request funds from the UW-Platteville Foundation for entertainment uses not covered by the restricted allowance.

According to State Statutes, your appointment as Chancellor is considered a "limited appointment" and your compensation and fringe benefits are established under the State Executive Pay Plan. State Group Health insurance and State Group Life insurance plans available to State Executives are the standard plans available to all faculty and staff of the UW System and they are described in the enclosed brochure. However, the State Executive Pay Plan contains special retirement and paid leave benefits not described in the attached Benefits Summary. Specifically:

The Wisconsin Retirement System (WRS) pension plan is a defined benefit plan which provides an annuity based on a formula of the average salary of the three highest years of service at a rate of 2.0% for each year of executive service. The WRS money purchase retirement plan guarantees that your retirement benefit will never be less than the annuity which can be provided by an amount equal to the total contributions in your WRS account, plus interest. During 1996, the University will contribute 15.6% of salary to your retirement account, while you will contribute 0.0% of salary. Due to your prior participation in the WRS, you are immediately vested for retirement purposes. At age 62, you will be eligible for retirement without any actuarial reduction for the years of executive service.

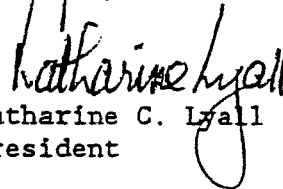
Paid leave benefits available to Chancellors include sick leave, vacation, and holidays. You will earn 13 days of sick leave per year with unlimited accumulation. Sick leave days accumulated at the time of retirement may be converted to credits to pay for State group health insurance premiums. The vacation benefits available to State Executives are based on years of service. During the first five years of executive service you will have 15 days per calendar year (prorated for 1996). This increases to 20 days after five years; 22 days after 10 years; 25 days after 15 years; and 27 days after 20 years. Some "banking" options for sabbatical or termination leave are available after five years. The State provides nine legal holidays. In addition, State Executives receive 3.5 days each year as "personal" holidays.

The Wisconsin Statutes require all Chancellors, as public officials, to file Statements of Economic Interests with the State Ethics Board within 21 days following the date of appointment. You will receive that form from the State Ethics Board shortly after you arrive in Platteville. In addition, the Board of Regents is required by State Code to receive from each Chancellor an annual statement of economic interests. Those statements are distributed each year by the Secretary of the Board for filing by April 30 each year.

If you have any questions about your benefit package, please contact Charles Wright, Associate Vice President for Human Resources, at 608/262-7352.

Welcome to the UW System; I am very pleased you have agreed to join us and look forward to working with you.

Sincerely,



Katharine C. Lyall
President

Enclosures

cc: Senior Vice President Sanders
Associate Vice President Wright

G:\pres\marke



The University of Wisconsin System

Office of the President
1720 Van Hise Hall, 1220 Linden Drive
Madison, Wisconsin 53706-1559
Tel (608) 262-2321 Fax (608) 262-3985
E-mail: klyall@ccmail.uwsa.edu

March 6, 1998

Dr. John Keating
711 Kobuk
P.O. Box 750129
Fairbanks, AK 99775

Dear John:

Following action of the Board of Regents at their meeting today, March 6, 1998, I am delighted formally to confirm your appointment as Chancellor of the University of Wisconsin-Parkside, effective July 1, 1998, at an annual salary of \$125,500. I am informed that your credentials have been reviewed and accepted for tenure in the Psychology Department at UW-Parkside.

Several aspects of your appointment should be noted briefly:

- (1) a housing allowance (presently \$1,452 per month) will be provided;
- (2) you will have an automobile assigned from the state fleet for your official use with any personal mileage reimbursed to UW-Parkside;
- (3) you will be reimbursed from non-state funds for the cost of the first six months of health insurance premiums;
- (4) the actual cost of moving your possessions from Fairbanks, Alaska to Kenosha, Wisconsin will be reimbursed within State limits (copy attached);
- (5) you will have an entertainment fund to assist you with official entertaining on campus and you may request funds from the UW-Parkside Foundation for entertainment uses not covered by the restricted allowance; and
- (6) I will make my best efforts to circulate your wife's vitae for possible appointments to UW-Whitewater, UW-Milwaukee, and UW-Madison.

According to State Statutes, your appointment as Chancellor is considered a "limited appointment" and your compensation and fringe benefits are presently established under the State Executive Pay Plan. State Group Health insurance and State Group Life insurance plans available to State Executives are the standard plans available to all faculty and staff of the UW System and they are described in the enclosed brochure. However, the State Executive Pay Plan contains special retirement and paid leave benefits not described in the attached Benefits Summary. Specifically:

The Wisconsin Retirement System (WRS) pension plan is a defined benefit plan which provides an annuity based on a formula of the average salary of the three highest years of service at a rate of 2.0% for each year of executive service. The WRS money purchase retirement plan guarantees that your formula retirement benefit will never be less than the annuity which can be provided by an amount equal to the total contributions in your WRS account, plus interest. During 1998, the University will contribute 15.8% of salary to your retirement account, while you will contribute 0.0% of salary. Immediate vesting of the employee required retirement contribution of 4.7% of salary,

paid on your behalf by the university and included in the 15.8%, plus 3.0% interest is available as a separation benefit. After five years of service, the total retirement contribution is vested and you may retire at the age of 62 without any actuarial reduction for the formula-generated annuity.

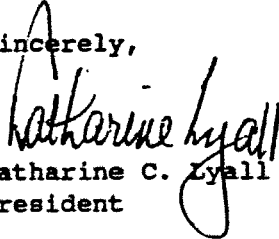
Paid leave benefits available to Chancellors include sick leave, vacation, and holidays. Under the current leave structure, you will earn 16.25 days of sick leave per year with unlimited accumulation. Sick leave days accumulated at the time of retirement may be converted to credits to pay for State group health insurance premiums. The vacation benefits presently available to State Executives are based on years of service. During the first five years of executive service, 15 days of vacation are available per calendar year (prorated for 1998). This increases to 20 days after five years; 22 days after 10 years; 25 days after 15 years and 27 days after 20 years. Some "banking" options for sabbatical or termination leave are available after five years. The State provides nine legal holidays. In addition, State Executives currently receive 3.5 days each year as "personal" holidays.

The Wisconsin Statutes require all Chancellors, as public officials, to file Statements of Economic Interests with the State Ethics Board within 21 days following the date of appointment. You will receive that form from the State Ethics Board shortly after you arrive in Kenosha. In addition, the Board of Regents is required by State Code to receive from each Chancellor an annual statement of economic interests. Those statements are distributed by the Secretary of the Board for filing by April 30 each year.

If you have any questions about your benefit package, please contact Charles Wright, Associate Vice President for Human Resources, at 608/262-7352.

Welcome to the UW System; I am very pleased you have agreed to join us and look forward to working with you.

Sincerely,


Katharine C. Lyall
President

Enclosures

cc: Senior Vice President Ward
Interim Senior Vice President Olien
Associate Vice President Wright
Vicki Duntzsch
Gordon Lamb
G: Pres/Kasting, John
Richard Cummings

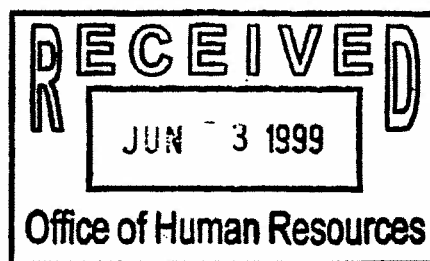


The University of Wisconsin System

Office of the President
1720 Van Hise Hall, 1220 Linden Drive
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E-mail: klyall@ccmail.uwsa.edu

Gen. B.

May 18, 1999 (Revised)



Dr. John W. Miller
3049 O'Brien Drive
Tallahassee, Florida 32308

Dear Jack:

Following action of the Board of Regents at their meeting on Friday, May 7, 1999, I am delighted to formally confirm your appointment as Chancellor of the University of Wisconsin-Whitewater effective July 5, 1999, at an annual salary of \$135,000. Upon the recommendation of the UW-Whitewater faculty, and with the concurrence of UW-Whitewater Provost David Prior, you have been nominated for a tenured faculty back-up appointment. The Board of Regents will officially approve your tenured faculty appointment as a full Professor of Education at its June 11, 1999, meeting. By Wisconsin statutes, only the Board of Regents may grant tenure. In the event that you should step down from the chancellorship and wish to take up faculty duties, your salary for that professorship will be set by the UW System President within a range of the average salary for full professors in your tenure home department and 82% of your final salary as chancellor. It would be my intent to set your faculty salary at 82% of your final salary as chancellor.

Several aspects of your appointment should be noted briefly:

(1) You will receive a housing allowance payable on your monthly paycheck. The current housing allowance for UW System chancellors is \$1,498 per month; this is adjusted annually for regional housing costs;

(2) You will have an automobile assigned from the state fleet for your official use with any personal mileage reimbursed to UW-Whitewater;

(3) The employer contributes all or most of the premium cost, depending on the health insurance plan you select, after six months of Wisconsin Retirement System covered employment. However, I will reimburse you from my foundation account for up to six months of the employer share of the full premium cost for the health plan selected;

(4) The actual cost of moving your possessions from Florida to Wisconsin will be reimbursed within state limits (copy attached);

(5) You will have an entertainment fund to assist you with official entertaining on campus and you may request funds from the UW-Whitewater Foundation for entertainment uses not covered by the restricted allowance; and

(6) I am prepared to offer Barbara a formal appointment as an unpaid member of the academic staff with the title of Associate of the Chancellor. This appointment recognizes that she will have unique volunteer public service responsibilities on behalf of the University that may require the use of campus facilities, equipment, and vehicles in order to discharge appropriately the duties associated with the status of chancellor's spouse. Accepting appointment as Associate of the Chancellor does not prevent Barbara from pursuing other paid employment in the future if she so desires.

According to State statutes, your appointment as chancellor is considered a "limited appointment" in which you serve at the pleasure of the UW System President and the Board of Regents. State statutes also establish your salary and fringe benefits. Your paid leave benefits (vacation, sick leave, and legal and personal holidays) are those established by the Board of Regents for unclassified staff in the UW System; that is, 22 days of vacation, 9 legal holidays, and 3.5 personal holidays each fiscal year, and 22 days of sick leave for the first 18 months of employment and 1 day per month thereafter. State Group Health insurance and State Group Life insurance plans available to you are the standard plans available to all faculty and staff of the UW System and they are described in the enclosed brochure. In addition, participation in the University Insurance Association Life insurance program, with coverage beginning September 20 at an annual premium of \$24, is a mandatory condition of employment. However, as a University Senior Executive, you are entitled to participate in a special retirement plan for State Executives.

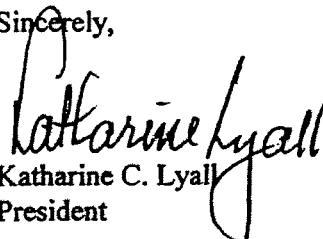
The Wisconsin Retirement System (WRS) pension plan is a defined benefit plan which provides an annuity based on a formula of the average salary of the three highest years of service at a rate of 2.0% for each year of executive service. The WRS money purchase retirement plan guarantees that your formula retirement benefit will never be less than the annuity which can be provided by an amount equal to the total contributions in your WRS account, plus interest. During 1999, the University will contribute 9.8% and it will pay the chancellor's contribution of 4.3%; you will not have to contribute any amount of your salary. The pension plan offers immediate vesting of the retirement contribution.

The Wisconsin statutes require all chancellors, as public officials, to file Statements of Economic Interests with the State Ethics Board within 21 days following the date of appointment. You will receive that form from the State Ethics Board shortly after you arrive in Whitewater. In addition, the Board of Regents is required by State Code to receive from each chancellor an annual statement of economic interests. Those statements are distributed by the Secretary of the Board for filing by April 30 each year.

If you have any questions about your fringe benefits package, please contact George Brooks, Associate Vice President of Human Resources, at 608/263-4385.

Welcome to the UW System. I am very pleased you have agreed to join us and look forward to working with you.

Sincerely,


Katharine C. Lyall
President

Enclosures

cc: Senior Vice President Ward
Senior Vice President Olien
Associate Vice President Brooks ✓



Tallahassee, Florida 32306-4450

College of Education
Office of the Dean
236 Stone Building

Voice: (850) 644-6885
FAX: (850) 644-2725

May 25, 1999

Dr. Katharine C. Lyall
President
The University of Wisconsin System
1720 Van Hise Hall, 1220 Linden Drive
Madison, Wisconsin 53706-1559

Dear Dr. Lyall:

I have received your letter dated May 18, 1999. I understand all of the information contained in it and have only one concern. That has to do with the content of the first paragraph concerning what would happen if I was to step down from the Chancellors position and assume professorial responsibilities. In our discussion, I indicated that it was critical that it be stated that my salary would be 82% of my final salary as Chancellor. You said that had been practice and I noted that it was important to me that, beyond practice, it needed to be stated specifically.

In your letter of May 18, what it says is that my salary, "for that professorship will be set by the UW System President within a range of the average salary for full professors in your tenure home department and 82% of your final salary as chancellor." It appears that this is just standard language and not what we had agreed upon. I hope that you can rectify this for me with a replacement letter so that if, and when, my tenure is approved on June 11th by the Board we will have arrived at a mutual understanding.

Thank you very much for your consideration of this one issue.

Sincerely,

Jack Miller, Dean
College of Education

JM/cm
wp/m/par/lyall_k

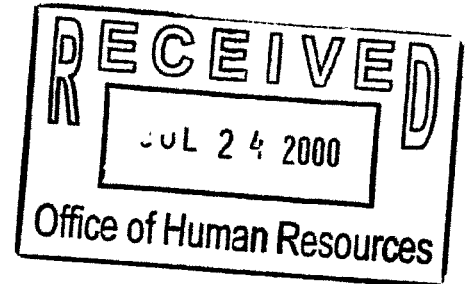


Office of the President

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Madison, Wisconsin 53706-1559
(608) 262-2321
(608) 262-3985 Fax
email: klyall@uwsa.edu
website: <http://www.uwsa.edu>

Geo Brock

July 21, 2000



Dr. Richard H. Wells
6658 West Manor Drive
Terre Haute, IN 47802

Dear Rick:

Following action of the University of Wisconsin System Board of Regents Executive Committee today, I am delighted formally to confirm your appointment as Chancellor of the University of Wisconsin-Oshkosh effective October 1, 2000, at an annual salary of \$145,000. We will pursue a tenured faculty back-up appointment recommendation from the UW-Oshkosh faculty immediately. In the event that you should step down from the chancellorship and wish to take up faculty duties, your salary as a faculty member will be set by the UW System President, per Regents policy, within a range of the average salary for full professors in your tenure home department and 82% of your final salary as chancellor.

Several aspects of your appointment should be noted briefly:

(1) You will have an automobile assigned from the state fleet for your official use with any personal mileage reimbursed to UW-Oshkosh.

(2) The actual cost of moving your possessions from Indiana to Wisconsin will be reimbursed within state limits. Information regarding that reimbursement program is enclosed. If you have any questions regarding the moving expense program information, please contact Tom Sonnleitner, UW-Oshkosh Assistant Chancellor for Administration and Finance, at 920-424-3030.

(3) You will have an entertainment fund to assist you with official entertainment on campus and you may request funds from the UW-Oshkosh Foundation for entertainment uses not covered by the restricted allowance.

(4) You will receive a housing allowance payable on your monthly paycheck. The current allowance is \$1,532 per month and that allowance is increased each July based on the annual increase in the housing component of the CPI for the Milwaukee region over the prior two years.

(5) I am prepared to offer Christie a formal appointment as an unpaid member of the academic staff with the title of Associate of the Chancellor. This appointment recognizes that she will have unique public service responsibilities on behalf of the University that may require the use of campus facilities, equipment, and vehicles in order to discharge appropriately the duties associated with the status of chancellor's spouse. Accepting

appointment as Associate of the Chancellor does not prevent Christie from pursuing other paid employment in the future if she desires. In addition, we will make our best efforts to circulate her resume and identify possible professional opportunities for her in the Oshkosh area.

According to State statutes, your appointment as chancellor is a "limited appointment" in which you serve at the pleasure of the UW System President and the Board of Regents. State statutes also establish your salary and fringe benefits. Your paid leave benefits (vacation, sick leave, and legal and personal holidays) are those established by the Board of Regents for unclassified staff in the UW System: 22 days of vacation, 9 legal holidays, and 3.5 personal holidays each fiscal year, and 22 days of sick leave for the first 18 months of employment and 1 day per month thereafter. The UW System has an extensive benefits program that offers health, life, dental, disability, and other insurance for you and your family as well as tax sheltered annuity options. State Group Health insurance and State Group Life insurance plans available to you are the standard plans available to all faculty and staff of the UW System. Depending on the health insurance plan you select, the university could pay the full premium cost effective from your first day of employment. In addition, participation in the University Insurance Association Life insurance program, with coverage beginning September 20 at an annual premium of \$24, is a mandatory condition of employment. I suggest that you get in touch with Beth Tiptanatoranin in the UW-Oshkosh Staff Benefits Office to go over the benefits package. Her phone number is 920-424-3008. A summary of the benefits plan for University Executives is attached for your information.

As a University Senior Executive, you are entitled to participate in a special retirement plan for State Executives. The Wisconsin Retirement System (WRS) pension plan is a defined benefit plan with a money purchase floor. A WRS formula annuity is based on the employee's average salary in the three highest years of service. Executive employees receive a monthly annuity equal to 2% of final average monthly salary for each year of executive service. The money purchase component guarantees that your formula retirement benefit will never be less than the annuity which can be provided by an amount equal to two times the total accumulation in your WRS employee account. In 2000, the University will contribute 14.6% of salary to the WRS, of which 4.1% is deposited in your WRS employee account. You do not pay any portion of this contribution. Your account draws interest at a rate determined by WRS investment returns.

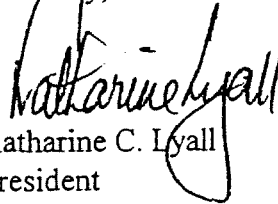
Federal law limits the amount of compensation that can be considered in the determination of benefits under a tax-qualified pension plan. In 2000, this limit is \$170,000. The amount is subject to annual indexing based on national cost-of-living increases. For WRS purposes, contributions and benefits cannot reflect compensation in excess of the limit. The limit does not affect coverage available under the state group life insurance plan or the computation of sick leave credits used to fund post-retirement health insurance premiums.

The Wisconsin statutes require all chancellors, as public officials, to file Statements of Economic Interests with the State Ethics Board within 21 days following the date of appointment. You will receive that form from the State Ethics Board shortly after you arrive in Oshkosh. In addition, the Board of Regents is required by State Code to receive from each chancellor an annual statement of economic interests. Those statements are distributed by the Secretary of the Board for filing by April 30 each year.

If you have any questions about your appointment terms or benefits package, please contact George Brooks, Associate Vice President for Human Resources, at 608-263-4385.

Welcome to the UW System. I am very pleased you have agreed to join us and look forward to working with you.

Sincerely,

A handwritten signature in black ink, appearing to read "Katharine C. Lyall". The signature is fluid and cursive, with a large loop at the end of the last name.

Katharine C. Lyall
President

cc: Senior Vice President Ward
Senior Vice President Olien
Associate Vice President Brooks ✓



Office of the President

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(608) 262-3985 Fax

email: kjyall@uwsa.edu

website: <http://www.uwsa.edu>

November 20, 2000

Dr. John D. Wiley
2805 Post Road
Madison, WI 53713

Dear John:

Following action of the University of Wisconsin System Board of Regents Executive Committee on Friday, November 10, I am delighted formally to confirm your appointment as Chancellor of the University of Wisconsin-Madison effective January 1, 2001, at an annual salary of \$193,000. By accepting this Limited appointment you shall not lose your existing rights as a tenured Professor in the Department of Electrical and Computer Engineering in the College of Engineering at UW-Madison. In the event that you should step down from the chancellorship and wish to take up faculty duties, your salary as a faculty member will be set by the UW System President, per Regents policy, within a range of the average salary for full professors in your tenure home department and 82% of your final salary as chancellor.

Several aspects of your appointment should be noted briefly:

(1) The Regents Resolution approving your appointment provides that you "shall be permitted to enter into a contract with the University of Wisconsin Foundation for the provision of personal services in conjunction with a capital campaign to be undertaken by the Foundation, which services substantially exceed the traditional fundraising duties of the chancellor's position." If you enter into that personal services contract as allowed and anticipated, neither the Regents nor I will be a party to that agreement as it will be between you and the UW Foundation. However, to ensure that the services you provide under that contract do not interfere with your responsibilities as chancellor, I expect you to give me regular updates on the nature of those services and the time demands required to exercise them. Because your university fringe benefits are based on your status as a University Senior Executive, your fringe benefits package will not be affected by the personal services contract. You may wish to consult with your personal legal counsel, tax experts, and investment counselors regarding your responsibility for any tax or other liabilities associated with that contract.

(2) Should you be asked to serve on any corporate boards, I expect you to confer with me before you commit to such service.

(3) You will have an automobile assigned from the state fleet for your official use with any personal mileage reimbursed to UW-Madison.

(4) You will be required to reside in Olin House. Because this is a mandatory condition of employment, UW-Madison is authorized to reimburse you for the cost of moving. Please consult with John Torphy regarding the moving reimbursement program. I should note also that because you will reside in the chancellor's residence, the monthly housing allowance you receive as Provost will not be continued beyond December 2000, paid December 1, 2000.

(5) You will have an entertainment fund to assist you with official entertainment on campus and you may request funds from the UW-Madison Foundation for entertainment uses not covered by the restricted allowance.

(6) I am prepared to offer Georgia Blanchfield a formal appointment as an unpaid member of the academic staff with the title of Associate of the Chancellor. This appointment recognizes that she will have unique public service responsibilities on behalf of the University that may require the use of campus facilities, equipment, and vehicles in order to discharge appropriately the duties associated with the status of chancellor's spouse. Accepting appointment as Associate of the Chancellor does not prevent Georgia from pursuing other paid employment in the future if she desires.

According to State statutes, your appointment as chancellor is a "limited appointment" in which you serve at the pleasure of the UW System President and the Board of Regents. State statutes also establish your salary and fringe benefits. As a University Senior Executive in 1998, you elected to remain under the executive salary group paid leave plan in which you earn 27 days of vacation, 9 paid legal holidays, and 3 ½ personal holidays each calendar year. As a continuing University Senior Executive, you will remain covered by that leave plan. Your sick leave benefit will also continue earning one day of sick leave each month. Your other fringe benefits, including health, life, dental, disability, and other insurance for you and your family as well as tax sheltered annuity options are unchanged by this appointment except for those in which benefit levels are tied to your higher salary.

As a continuing University Senior Executive, you will remain a participant in the special retirement plan for State Executives. The Wisconsin Retirement System (WRS) pension plan is a defined benefit plan with a money purchase floor. A WRS formula annuity is based on the employee's average salary in the three highest years of service. Executive employees receive a monthly annuity equal to 2% of final average monthly salary for each year of executive service. The money purchase component guarantees that your formula retirement benefit will never be less than the annuity which can be provided by an amount equal to two times the total accumulation in your WRS employee account. In 2001, the University will contribute 13.3% of salary to the WRS, of which 3.9% is deposited in your WRS employee account. You do not pay any portion of this contribution. Your account draws interest at a rate determined by WRS investment returns. As you know, the State Supreme Court is going to rule on certain WRS improvements passed by the 1999 legislature. We expect the UW-Madison Staff Benefits Office will advise you should a ruling by the State Supreme Court change your retirement benefits.

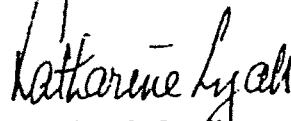
Federal law limits the amount of compensation that can be considered in the determination of benefits under a tax-qualified pension plan. In 2000, this limit is \$170,000. The amount is subject to annual indexing based on national cost-of-living increases. For WRS purposes, contributions and benefits cannot reflect compensation in excess of the limit. The limit does not affect coverage available under the state group life insurance plan or the computation of sick leave credits used to fund post-retirement health insurance premiums. However, as a continuing WRS participant prior to January 1, 1996, you are exempt from that federal law. Employer contributions to your WRS account will be based on the \$193,000 official state salary.

The Wisconsin statutes require all chancellors, as public officials, to file Statements of Economic Interests with the State Ethics Board within 21 days following the date of appointment and each year thereafter. Although you have filed annual Statements each year as required by your Vice Chancellor appointment, we understand that the State Ethics Board will ask you to complete a new Statement within 21 days following your January 1, 2001 appointment. We have been told that given the close proximity to the annual Statement filing period, you will not be asked to complete another Statement until the spring of 2002. Under the Wisconsin Administrative Code, the Board of Regents is required to receive from each chancellor an annual statement of economic interests. Those statements are distributed by the Secretary of the Board for filing by April 30 each year. If you will send a copy of the Statement you file with the Ethics Board in January to the Board of Regents office, you will not be asked to file another report with the Board of Regents until April 30, 2002.

If you have any questions about your appointment terms or benefits package, please contact George Brooks, Associate Vice President for Human Resources, at 608-263-4385.

We are all so very pleased that you accepted this appointment. We look forward to working with you to keep UW-Madison in the top tier of public research universities in the country.

Sincerely,



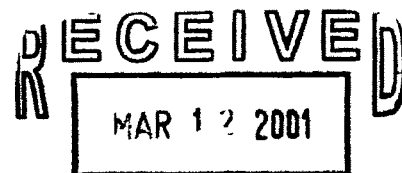
Katharine C. Lyall
President

cc: Interim Senior Vice President Thibodeau
Senior Vice President Olien
Associate Vice President Brooks ✓
Vice Chancellor Torphy



Office of the President

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March 9, 2001

Dr. Douglas N. Hastad
N2166 Valley Road
La Crosse, WI 54601

Dear Doug:

Following action of the University of Wisconsin System Board of Regents at their meeting earlier today, I am delighted formally to confirm your appointment as Chancellor of the University of Wisconsin-La Crosse effective immediately, at an annual salary of \$145,000. By accepting this Limited appointment you shall not lose your existing rights as a tenured Professor at UW-La Crosse. In the event you step down from the chancellorship and take up faculty duties, your salary as a faculty member will be set by the UW System President, per Regents policy, within a range of the average salary for full professors in your tenure home department and 82% of your final salary as chancellor.

Most if not all aspects of your appointment are the same as those governing your "interim" status for the past eight months but I need to restate them very briefly:

(1) In addition to your salary, I will allow you to serve on corporate boards and receive compensation for that service but I expect you to confer with me before you make any such commitment.

(2) You will receive a housing allowance payable on your monthly paycheck. The monthly housing allowance for 2000-01 is \$1,532.

(3) You will have an automobile assigned from the state fleet for your official use with any personal mileage reimbursed to UW-La Crosse.

(4) You will have an entertainment fund to assist you with official entertainment on campus and you may request funds from the UW-La Crosse Foundation for entertainment uses not covered by the restricted allowance.

(5) I am prepared to offer Nancy a formal appointment as an unpaid member of the academic staff with the title of Associate of the Chancellor. This appointment recognizes that she will have unique public service responsibilities on behalf of the University that may require the use of campus facilities, equipment, and vehicles in order to discharge appropriately the duties associated with the status of chancellor's spouse. Accepting appointment as Associate of the Chancellor does not prevent Nancy from pursuing other paid employment in the future if she desires.

According to State statutes, your appointment as chancellor is a "limited appointment" in which you serve at the pleasure of the UW System President and the Board of Regents. State statutes also establish your salary and fringe benefits. Your paid leave benefits (vacation, sick leave, and legal and personal holidays) are those established by the Board of Regents for unclassified staff in the UW System; that is 22 days of vacation, 9 paid legal holidays, and 3½ personal holidays each fiscal year. The sick leave benefit allows you to continue earning one day of sick leave each month without limitation. Your other fringe benefits, including health, life, dental, disability, and other insurance for you and your family as well as tax sheltered annuity options are unchanged by this appointment except for those in which benefit levels are tied to your higher salary.

As a continuing University Senior Executive, you will remain a participant in the special retirement plan for State Executives. The Wisconsin Retirement System (WRS) pension plan is a defined benefit plan with a money purchase floor. A WRS formula annuity is based on the employee's average salary in the three highest years of service. Executive employees receive a monthly annuity equal to 2% of final average monthly salary for each year of executive service. The money purchase component guarantees that your formula retirement benefit will never be less than the annuity which can be provided by an amount equal to two times the total accumulation in your WRS employee account. In 2001, the University contributes 13.3% of salary to the WRS, of which 3.9% is deposited in your WRS employee account. You do not pay any portion of this contribution. Your account draws interest at a rate determined by WRS investment returns. As you know, the State Supreme Court is going to rule on certain WRS improvements passed by the 1999 legislature. We expect the UW-La Crosse Staff Benefits Office will advise you should a ruling by the State Supreme Court change your retirement benefits.

Federal law limits the amount of compensation that can be considered in the determination of benefits under a tax-qualified pension plan. In 2001, this limit is \$170,000. The amount is subject to annual indexing based on national cost-of-living increases. For WRS purposes, contributions and benefits cannot reflect compensation in excess of the limit. The limit does not affect coverage available under the state group life insurance plan or the computation of sick leave credits used to fund post-retirement health insurance premiums. However, as a continuing WRS participant prior to January 1, 1996, you are exempt from that federal law.

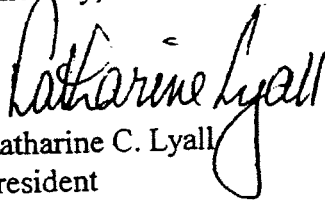
The Wisconsin statutes require all chancellors, as public officials, to file Statements of Economic Interests with the State Ethics Board within 21 days following the date of appointment and each year thereafter. We understand that the State Ethics Board will not ask you to complete a new Statement within 21 days following your March 9, 2001 appointment. Instead, because you have filed annual Statements each year as required by your Vice Chancellor and Interim Chancellor appointments, you will be expected to file your statement under the normal reporting schedule (April). Under the Wisconsin Administrative Code, the Board of Regents is required to receive from each chancellor an annual statement of economic interests. The Secretary of the Board for filing distributes those statements by

April 30 each year. You will have the option to complete and file that separate UW System Statement or send a copy of the Statement you file with the Ethics Board.

If you have any questions about your appointment terms or benefits package, please contact George Brooks, Associate Vice President for Human Resources, at 608-263-4385.

We are all so very pleased that you accepted this appointment so we can remove that "interim" designation in front of your title. It has been a pleasure working closely with you these past eight months and I look forward to watching UW-La Crosse continue its course toward national recognition.

Sincerely,



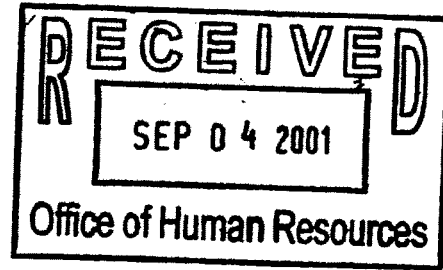
Katharine C. Lyall
President

cc: Interim Senior Vice President Al Beaver
Senior Vice President David Olien
Associate Vice President George Brooks ✓
Assistant Chancellor Ron Lostetter



Office of the President

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August 31, 2001

Dr. W. Bruce Shepard
905 N. Avenue
La Grande, OR 97850

Dear Bruce:

At the August 8 meeting of the University of Wisconsin System Board of Regents I was authorized to negotiate the final terms of your appointment as Chancellor of the University of Wisconsin-Green Bay. I am delighted formally to confirm your appointment effective November 1, 2001 at an annual salary of \$152,070. We have already asked Interim Provost Carol Pollis to pursue a tenured faculty back-up appointment recommendation from the UW-Green Bay faculty immediately. In the event you step down from the chancellorship and wish to take up faculty duties, your salary as a faculty member will be set by the UW System President, per Regents policy, within a range of the average salary for full professors in your tenure home department and 82% of your final salary as chancellor.

Several aspects of your appointment should be noted briefly:

(1) In addition to your salary, I will allow you to serve on corporate boards and receive compensation for that service but I expect you to confer with me before you make any such commitment.

(2) You will reside in the Chancellor's residence and Vice Chancellor Tom Maki will ensure that the residence is ready for your occupancy.

(3) You will have an automobile assigned from the state fleet for your official use with any personal mileage reimbursed to UW-Green Bay.

(4) You will have an entertainment fund to assist you with official entertainment on campus and you may request funds from the University Foundation Account for entertainment uses not covered by the restricted allowance.

(5) The actual cost of moving your possessions from Oregon to Wisconsin will be reimbursed within state limits. Information regarding that reimbursement program is enclosed. If you have any questions regarding the moving expense program information, please contact Vice Chancellor Maki at 920-465-2210.

(6) I am prepared to offer Cyndie a formal appointment as an unpaid member of the academic staff with the title of Associate of the Chancellor. This appointment recognizes that she will have unique public service responsibilities on behalf of the University that may require the use of campus facilities, equipment, and vehicles in order to discharge

appropriately the duties associated with the status of chancellor's spouse. Accepting appointment as Associate of the Chancellor does not prevent Cyndie from pursuing other paid employment in the future if she desires.

According to State statutes, your appointment as chancellor is a "limited appointment" in which you serve at the pleasure of the UW System President and the Board of Regents. State statutes and Board of Regents policy also establish your salary and fringe benefits. Your paid leave benefits (vacation, sick leave, and legal and personal holidays) are those established by the Board of Regents for unclassified staff in the UW System; 22 days of vacation, 9 paid legal holidays, and 3.5 personal holidays each fiscal year, and 22 days of sick leave for the first 18 months of employment and 1 day per month thereafter.

The UW System has an extensive benefits program that offers health, life, dental, disability, and other insurance for you and your family as well as tax sheltered annuity options. State Group Health insurance and State Group Life insurance plans available to you are the standard plans available to all faculty and staff of the UW System. Depending on the health insurance plan you select, the University could pay the full premium cost effective from your first day of employment. In addition, participation in the University Insurance Association Life insurance program, with coverage effective March 20, is a mandatory condition of employment. The annual premium for this life insurance program is \$24 for coverage beginning September 20 each year. Your premium for the one-half year coverage beginning March 20, 2002 will be \$12. I suggest that you get in touch with Pam Spangenberg in the UW-Green Bay Staff Benefits Office to go over the benefits package. Her phone number is 920-465-2390. A summary of the benefits plan for University Executives is attached for your information.

As a University Senior Executive, you participate in a separate retirement plan for State Executives. The Wisconsin Retirement System (WRS) pension plan is a defined benefit plan with a money purchase floor. A WRS formula annuity is based on the employee's average salary in the three highest years of service. Executive employees receive a monthly annuity equal to 2% of final average monthly salary for each year of executive service. The money purchase component guarantees that your formula retirement benefit will never be less than an annuity based on an amount equal to two times the total accumulation in your WRS employee account. In 2001, the University will contribute 3.9% (for calendar year 2001) of your salary into your retirement account and it will pay your 3.9% employee contribution. Your account draws interest at a rate determined by WRS investment returns.

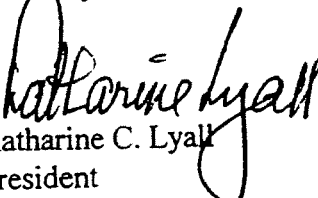
Federal law limits the amount of compensation that can be considered in the determination of benefits under a tax-qualified pension plan. In 2001, this limit is \$170,000 and it will increase to \$200,000 beginning January 1, 2002 with annual indexing in \$5,000 increments. For WRS purposes, contributions and benefits cannot reflect compensation in excess of the limit. The limit does not affect coverage available under the state group life insurance plan or the computation of sick leave credits used to fund post-retirement health insurance premiums.

The Wisconsin statutes require all chancellors, as public officials, to file Statements of Economic Interests with the State Ethics Board within 21 days following the date of appointment and each year thereafter. You will receive that form from the State Ethics Board shortly after you arrive in Green Bay. In addition, the Board of Regents is required by State Code to receive from each chancellor an annual statement of economic interests. The Secretary of the Board for filing distributes those statements by April 30 each year. You will have the option to complete and file that separate UW System Statement or send a copy of the Statement you file with the Ethics Board.

If you have any questions about your appointment terms or benefits package, please contact George Brooks, Associate Vice President for Human Resources, at 608-263-4385.

I am very pleased you have agreed to lead UW-Green Bay and join an esteemed group of chancellors leading our 14 other institutions. You will find no shortage of challenges but you will find your fellow chancellors and my System Administration team extremely helpful. I'm looking forward to working with you. Welcome to the UW System.

Sincerely,

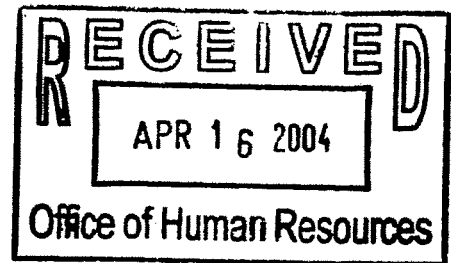

Katharine C. Lyall
President

cc: Senior Vice President Cora Marrett
Senior Vice President David Olien
Associate Vice President George Brooks
Vice Chancellor Tom Maki



Office of the President

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April 2, 2004

Dr. Linda Hunt Bunnell
3320 Camp Bowie Boulevard
Apt. 2206
Fort Worth, Texas 76107

Dear Linda:

At today's meeting, the University of Wisconsin System Board of Regents approved my recommendation to appoint you Chancellor of the University of Wisconsin-Stevens Point. I am delighted formally to confirm your appointment effective June 1, 2004 at an annual salary of \$172,500. We have asked the Provost to explore a possible tenure recommendation with the English department at UW-Stevens Point. I understand that a tenure folder has been created but I'm not sure the departmental faculty considers the folder complete. If additional information is needed, I'm sure the faculty will contact you.

Several aspects of your appointment should be noted briefly:

(1) In addition to your salary, you may serve on corporate boards and receive compensation for that service but you must confer with me (or my successor) before you make any such commitment to ensure no conflict of interest.

(2) You will receive a housing allowance payable on your monthly paycheck. The current allowance is \$1,629 per month and that allowance is increased each July based on the annual increase in the housing component of the CPI for the Milwaukee region over the prior two years.

(3) You will have an automobile assigned from the state fleet for your official use with any personal mileage reimbursed to UW-Stevens Point. Maintenance, fuel, and insurance are provided by the university.

(4) You will have an entertainment fund to assist you with official entertainment on campus and you may request funds from the University Foundation Account for entertainment uses not covered by the restricted allowance.

(5) The actual cost of moving your possessions from Fort Worth to Wisconsin will be reimbursed within state limits. Information regarding that reimbursement program is enclosed. If you have any questions regarding the moving expense program information, please contact Vice Chancellor Greg Diemer at 715-346-2641.

The Board of Regents hopes to obtain authorization to offer a deferred compensation package in the future. They will consider amending this contract if/when statutory authority is received.

According to Wisconsin statutes, your appointment as chancellor is a "limited appointment" in which you serve at the pleasure of the UW System President and the Board of Regents. In the

event you step down from the chancellorship and wish to take up faculty duties, your salary as a faculty member will be set by the UW System President, per Regents policy, within a range of the average salary for full professors in your tenure home department and 82% of your final salary as chancellor.

The UW System has an extensive benefits program that offers health, life, dental, disability, and other insurances as well as tax sheltered annuity options. State Group Health insurance available to faculty and staff in Portage County is offered through a Preferred Provider Plan (PPP) referred to as the State Standard Plan, a fee for service plan that provides freedom of choice among physicians and hospitals, or the State Maintenance Plan (SMP) in which participants select a primary care physician. Both health plans are administered by Blue Cross & Blue Shield United of Wisconsin. Your monthly premium will depend on the plan you select, \$100 per month for PPP or about \$18 per month for the SMP. In either case, the University will pick-up a substantial portion of the total premium from your first day of employment. Life insurance plans are available should you choose to enroll but there is one life insurance plan, the University Insurance Association Life insurance program, with coverage effective September 20, that is a mandatory condition of employment. The annual premium for this life insurance program is \$24. Your paid leave benefits (vacation, sick leave, and legal and personal holidays) are those established by the Board of Regents for unclassified staff in the UW System; 22 days of vacation, 9 paid legal holidays, and 4.5 personal holidays (one of them in recognition of Veterans Day) each fiscal year, and 22 days of sick leave for the first 18 months of employment and 1 day per month thereafter. Unused sick leave accumulates without limit and can be used to pay health insurance premiums upon retirement. I suggest that you get in touch with Cheryl Hasenohrl in the UW-Stevens Point Staff Benefits Office to go over the benefits package. Her phone number is 715-346-4677. A summary of the benefits plan for University Executives is attached for your information.

As a University Senior Executive, you participate in a separate retirement plan for State Executives. The Wisconsin Retirement System (WRS) pension plan is a defined benefit plan with a money purchase floor. A WRS formula annuity is based on the employee's average salary in the three highest years of service. Executive employees receive a monthly annuity equal to 2% of final average monthly salary for each year of executive service. The money purchase component guarantees that your formula retirement benefit will never be less than an annuity based on an amount equal to two times the total accumulation in your WRS employee account. In 2004, the University will contribute 2.6% (for calendar year 2004) of your salary into your retirement account and it will pay your 2.6% employee contribution. Your account draws interest at a rate determined by WRS investment returns. You may also choose to contribute to a number of Tax Sheltered Annuities (including TIAA) offered through our payroll deduction process.

Federal law limits the amount of compensation that can be considered in the determination of benefits under a tax-qualified pension plan. That limit is \$200,000 until July 1, 2004 when the limit will increase to \$205,000. For WRS purposes, contributions and benefits cannot reflect compensation in excess of the limit. The limit does not affect coverage available under the state group life insurance plan or the computation of sick leave credits used to fund post-retirement health insurance premiums.

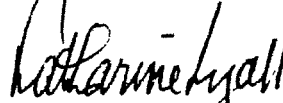
The Wisconsin statutes require all chancellors, as public officials, to file Statements of Economic Interests with the State Ethics Board within 21 days following the date of appointment and each year thereafter. The UW System Office of Human Resources is required to notify the State Ethics Board of your appointment and we will send you that Statement immediately upon your arrival on campus. In addition, the Board of Regents is required by State Code to receive from each

chancellor an annual statement of economic interests. The Secretary of the Board for filing distributes those statements by April 30 each year. You will have the option to complete and file that separate UW System Statement or send a copy of the Statement you file with the Ethics Board.

If you have any questions about your appointment terms or benefits package, please contact George Brooks, Associate Vice President for Human Resources, at 608-263-4385.

I am very pleased you have agreed to lead UW-Stevens Point and join an esteemed group of chancellors leading our 14 other institutions. You will find your fellow chancellors and my System Administration team eager to help. Welcome to the UW System.

Sincerely,

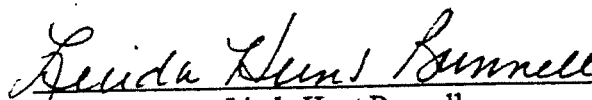

Katharine C. Lyall
President

Attachments

- cc: Senior Vice President David Olien
- Senior Vice President Cora Marrett
- Associate Vice President George Brooks
- Assistant Vice President Alan Crist
- Assistant Vice President Susan Chamberlain
- Vice Chancellor Greg Diemer

* * * * *

As indicated by the signature affixed in the space provided below, this is to indicate my acceptance of the terms and conditions of appointment as set forth above.


Linda Hunt Bunnell

April 7, 2004
Date

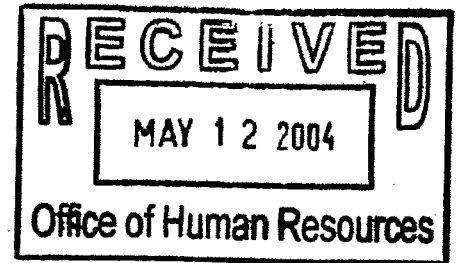
A copy of the signed acceptance may be mailed to the address above or faxed to 608-262-3985



Office of the President

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(608) 262-3985 Fax

email: klyall@uwsa.edu
website: <http://www.uwsa.edu>



May 7, 2004

Dr. Virgil C. Nylander
622 Sunset Lane
River Falls, WI 54022

Dear Virgil:

At today's meeting of the University of Wisconsin System Board of Regents, I received authorization to appoint you Interim Chancellor of the University of Wisconsin-River Falls. I am delighted formally to confirm your appointment effective June 1, 2004, at an annual salary rate of \$164,686. Like your previous appointment as Vice Chancellor for Administration and Finance, your appointment as Interim Chancellor is a "limited appointment" in which you serve at the pleasure of the UW System President and the Board of Regents. I anticipate you will need to serve in this "interim" status for at least one year, until the search for a new chancellor is completed and a permanent successor begins.

Several aspects of your appointment should be noted briefly:

1. In addition to your salary, you may serve on corporate boards and receive compensation for that service but you must confer with me (or my successor) before you make any such commitment to ensure no conflict of interest.
2. You will receive a housing allowance payable on your monthly paycheck. The current allowance is \$1,629 per month for 2003-04 and the allowance for 2004-05 will be determined in July.
3. You will have an automobile assigned from the state fleet for your official use with any personal mileage reimbursed to UW-River Falls. Maintenance, fuel, and insurance are provided by the university.
4. You will have an entertainment fund to assist you with official entertainment on campus and you may request funds from the University Foundation Account for entertainment uses not covered by the restricted allowance.

Your fringe benefits package is similar to what you received as Vice Chancellor, but your status as an annuitant from the Wisconsin Retirement System poses some additional choices for you.

Your paid leave benefits (vacation, sick leave, and legal and personal holidays) are those established by the Board of Regents for unclassified staff in the UW System; that is 22 days of vacation, 9 paid legal holidays, and 4 ½ personal holidays each fiscal year. Those paid leave

benefits are administered on a fiscal year basis, beginning July 1, 2004. You will earn 1.83 days of vacation for June 2004 and if you don't use that time during June, you can carry the unused earned vacation into next fiscal year. You will also receive one day of personal holiday credits for June because the Regents just recently granted to all unclassified appointees an additional personal holiday in honor of Veterans Day. You need to use that personal holiday in June because it cannot be carried into next fiscal year. Your other personal holiday credits (3 ½ days) for 2003-04 were either used previously or paid to you at the time you retired. Your sick leave benefit is dependent on your decision to retain your WRS annuitant status or return to active participant status. When you left the UW System as a retiree, your sick leave account was converted to a credit to pay health insurance premiums. That means we cannot restore your sick leave account. If you choose to return to active status, you will earn sick leave benefits at the rate of one day per month. Any unused sick leave credits will accumulate and if you retire, those credits will be converted to a credit value and added to your current sick leave conversion credit account to cover health insurance premiums when you return to annuitant status. If you choose to continue as an annuitant, you will be awarded one day of sick leave each month but it will be non-cumulative. If you don't use those sick leave credits before your interim appointment expires, they will not be paid or added to your conversion credits account to pay health insurance premiums.

Other fringe benefits, including health, life, dental, disability, and other insurance for you and your family, and the University's premium contributions (if any) are dependent on your annuitant or active participant status under the WRS. If you remain an annuitant and continue health insurance coverage, premiums will continue to be paid from your sick leave conversion account. If you return to active participant status, the UW System will pay the usual employer share of the premium for the health insurance plan you select. You can take advantage of our tax sheltered annuity options and other voluntary benefit plans irrespective of your retirement status.

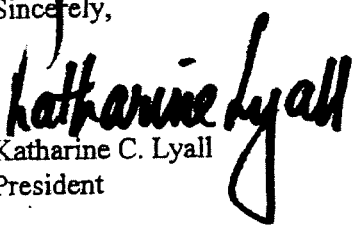
Within 10 days of your appointment you must notify the Department of Employee Trust Funds, on a form your benefits office will provide to you, whether you wish to continue as a WRS annuitant. If you choose to stop your annuity and return to active participant status, your official title of Chancellor will make you a participant in the special retirement plan for State Executives. Executive employees receive a monthly annuity equal to 2% of final average monthly salary for each year of executive service. As a Chancellor, the university will contribute 2.6% (for calendar year 2004) of your salary into your retirement account and it will pay your 2.6% employee contribution. Your account draws interest at a rate determined by WRS investment returns.

The Wisconsin statutes require all chancellors, as public officials, to file Statements of Economic Interests with the State Ethics Board within 21 days following the date of appointment and each year thereafter. The UW System Office of Human Resources is required to notify the State Ethics Board of your appointment and we will send you that Statement immediately upon your return to campus. In addition, the Board of Regents is required by State Code, to receive from each chancellor an annual statement of economic interests. The Secretary of the Board for filing distributes those statements by April 30 each year. You will have the option to complete and file that separate UW System Statement or send a copy of the Statement you file with the Ethics Board.

If you have any questions about your appointment terms, please contact George Brooks, Associate Vice President for Human Resources, at 608-263-4385. It is very important that you meet with Joy DeWyre in the UW-River Falls Staff Benefits Office to ensure that all necessary benefit status decisions are made in a timely manner.

We are all so very pleased that you accepted this appointment. The campus needs you during this very difficult time. Your loyalty and devotion to the UW System in general and to UW-River Falls in particular, is deeply appreciated. We certainly wish we could have lured you out of your well-deserved retirement under better circumstances.

Sincerely,


Katharine C. Lyall
President

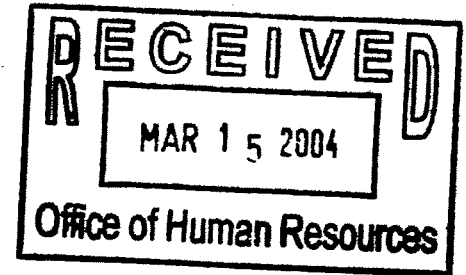
cc: Senior Vice President David Olien
Associate Vice President George Brooks
Assistant Vice President Sue Chamberlain
Assistant Vice President Alan Crist
Vice Chancellor Mary Halada
Joy DeWyre



Office of the President

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website: <http://www.uwsa.edu>



March 5, 2004

Dr. Carlos E. Santiago
3323 East Old State Road
Schenectady, NY 12303

Dear Carlos:

At today's meeting, the University of Wisconsin System Board of Regents approved my recommendation to appoint you Chancellor of the University of Wisconsin-Milwaukee. I am delighted formally to confirm your appointment effective July 15, 2004 at an annual salary of \$250,000. At campus recommendation, a faculty appointment as Professor of Economics with tenure at the University of Wisconsin-Milwaukee in the Department of Economics has been granted to you by the Board of Regents.

Several aspects of your appointment should be noted briefly:

(1) The Regents Resolution approving your appointment provides that you "shall be permitted to enter into a contract with the University of Wisconsin-Milwaukee Foundation for the provision of personal services in conjunction with a capital campaign to be undertaken by the Foundation, which services substantially exceed the traditional fundraising duties of the Chancellor's position." If you enter into that personal services contract as allowed and anticipated, neither the Regents nor I will be party to that agreement as it will be between you and the UW-Milwaukee Foundation. However, to ensure that the services you provide under that contract do not interfere with your responsibilities as Chancellor, I expect you to give me regular updates on the nature of those services and the time demands required to exercise them. Because your university fringe benefits are based on your status as a University Senior Executive, your fringe benefits package will not be affected by the personal services contract. You may wish to consult with your personal legal counsel, tax experts, and investment counselors regarding your responsibility for any tax or other liabilities associated with that contract.

(2) In addition to your salary, I will allow you to serve on corporate boards and receive compensation for that service but I expect you to confer with me before you make any such commitment.

(3) If you decide to find your own residence instead of using the Chancellor's residence, you will receive a housing allowance, currently set at \$1,629 per month for 2003-04. The increase in housing allowance effective July 1, 2004, has not yet been determined.

(4) You will have an automobile assigned from the state fleet for your official use with any personal mileage reimbursed to UW-Milwaukee.

(5) You will have an entertainment fund to assist you with official entertainment on campus and you may request funds from the University Foundation Account for entertainment uses not covered by the restricted allowance.

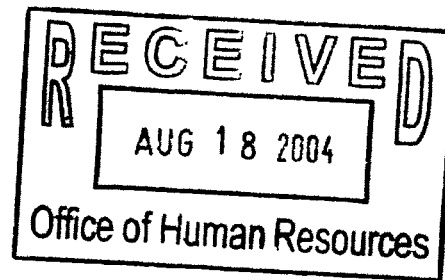
(6) I have asked UW-Milwaukee to consider Azara for an appropriate faculty or instructional academic staff position in her discipline. I will also offer Azara a formal appointment as an unpaid



Board of Regents

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website: http://www.uwsa.edu



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Madison 53701-1497

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Beth Richlen
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Madison 53703

Peggy Rosenzweig
6236 Upper Parkway North
Wauwatosa 53213

Jesus Salas
2019 E. Oklahoma Ave.
Milwaukee 53207

SECRETARY

Judith A. Temby
1860 Van Hise Hall
1220 Linden Dr.
Madison 53706

July 29, 2004

Dr. Kevin P. Reilly
5325 Comanche Way
Madison, Wisconsin 53704

Dear Kevin:

Today the Special Regent Committee for UW System President Selection made a unanimous recommendation to the Board of Regents that you be appointed President of the University of Wisconsin System. By action of the Board without dissent, I am pleased to offer you the opportunity to serve the University of Wisconsin System as the sixth University of Wisconsin System President. You will assume the position on September 1, 2004.

The terms and conditions of this appointment are in accordance with current state laws and university policies. The state Legislature has introduced changes to state employment laws in the past and is likely to do so in the future. Should any laws be enacted that invalidate any provision herein, such invalidation of such part or provision shall not invalidate the remaining portions hereof. The terms and conditions of employment as UW System President are as follows:

- 1. Appointment Status.**
Your appointment as President is a limited appointment under s. 36.17 *Wis. Stats.*, in which you serve at the pleasure of the Board of Regents.
- 2. Back-up Appointment.**
A back-up appointment to a non-renewable, two-year, fixed term academic staff position as a Regent Professor accompanies this appointment and it will be available at the conclusion of your term as President. The duties and salary of a Regent Professor will be determined by the Board at the time of the assignment.
- 3. Salary.**
Your full-time annual base salary as President is set at \$320,000 for fiscal year 2004-05. Future salary increases will be awarded in compliance with state statutes and Regent Policy Document 94-4, the Senior Executive Salary Policy.

4. Additional Compensation.

You are allowed to receive outside compensation for service on corporate boards of directors with the advance approval of the President of the Board of Regents. Time devoted to such activity shall not exceed 20 (twenty) work days in a calendar year unless such time is charged to vacation or personal holiday credits.

5. Sabbatical Leave.

After completion of five years as President, the Board would consider a request for leave with pay for the purpose of professional development. The terms of such professional development leave will be subject to approval by the Board of Regents.

6. Housing.

As a condition of your employment, you are required to live in Brittingham House, the official university residence of the UW System President, so long as you hold the position of President and for so long as the building remains suitable for the intended purpose. This condition of employment does not require you to sell or otherwise dispose of your current residence if you choose to retain ownership of such property.

7. Automobile Allowance.

This appointment does not entitle the President to a university vehicle. Instead, you will receive a monthly automobile allowance of \$700 and that amount will be reviewed annually. This allowance is subject to state and federal income taxes and does not contribute toward your retirement income. You may claim reimbursement for your business miles driven under state travel regulations that apply to all other state and university employees.

8. Parking.

You will have a reserved parking space in the Van Hise Hall garage and like other UW-Madison faculty and UW System officers, you will be expected to pay for the assigned space. The annual (September 1 through August 31) parking fee is taken pre-tax as a payroll deduction in nine monthly installments beginning with the September payroll paid October 1 and ending with the May payroll paid June 1. The parking rate for reserved parking stalls in the Van Hise Hall garage for the 2004-05 parking year is \$1,015 payable in nine installments of \$112.78 each.

9. Entertainment Responsibilities.

As President you will be expected to entertain friends and guests of the UW System at Brittingham House and other university venues. A UW System Foundation account is used to cover miscellaneous expenses and gifts not covered by state regulations. In addition, we will seek to obtain membership for you at the Madison Club so that you might entertain university guests. The membership fee at the Madison Club will be paid by the UW System Foundation account and it will not be considered taxable income provided more than 50% (fifty percent) is business use.

10. Spousal Appointment.

The President's spouse does not receive a paid appointment. Instead, Kate can be granted a formal unpaid appointment as a member of the academic staff. This spousal appointment as Associate of the President recognizes the unique public service responsibilities of the spouse that may require use of campus facilities, equipment and vehicles in order to discharge those duties. Such appointment does not prevent Kate from continuing her academic staff appointment if she so desires.

11. Moving Expenses.

Any cost of moving personal effects from your current residence to Brittingham House will be paid by the UW System.

12. Staff Benefits.

State statutes and Board of Regents policy establish your fringe benefits. Your paid leave benefits (vacation, sick leave, and legal and personal holidays) are identical to the paid leave benefits you received as Chancellor. Your unused 2004-05 paid leave benefits will be transferred from UW-Extension to UW System Administration. That is also true for your insurance benefits. However, your retirement benefit will be subject to a federal compensation limit. Effective July 1, 2004 that federal compensation limit is \$205,000. For Wisconsin Retirement System purposes, contributions and benefits cannot reflect compensation in excess of that limit. In calendar year 2004, the University will contribute 2.6% of salary to your retirement account and it will pay your 2.6% employee contribution, up to the federal law limit of compensation that can be considered in the determination of benefits under a tax-qualified pension plan. The limit does not affect coverage available under the state group life insurance plan or the computation of sick leave credits used to fund post-retirement health insurance premiums.

13. Statement of Economic Interests.

The Wisconsin statutes require the President, as a public official, to file Statements of Economic Interests with the State Ethics Board within 21 days following the date of appointment and each year thereafter. The UW System Office of Human Resources is required to notify the State Ethics Board of your appointment and that office will ask the Ethics Board if the statement you just filed this past spring as Chancellor will meet the filing requirements as President this year. The Board of Regents is required by State Code to receive from the President an annual statement of economic interests and for this year the statement you have filed is sufficient for our purposes.

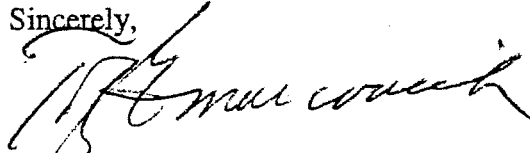
14. Duties and Responsibilities.

The duties and responsibilities of the President are identified in Chapter 36 of the Wisconsin Statutes and the Bylaws of the Board of Regents. You are expected to fully and faithfully carry-out those responsibilities and employ sufficient numbers of officers and staff in System Administration to fulfill those duties. Under various Regent Policy Documents you have extensive delegated authority to enable you to administer the UW System under Board policies. The fifteen UW System institution

Chancellors are under the coordinating direction of the President and they are accountable and report to you and the Board. Your performance will be reviewed each spring by the Regent President and you will be expected to annually review the performance of each Chancellor, System Administration Senior Executives and others who report directly to you and share those assessments with the Regents when requested.

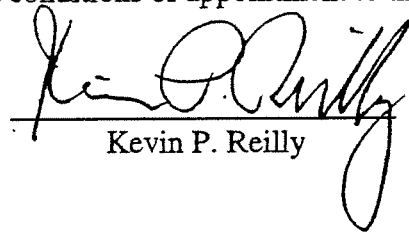
I am extremely pleased that you have agreed to serve as the sixth President of this great University of Wisconsin System.

Sincerely,



Toby E. Marcovich
President

I accept the terms and conditions of appointment to the position of President of the University of Wisconsin System.


Kevin P. Reilly

Aug. 3, 2004
Date

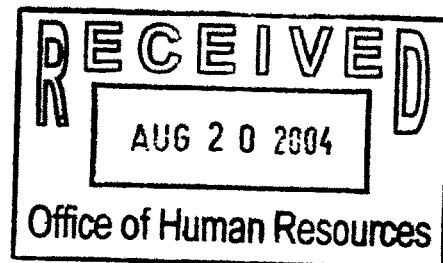


Office of the President

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August 19, 2004

Dr. Margaret Cleek
University of Wisconsin Colleges
780 Regent Street
P.O. Box 8680
Madison, Wisconsin 53708-8680

Dear Margaret:

At today's meeting of the University of Wisconsin System Board of Regents, I received authorization to appoint you Interim Chancellor of the University of Wisconsin Colleges. I am delighted formally to confirm your appointment effective August 15, 2004, at an annual salary of \$164,686. Like your Provost and Vice Chancellor appointment, your appointment as Interim Chancellor is a "limited appointment" in which you serve at the pleasure of the UW System President and the Board of Regents. Also, the Regents authorized me to begin the process of finding a new Chancellor and for the duration of this sometimes lengthy process, I expect you to serve in this "interim" status until the search process is completed, and a permanent successor begins.

As Provost and Vice Chancellor, your status as a University Senior Executive has determined your fringe benefits. None of those benefits will change as a result of this interim appointment. However, there are other aspects of holding the office of Chancellor that should be noted briefly:

(1) In addition to your salary, I will allow you to serve on corporate boards and receive compensation for that service, but I expect you to confer with the President before you make any such commitment.

(2) You will receive a housing allowance, set at \$1,668 per month for 2004-05.

(3) You will receive an automobile allowance, set at \$700 per month, which will be reviewed annually. You may claim reimbursement for your business miles driven just like any other state and university employee.

(4) You will have a restricted entertainment fund to assist you with official entertainment activities and you may request funds from the University of Wisconsin Colleges Foundation for entertainment uses not covered by the restricted allowance.

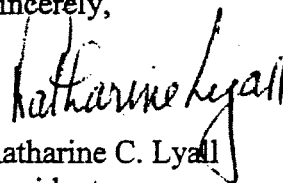
The Wisconsin statutes require all "public officials" to file Statements of Economic Interests with the State Ethics Board within 21 days following the date of appointment and each year thereafter. You have been subject to that requirement as Provost and Vice Chancellor, so we'll advise the Ethics Board that your title has changed and ask them to

honor the statement you have on file. Additionally, the Board of Regents is required by State Code to receive from each chancellor an annual statement of economic interests. You have a Statement already on file with the Board of Regents office. Therefore, you need not file a new Statement with the Board.

If you have any questions about your appointment terms or benefits package, please contact George Brooks, Associate Vice President for Human Resources, at 608-263-4385.

Thanks, Margaret, for agreeing to serve UW Colleges in this capacity. I'm very confident that your experience and devotion to the UW Colleges mission will serve you well as you lead your institution through this transition period.

Sincerely,



Katharine C. Lyall
President

cc: Senior Vice President Cora Marrett
Senior Vice President David Olien
Associate Vice President George Brooks ✓
Vice Chancellor Steven Wildeck



Office of the President

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email: kreilly@uwsa.edu
website: <http://www.uwsa.edu>

September 14, 2004

Dr. Marvin Van Kekerix
6 Yellowstone Ct
Madison, WI 53705-4209

Dear Marv:

At last Friday's meeting of the University of Wisconsin System Board of Regents I received authorization to appoint you Interim Chancellor of the University of Wisconsin-Extension. I am delighted formally to confirm your appointment effective September 1, 2004, at an annual salary of \$164,686. Like your Provost and Vice Chancellor appointment, your appointment as Interim Chancellor is a "limited appointment" in which you serve at the pleasure of the UW System President and the Board of Regents. Also, the Regents authorized me to begin the process of finding a new Chancellor and for the duration of this sometimes lengthy process, I expect you to serve in this "interim" status until the search process is completed, and a permanent successor begins.

As Provost and Vice Chancellor, your status as a University Senior Executive has determined your fringe benefits. None of those benefits will change as a result of this interim appointment. However, there are other aspects of holding the office of Chancellor that should be noted briefly:

- (1) In addition to your salary, I will allow you to serve on corporate boards and receive compensation for that service but I expect you to confer with me before you make any such commitment.
- (2) You will receive a housing allowance, set at \$1,668 per month for 2004-05.
- (3) You will receive an automobile allowance, set at \$700 per month that will be reviewed annually. You may claim reimbursement for your business miles driven just like any other state and university employee.

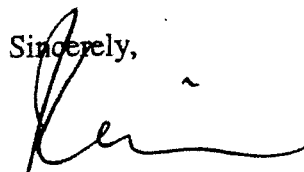
The Wisconsin statutes require all "public officials," to file Statements of Economic Interests with the State Ethics Board within 21 days following the date of appointment and each year thereafter. You have been subject to that requirement as Provost and Vice Chancellor, so we'll advise the Ethics Board that your title has changed and ask them to honor the statement you have on file. Additionally, the Board of Regents is required by State Code to receive from each chancellor an annual statement of economic interests. You have a Statement already on file with the Board of Regents office. Therefore, you need not file a new Statement with the Board.

Dr. Marvin Van Kekerix
September 14, 2004
Page Two

If you have any questions about your appointment terms or benefits package, please contact George Brooks, Associate Vice President for Human Resources, at 608-263-4385.

Thanks Marv, for agreeing to serve UW-Extension in this capacity. I'm very confident that your experience and devotion to the UW-Extension mission will serve you well as you lead your institution through this transition period.

Sincerely,



Kevin P. Reilly
President

*all good luck
in your new
role, Marv.*

cc: Senior Vice President Cora Marrett
Senior Vice President David Olien
Associate Vice President George Brooks
Interim Vice Chancellor Sue Schymanski

member of the academic staff with the title of Associate of the Chancellor. This spousal appointment recognizes that she will have unique public service responsibilities on behalf of the University that may require the use of campus facilities, equipment, and vehicles in order to discharge appropriately the duties associated with the status of chancellor's spouse. Accepting appointment as Associate of the Chancellor does not prevent Azara from pursuing other paid employment if she desires.

(7) The actual cost of moving your possessions from New York to Wisconsin will be reimbursed within state limits. Information regarding that reimbursement program is enclosed. If you have questions regarding the moving expense program information, please contact Interim Vice Chancellor for Administrative Affairs Monica Rimai at 414-229-4461.

According to Wisconsin statutes, your appointment as Chancellor is a "limited appointment" in which you serve at the pleasure of the UW System President and the Board of Regents. However, your tenured faculty appointment does provide a continued employment opportunity. In the event you step down from the chancellorship and wish to take up faculty duties, your salary as a faculty member will be set by the UW System President, per Regents policy, within a range of the average salary for full professors in the Department of Economics and 82% of your final salary as chancellor.

The UW System has an extensive benefits program that offers health, life, dental, disability, and other insurances for you and your family as well as tax sheltered annuity options. State Group Health insurance and State Group Life insurance plans available to you are the standard plans available to all faculty and staff of the UW System. Depending on the health insurance plan you select, you will be expected to pay a small part of the total premium. The University will pay the very large employer share of the premium from your first plan coverage date. In addition, participation in the University Insurance Association Life insurance program is a mandatory condition of employment. The annual premium for this life insurance program is \$24 for coverage beginning September 20 each year. Your paid leave benefits are those established by the Board of Regents for unclassified staff in the UW System; 22 days of vacation, 9 paid legal holidays, and 3.5 personal holidays each fiscal year. In addition, you receive 22 days of sick leave for the first 18 months of employment and 1 day per month thereafter. Unused sick leave accumulates without limit and can be used to pay health insurance premiums upon retirement. I suggest you get in touch with the UW-Milwaukee Staff Benefits Office to go over the benefits package. A summary of the benefits plan for University Executives is attached for your information.

As a University Senior Executive, you participate in a separate retirement plan for State executives. The Wisconsin Retirement System (WRS) pension plan is a defined benefit plan with a money purchase floor. A WRS formula annuity is based on the employee's average salary in the three highest years of service. Executive employees receive a monthly annuity equal to 2% of final average monthly salary for each year of executive service. The money purchase component guarantees that your formula retirement benefit will never be less than an annuity based on an amount equal to two times the total accumulation in your WRS employee account. In 2004, the University will contribute 2.6% of your salary to your retirement account up to the federal law limit of compensation that can be considered in the determination of benefits under a tax-qualified pension plan (\$205,000 effective July 1, 2004) and it will pay your 2.6% employee contribution. Your WRS account will draw interest as determined by WRS investment returns.

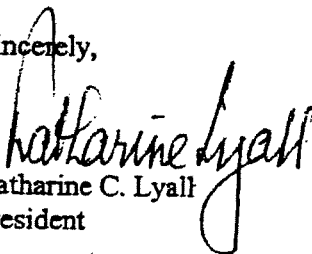
The Wisconsin statutes require all chancellors, as public officials, to file Statements of Economic Interests with the State Ethics Board within 21 days following the date of appointment and each year thereafter. The UW System Office of Human Resources is required to notify the State Ethics Board of your appointment and we will send you that Statement immediately upon your arrival on campus. In addition, the Board of Regents is required by State Code to receive from each chancellor an annual

statement of economic interests. The Secretary of the Board distributes those statements for filing by April 30 each year. You will have the option to complete and file that separate UW System Statement or send a copy of the Statement you file with the Ethics Board.

If you have any questions about your appointment terms or benefits package, please contact George Brooks, Associate Vice President for Human Resources, at 608-263-4385.

Carlos, I am very pleased you have agreed to lead UW-Milwaukee and join an esteemed group of chancellors leading our 14 other institutions. You will find your fellow chancellors and my System Administration team eager to help. Welcome to the UW System.

Sincerely,


Katharine C. Lyall
President

Attachments

cc: Senior Vice President Olien
Senior Vice President Marrett
Associate Vice President Brooks
Board of Regents Secretary Temby
Interim Vice Chancellor Rimai

*I accept the terms of
this appointment.*

*Cal E. Sattig
March 10, 2004*



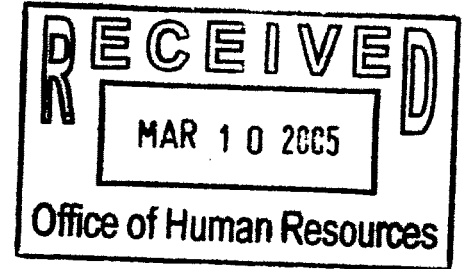
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website: http://www.uwsa.edu

Handwritten note:
F - uwsa Eau Claire

February 24, 2005



Dr. Vicki Lord Larson
3003 Putnam Glen Place
Eau Claire, WI 54701

Dear Vicki:

At the February meeting of the University of Wisconsin System Board of Regents, I received authorization to appoint you Interim Chancellor of the University of Wisconsin-Eau Claire. I am delighted formally to confirm your appointment effective March 7, 2005, at an annual salary rate of \$168,622. Your appointment as Interim Chancellor is a "limited appointment" in which you serve at the pleasure of the UW System President and the Board of Regents. You will need to serve in this "interim" status until the search for a new chancellor is completed and a permanent successor begins. That might be expected to be through June 2006.

Several aspects of your appointment should be noted briefly:

1. In addition to your salary, you may serve on corporate boards and receive compensation for that service but you must confer with me (or my successor) before you make any such commitment to ensure no conflict of interest.
2. You will receive a housing allowance payable on your monthly paycheck. The current allowance is \$1,668 per month for 2004-05 and the allowance for 2005-06 will be determined in July.
3. You will receive an automobile allowance, set at \$700 per month, which will be reviewed annually. You may also claim reimbursement for business miles driven just like any other state and university employee.
4. You will have an entertainment fund to assist you with official entertainment on campus and you may request funds from the University Foundation Account for entertainment uses not covered by the restricted allowance.
5. I respect your need to honor a prior contractual agreement to conduct a workshop March 16 through 18. In order to avoid any conflict of interest, I expect you to use your paid leave credits for those three days.

Your fringe benefits package is similar to what you received as Vice Chancellor, but your status as an annuitant from the Wisconsin Retirement System poses some additional choices for you.

Your paid leave benefits (vacation, sick leave, and legal and personal holidays) are those established by the Board of Regents for unclassified staff in the UW System; that is 22 days of vacation, 9 paid legal holidays, and 4 ½ personal holidays each fiscal year. Those paid leave benefits are administered on a fiscal year basis, beginning July 1, 2004. You will earn 7.32 days of vacation for March - June 2005 and if you don't use that time by the end of June, you can carry the unused earned vacation into next fiscal year. You will also receive 4 ½ days of personal holiday credits. You need to use that personal holiday by the end of June because it cannot be carried into next fiscal year. Your sick leave benefit is dependent on your decision to retain your WRS annuitant status or return to active participant status. When you left the UW System as a retiree, your sick leave account was converted to a credit to pay health insurance premiums. That means we cannot restore your sick leave account. If you choose to return to active status, you will earn sick leave benefits at the rate of one day per month. Any unused sick leave credits will accumulate and if you retire, those credits will be converted to a credit value and added to your current sick leave conversion credit account to cover health insurance premiums when you return to annuitant status. If you choose to continue as an annuitant, you will be awarded one day of sick leave each month but it will be non-cumulative. If you don't use those sick leave credits before your interim appointment expires, they will not be paid or added to your conversion credits account to pay health insurance premiums.

Other fringe benefits, including health, life, dental, disability, and other insurance for you, and the University's premium contributions (if any) are dependent on your annuitant or active participant status under the WRS. If you remain an annuitant and continue health insurance coverage, premiums will continue to be paid from your sick leave conversion account. If you return to active participant status, the UW System will pay the usual employer share of the premium for the health insurance plan you select. You can take advantage of our tax sheltered annuity options and other voluntary benefit plans irrespective of your retirement status.

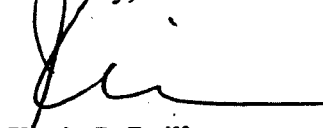
Within 10 days of your appointment you must notify the Department of Employee Trust Funds, on a form your benefits office will provide to you, whether you wish to continue as a WRS annuitant. If you choose to stop your annuity and return to active participant status, your official title of Chancellor will make you a participant in the special retirement plan for State Executives. Executive employees receive a monthly annuity equal to 2% of final average monthly salary for each year of executive service. As a Chancellor, the university will contribute 2.8% (for calendar year 2005) of your salary into your retirement account and it will pay your 2.8% employee contribution. Your account draws interest at a rate determined by WRS investment returns.

The Wisconsin statutes require all chancellors, as public officials, to file Statements of Economic Interests with the State Ethics Board within 21 days following the date of appointment and each year thereafter. The UW System Office of Human Resources is required to notify the State Ethics Board of your appointment and we will send you that Statement immediately upon your arrival on campus. In addition, the Board of Regents is required by State Code, to receive from each chancellor an annual statement of economic interests. The Secretary of the Board for filing distributes those statements by April 30 each year. You will have the option to complete and file that separate UW System Statement or send a copy of the Statement you file with the Ethics Board.

If you have any questions about your appointment terms, please contact George Brooks, Associate Vice President for Human Resources, at 608-263-4385. It is very important that you meet with Donna Weber in the UW-Eau Claire Personnel Office (715) 836-2513 or weberdj@uwec.edu to ensure that all necessary benefit status decisions are made in a timely manner.

We are all so very pleased that you accepted this appointment. The campus needs you during this time of transition. Your loyalty and devotion to the UW System in general and to UW-Eau Claire in particular, is deeply appreciated.

Sincerely,



Kevin P. Reilly
President

cc: Associate Vice President George Brooks
Assistant Vice President Sue Chamberlain
Assistant Vice President Alan Crist
Provost and Vice Chancellor Satz
Donna Weber

I agree to this contract.

Wicki Lord Larson

2-26-05