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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)

Present: (12) Representatives Kreibich, Ballweg, Underheim, Nass, Jeskewitz, Towns, Lamb, Shilling, Schneider, Black, Boyle and Molepske.

Absent: (0) None.

Moved by Representative Nass, seconded by Representative Lamb that **Assembly Bill 1068** be recommended for passage.

Ayes: (3) Representatives Kreibich, Nass and Lamb.

Noes: (9) Representatives Ballweg, Underheim, Jeskewitz, Towns, Shilling, Schneider, Black, Boyle and Molepske.

PASSAGE NOT RECOMMENDED, Ayes 3, Noes 9

May 4, 2006

Failed to pass pursuant to Senate Joint Resolution 1.

Brad Hub
Committee Clerk

Vote Record

Committee on Colleges and Universities

Date: 3/6

Moved by: NASS

Seconded by: Lamb

AB 1068 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:
- | | | | | |
|---------------------------------------|------------------------------------|---------------------------------------|---|--|
| <input type="checkbox"/> Passage | <input type="checkbox"/> Adoption | <input type="checkbox"/> Confirmation | <input type="checkbox"/> Concurrence | <input type="checkbox"/> Indefinite Postponement |
| <input type="checkbox"/> Introduction | <input type="checkbox"/> Rejection | <input type="checkbox"/> Tabling | <input type="checkbox"/> Nonconcurrence | |

<u>Committee Member</u>	<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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Representative Gregg Underheim	<input type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Representative Debra Towns	<input type="checkbox"/>	<input checked="" 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 checked="" type="checkbox"/>	<input 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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Representative Frank Boyle	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Representative Louis Molepske	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

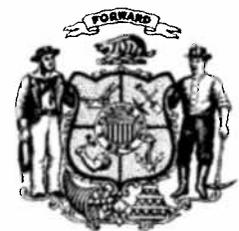
Totals: 3 9 _____ _____

Motion Carried

Motion Failed



WISCONSIN STATE LEGISLATURE



Hub, Brad

From: Minick, Wendy
Sent: Friday, March 03, 2006 4:05 PM
To: Hub, Brad
Subject: Tues hearing

Brad:

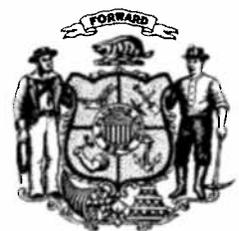
I see that you have our bill listed as eligible for Exec on Tuesday. We would appreciate it as we are having a struggle with Harsdorf wanting to exec Leibham's bill. Leadership would like the Assembly at the very least to be able to go on record as this being sound policy.

Can we count on Rob's support in execing the bill?

Wendy



WISCONSIN STATE LEGISLATURE



**Assembly Colleges and Universities Committee, AB 1068
225 Northwest, State Capitol, 9:30 a.m.
March 7, 2006**

Good morning Chairman Kreibich and committee members. I am Al Crist, Associate Vice President for Human Resources. With me today is Freda Harris, Associate Vice President for Budget and Planning at the University of Wisconsin System. We are here to speak against the restrictions on executive salaries and the nonresident tuition provisions proposed in AB 1068.

Last month the Board of Regents approved new salary ranges for senior executives to reflect current competitive market salaries for university leaders by collecting data from peer institutions as required by 20.923(4g) of the state statutes.

The Board of Regents endorsed the President of the System initiating a review of current chancellor salaries for equity and competitive factors. We are now finding that we must offer new chancellors considerable higher salaries than we are paying current chancellors. Pay plan increases have not kept up with the market for our leaders just as they have not kept pace with market salaries for our faculty and academic staff.

This bill, AB 1068, would limit the Regents ability to respond to conditions of equity adjustments, competitive offers, and recognition of exceptional merit.

Freda Harris will address Board of Regent action with regard to non-resident tuition and then we would be glad to answer any questions.

UNOFFICIAL TEXT

Chapter 20

Subch. X of Ch. 20

20.923

20.923(4g)



20.923(4g)



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

20.923(4g)(ae)



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

20.923(4g)(am)



(am) The positions assigned to university senior executive group 2 are the vice presidents of the University of Wisconsin System.

20.923(4g)(ar)



(ar) The positions assigned to university senior executive group 3 are the chancellors at the University of Wisconsin System campuses at Eau Claire, Green Bay, La Crosse, Oshkosh, Parkside, Platteville, River Falls, Stevens Point, Stout, Superior and Whitewater and the chancellors of the University of Wisconsin Colleges and the University of Wisconsin-Extension.

20.923(4g)(b)



(b) The position assigned to university senior executive group 4 is the vice chancellor who is serving as deputy at the University of Wisconsin-Milwaukee.

20.923(4g)(bm)



(bm) The positions assigned to university senior executive group 5 are the senior vice presidents of the University of Wisconsin System.

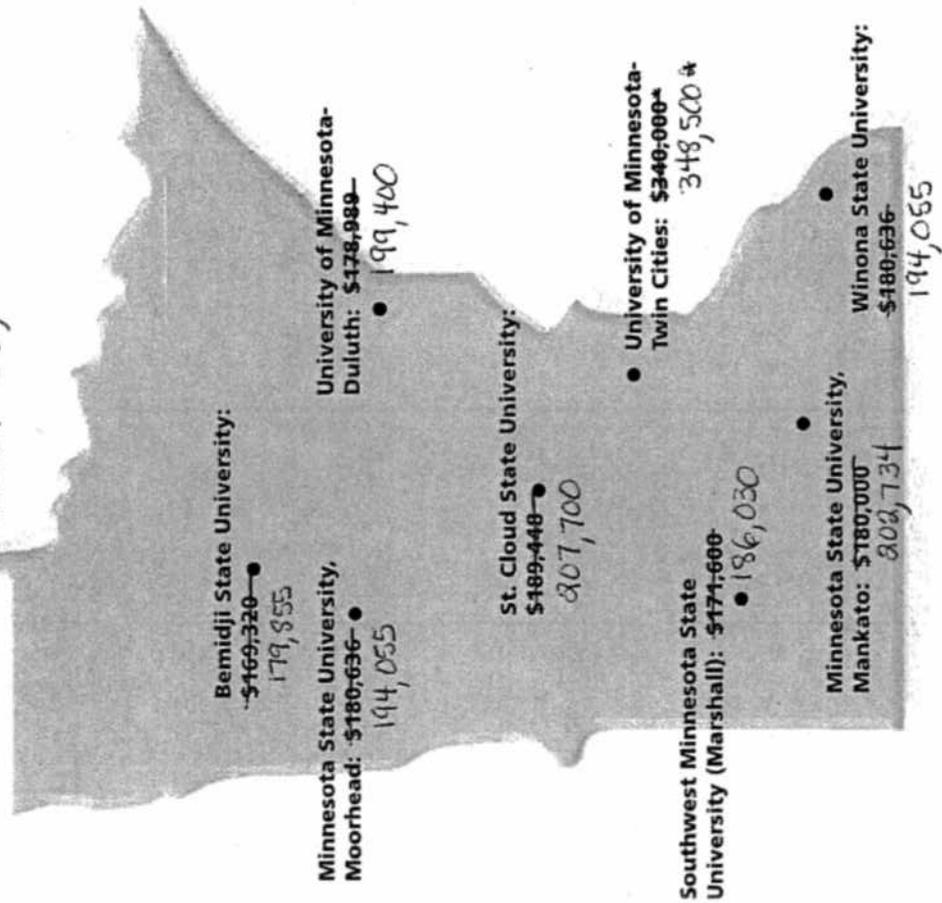
PUBLIC UNIVERSITY PRESIDENT/CHANCELLOR SALARIES

MINNESOTA		(2004-05)	(2004-05)	(2004)
		Salary	Enrollment	Enrollment
•	University of Minnesota-Twin Cities:	\$348,500*	32,457	160,797
•	University of Minnesota-Duluth:	\$199,400	9,144	40,309
•	Bemidji State University:	\$179,855	4,614	26,027
•	Minnesota State University, Mankato:	\$202,734	12,087	10,541
•	Minnesota State University, Moorhead:	\$194,055	7,044	5,455
•	Southwest Minnesota State University (Marshall):	\$186,030	2,900	8,501
•	St. Cloud State University:	\$207,700	14,513	11,059
•	Winona State University:	\$194,055	7,130	5,074
*Also University of Minnesota System President				6,182
				5,837
				8,711
				7,547
				2,804
				10,489
				12,261
WISCONSIN		(2005-06)	(2005-06)	(2004)
		Salary	Enrollment	Enrollment
•	UW System:	\$320,000		
•	UW-Madison:	\$306,043		
•	UW-Milwaukee	\$270,000		
•	UW-Eau Claire:	\$168,622		
•	UW-Green Bay:	\$168,622		
•	UW-La Crosse:	\$168,622		
•	UW-Oshkosh:	\$168,622		
•	UW-Parkside:	\$168,622		
•	UW-Platteville:	\$175,000		
•	UW-River Falls:	\$172,500		
•	UW-Stevens Point:	\$174,434		
•	UW-Stout:	\$168,622		
•	UW-Superior:	\$175,000		
•	UW-Whitewater:	\$175,000		
•	UW Colleges/UW-Extension	\$175,000		
ILLINOIS		(2004-05)	(2004-05)	(2004)
		Salary	Enrollment	Enrollment
•	University of Illinois System:	\$450,000		
•	University of Illinois at Urbana	\$350,000		
•	University of Illinois at Chicago	\$301,000		
•	University of Illinois at Springfield	\$230,625		
•	Eastern Illinois University (Charleston):	\$173,004		
•	Northeastern Illinois University (Chicago):	\$225,000		
•	Southern Illinois -Edwardsville	\$205,800		
•	Western Illinois University (Macomb):	\$225,000		
IOWA		(2004-05)	(2004-05)	(2004)
		Salary	Enrollment	Enrollment
•	University of Iowa (Iowa City):	\$302,050	20,487	47,082
•	Iowa State University (Ames):	\$307,912	22,999	28,750
•	University of Northern Iowa (Cedar Falls):	\$231,050	12,397	15,887
				2,445
				9,528
				8,674
				10,014
				11,033

Public University President / Chancellor Salary

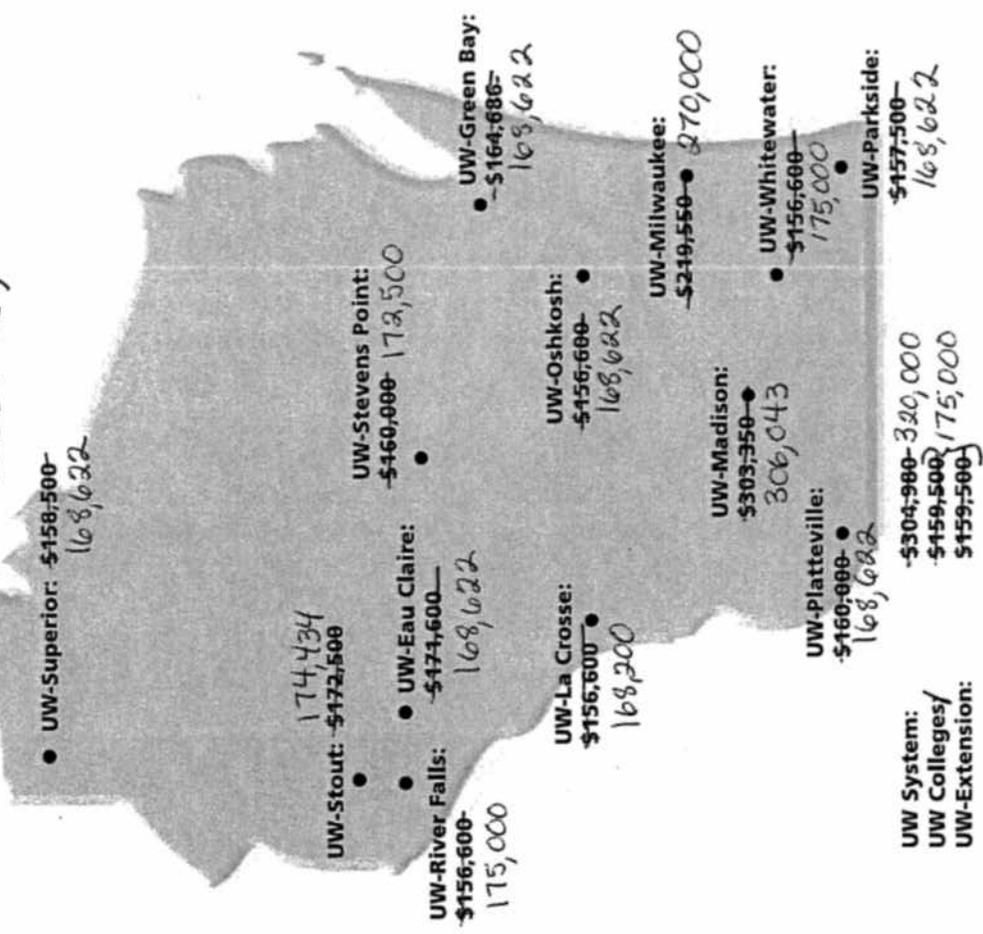
MINNESOTA

(2004-05)



WISCONSIN

(2005-06)

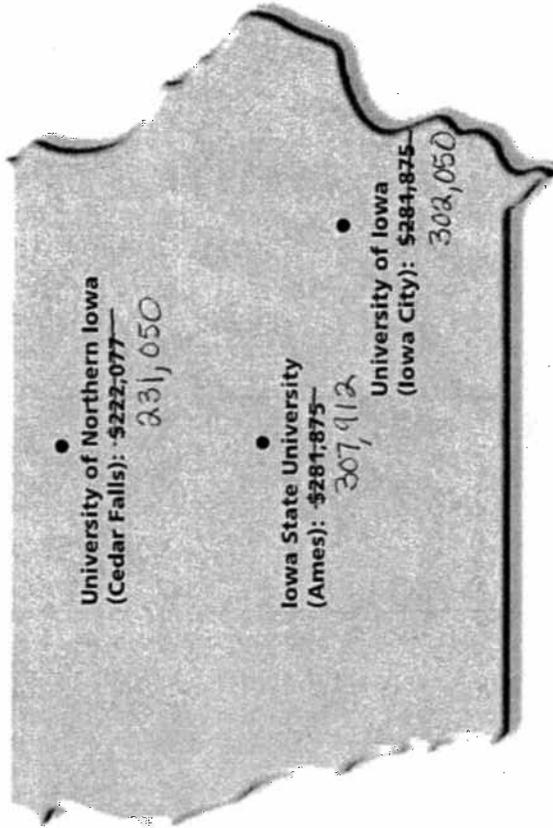


* Also University of Minnesota System President

Public University President / Chancellor Salary

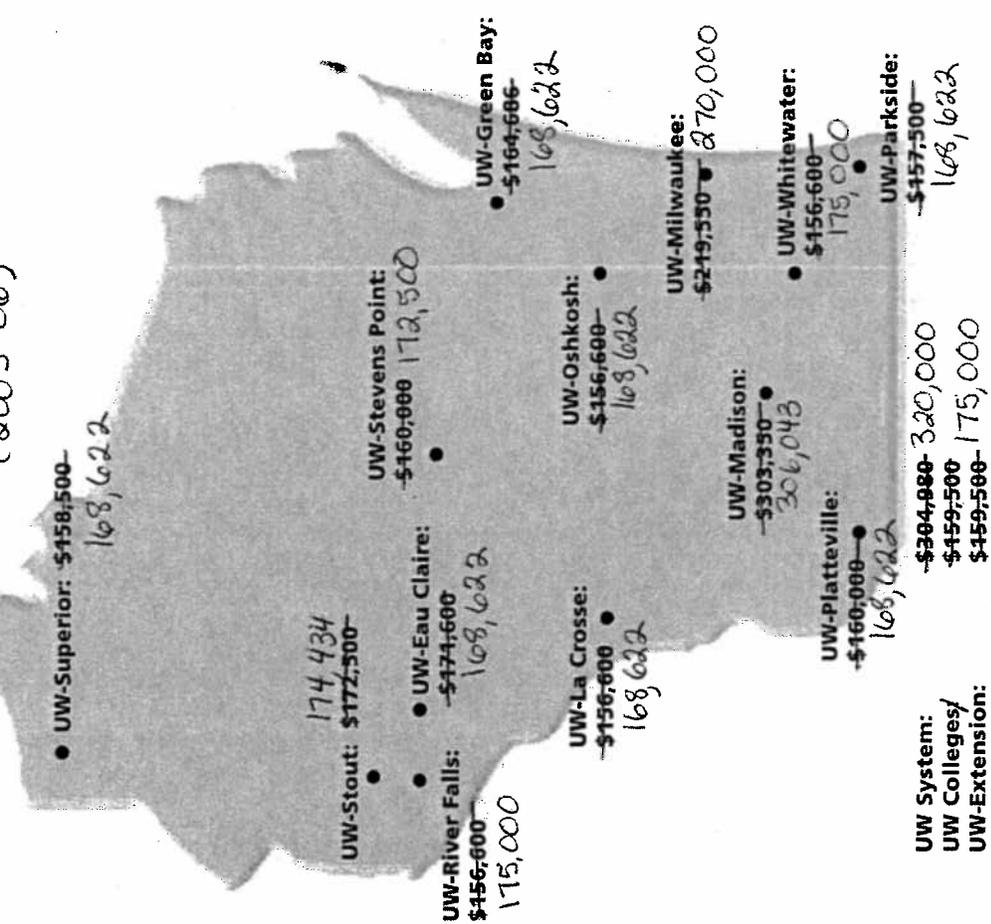
IOWA

(2004-05)



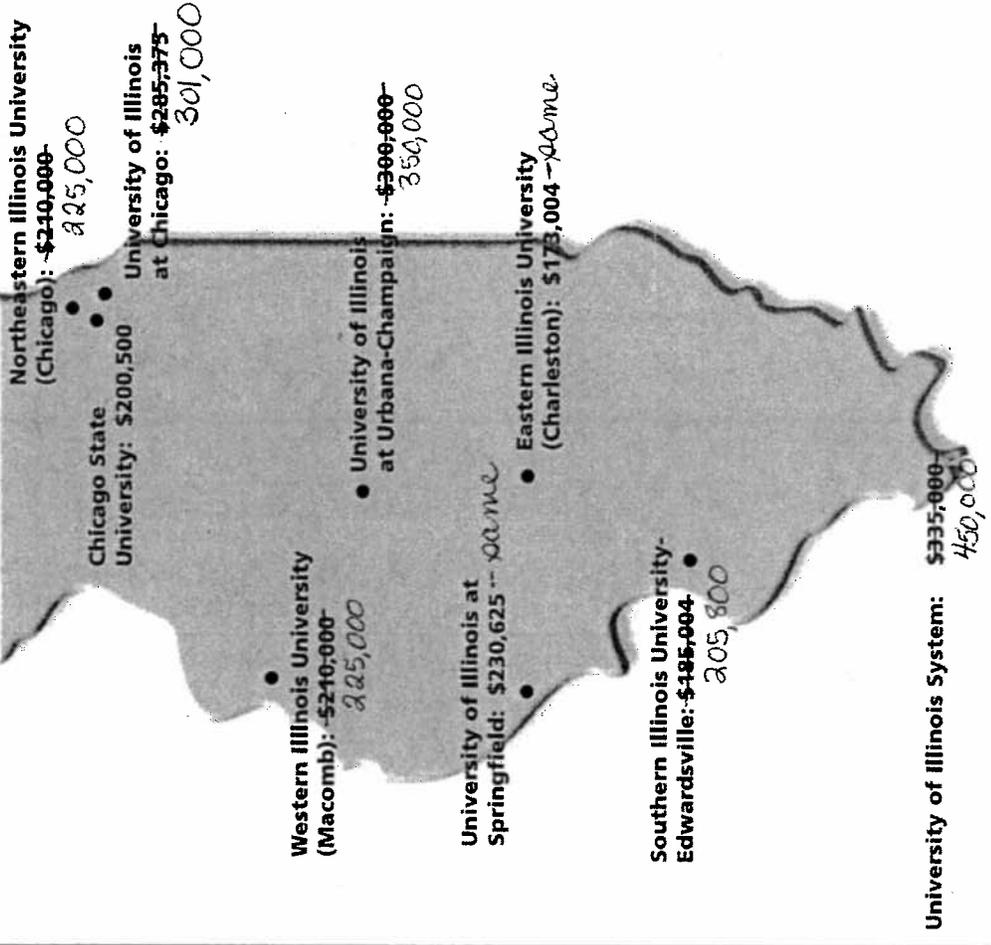
WISCONSIN

(2005-06)

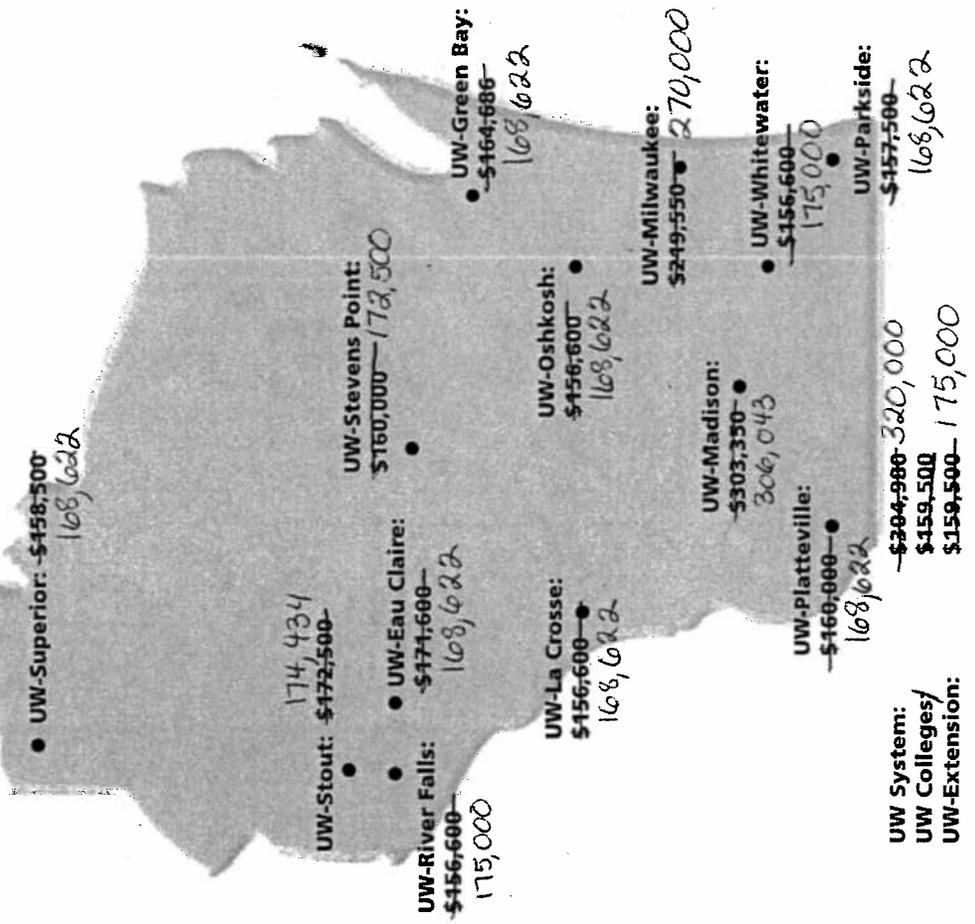


Public University President / Chancellor Salary

ILLINOIS (2004-05)



WISCONSIN (2005-06)



Public University President / Chancellor Salaries,

MINNESOTA

(2004-05)

	Salary	Enrollment
• University of Minnesota-Twin Cities:	348,500	32,457
• University of Minnesota-Duluth:	199,400	9,144
• Bemidji State University:	177,855	4,614
• Minnesota State University, Mankato:	203,134	12,087
• Minnesota State University, Moorhead:	194,055	7,044
• Southwest Minnesota State University (Marshall):	186,030	2,900
• St. Cloud State University:	207,700	14,513
• Winona State University:	194,055	7,130

• Also University of Minnesota System President

WISCONSIN

(2005-06)

	Salary	Enrollment
• UW System:	\$304,980	320,000
• UW-Madison:	\$303,350	306,043
• UW-Milwaukee:	\$249,550	370,000
• UW-Eau Claire:	\$174,600	168,622
• UW-Green Bay:	\$164,686	168,622
• UW-La Crosse:	\$156,600	168,622
• UW-Oshkosh:	\$157,500	168,622
• UW-Parkside:	\$160,000	168,622
• UW-Platteville:	\$156,600	175,000
• UW-River Falls:	\$160,000	174,500
• UW-Stevens Point:	\$172,500	174,434
• UW-Stout:	\$158,500	168,622
• UW-Superior:	\$156,600	175,000
• UW-Whitewater:	\$159,500	175,000
• UW Colleges:	\$159,500	175,000
• UW-Extension:		

IOWA

(2004-05)

	Salary	Enrollment
• University of Iowa (Iowa City):	303,050	20,487
• Iowa State University (Ames):	307,912	22,999
• University of Northern Iowa (Cedar Falls):	222,077	12,397

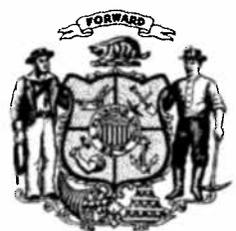
ILLINOIS

(2004-05)

	Salary	Enrollment
• University of Illinois System:	450,000	47,082
• University of Illinois at Urbana-Champaign:	\$325,000	28,750
• University of Illinois at Chicago:	\$300,000	15,887
• University of Illinois at Springfield:	\$285,375	2,445
• Chicago State University:	\$200,500	4,979
• Eastern Illinois University (Charleston):	\$173,004	9,528
• Northeastern Illinois University (Chicago):	\$140,000	8,674
• Southern Illinois University-Edwardsville:	\$105,000	10,014
• Western Illinois University (Macomb):	\$105,000	11,033



WISCONSIN STATE LEGISLATURE





Stephen L. Nass
Wisconsin State Representative

Testimony on 2005 Assembly Bill 1068
UW System Executive Salaries and Nonresident Tuition
March 7, 2006
Representative Steve Nass

Thank you Chairman Kreibich and committee members for this opportunity to testify on AB 1068. I will keep my comments brief to accommodate the tight schedule for today's meeting.

UW System Executive Salaries

On February 10, 2006, the UW Board of Regents approved new salary ranges for senior executives, including chancellors, which take effect on July 1, 2006. Following the action of the regents, the public relations staff at UW System quickly suggested that the pay increases would be minor by comparing the chancellors' current salaries to the new minimum level in each of the ranges that apply to chancellors.

The UW-Madison Chancellor and the UW-Milwaukee Chancellor are each in separate salary ranges. The remaining chancellors at out-state campuses are all in another pay range.

Using the UW's numbers, the pay raises chancellors would range from 0.6% to 4.4%. In dollar terms, the range of increases to get chancellors to the new minimum levels would be \$1,113 to \$7,491.

It is my contention that this spin from the UW System is intentionally misleading and aimed at hiding the levels of the pay increases that will occur in July. A time when the system officials hope that the public is too busy enjoying summer to notice.

First, the past practice of the UW System is to make every effort to place senior executives at or near the midpoint of newly adopted salary ranges. I believe the UW System will follow past practice by placing chancellors at or near the midpoint, thus causing the percentage increase in salaries to range from 11% to 16%. In dollar terms, the range of increases to get to the midpoint would be from \$20,681 to \$35,957.

Second, at the same meeting in February, the regents hired a new Chancellor for UW-Eau Claire with a start date of July 1, 2006. The new chancellor will receive a starting salary of \$180,000, clearly above the minimum level in the new salary range, but short of the midpoint. I would expect that the new chancellor

would be placed at a salary below that of the more senior chancellors, thus pointing to the likely placement of chancellors at or near the midpoint. I have attached a chart that puts all of the numbers in a format that is easy to visualize.

AB 1068 would prevent the Board of Regents from increasing the salary of any covered position by more than 5% through July 1, 2007. The covered positions in the system include: president, vice presidents, associate/assistant vice presidents, chancellors, assistant chancellors, vice chancellors, associate/assistant vice chancellors, administrative directors and associate directors.

The bill provides for up to a 5% pay increase, a level that permits increasing administrators to the UW System-stated goal of the minimum points in the new salary ranges. It also allows for the issue of larger pay increases for administrators to be addressed in the next biennial budget process commencing in February 2007.

Nonresident Tuition

At the last meeting of this committee, we received a briefing on the regents' decision to cut nonresident tuition by more than \$2,000 for the 2006-2007 academic year. To be brief, I won't cover the statistical information again that was discussed at the last meeting.

While the UW System claims that increases in nonresident tuition over the last few years have caused the decline in the number of nonresident students, their analysis fails to account for factors such as the value of the U.S. dollar on choices made by international students, the increased difficulties in obtaining a student visa since 9/11, and other states doing a better job to address the brain-drain from those home states.

AB 1068 prevents the UW System Board of Regents from lowering nonresident tuition below the levels used in the 2005-2006 academic year, through July 1, 2007. Again, this will allow the system to present this proposal as part of the biennial budget process.

If the case can be made for lowering nonresident tuition in the next budget period, then it should also be possible and incumbent on the legislature to adopt a cap or freeze on resident tuition at the same time. I supported Representative Kreibich's proposal during the last budget debate and stand prepared to support it again as a part of a package.

It will be easy for some to argue that this bill amounts to nothing more than legislative micromanagement of the UW System, but I strongly believe that holding all state agencies accountable is a part of our sworn duties as legislators. None of us would argue that reviewing administrative rules and requesting

changes in those rules is micromanagement. In reality, we debate the administrative tasks of state agencies in every administrative rule that is reviewed.

Several members of this committee and I have been on opposite sides of voting on state budgets. It can be easily proven that many state budgets have contained specific provisions that directly invoke legislative control over administrative functions within state agencies. It usually appears that type of micromanagement is all right when it earmarks dollars being spent in a particular way in a specific community. That is also micromanagement.

In the end, the members of the legislature are duly elected, and the legislature as a whole is granted significant powers over all aspects of state operations. In comparison, the members of the Board of Regents aren't elected to those positions and the public is helpless to hold them accountable, unless the Governor and the legislature utilize their oversight powers.

I would ask the committee members to consider AB 1068 as a positive and necessary part of our oversight duties. It's a reasonable response to the decisions of an important institution that is out of touch with the people of Wisconsin.

New Salary Ranges for UW Chancellors
Clarifying UW System Spin

Recently, the UW System provided some misleading information to the media on the new salary ranges for senior executives by suggesting that the covered individuals will be placed at the minimum salary levels when the new ranges take effect in July 2006. In fact, the UW System's standard practice is to place senior executives at or very near the midpoint of the salary range that covers a particular position. ***In February, the Board of Regents approved a new Chancellor for UW-Eau Claire with a starting salary of \$180,000, as of July 1, 2006. It doesn't seem plausible that chancellors with more seniority would be placed at the minimum of the new range and below or at the same level as the salary of a new chancellor.***

The chart below shows what may happen when Chancellors are placed in the new salary ranges in July 2006. *Salary information for the UW-Milwaukee Chancellor wasn't available for completion of this document.*

Additionally, the UW System spin suggests that a chancellor's placement in the new ranges will be based on merit. Well, just look at the current salary column to see for yourself that simply isn't the case. The chancellors at Milwaukee and Madison are each in a separate pay range. The out-state Chancellors currently earn exactly the same amount, \$168,622, with the exception of River Falls, Stevens Point, Stout and Whitewater. At those campuses, the chancellors are relatively new and were given salaries at the higher end of the old range because of their more recent appointments.

The chart below only covers chancellors, but the new salary ranges approved by the Board of Regents will also provide significant pay increases for the system president and vice presidents, as well as, vice chancellors throughout the system.

<u>Chancellor</u>	<u>Current Salary</u>	<u>New Salary Range</u>		<u>Minimum Pct. Increase</u>	<u>Minimum Dollar Increase</u>	<u>New Salary Range</u>		<u>Midpoint Pct. Increase</u>	<u>Midpoint Dollar Increase</u>
		<u>Minimum</u>	<u>Maximum</u>			<u>Minimum</u>	<u>Maximum</u>		
UW-Madison John Wiley - Note: Currently, Chancellor Wiley receives \$251,000 in state money and \$55,000 from the foundation.	\$306,043	\$307,800	\$342,000	0.6%	\$1,757	\$342,000	\$342,000	11.2%	\$35,957
UW-Green Bay Bruce Shepard	\$168,622	\$176,113	\$195,681	4.4%	\$7,491	\$195,681	\$195,681	16%	\$27,059

<u>Chancellor</u>	<u>Current Salary</u>	<u>New Salary Range Minimum</u>	<u>Minimum Pct. Increase</u>	<u>Minimum Dollar Increase</u>	<u>New Salary Range Midpoint</u>	<u>Midpoint Pct. Increase</u>	<u>Midpoint Dollar Increase</u>
UW-La Crosse Douglas Hastad – Recently, resigned to become President of Carroll College in Waukesha.	\$168,622	\$176,113	4.4%	\$7,491	\$195,681	16%	\$27,059
UW-Oshkosh Richard Wells	\$168,622	\$176,113	4.4%	\$7,491	\$195,681	16%	\$27,059
UW-Parkside John Keating	\$168,622	\$176,113	4.4%	\$7,491	\$195,681	16%	\$27,059
UW-Platteville David Markee	\$168,622	\$176,113	4.4%	\$7,491	\$195,681	16%	\$27,059
UW-River Falls Don Betz	\$175,000	\$176,113	0.6%	\$1,113	\$195,681	11.8%	\$20,681
UW-Stevens Point Linda Bunnell	\$172,500	\$176,113	2.1%	\$3,613	\$195,681	13.4%	\$23,181
UW-Stout Charles Sorenson	\$174,434	\$176,113	1.0%	\$1,679	\$195,681	12.2%	\$21,247
UW-Superior Julius Erlenbach	\$168,622	\$176,113	4.4%	\$7,491	\$195,681	16%	\$27,059
UW-Whitewater Martha Saunders	\$175,000	\$176,113	0.6%	\$1,113	\$195,681	11.8%	\$20,681
UW-Eau Claire	\$180,000*	\$176,113	---	-----	\$195,681	-----	-----

*New Chancellor as of July 1, 2006. Salary of \$180,000 set at February 2006 Board of Regents meeting.



WISCONSIN STATE LEGISLATURE



Good morning. I am here to speak in opposition to AB 1068. Specifically, I wish to address the restrictions proposed on nonresident tuition.

Nonresident undergraduate tuition has increased dramatically over the last five years, largely as a result of the 5% annual tuition surcharges that were mandated in the 2001-03 biennial budget. These increases resulted in rates that are not competitive with those charged at peer institutions. In 2005-06 nonresident undergraduate tuition at UW-Milwaukee is \$3,138 above its peer midpoint, and the UW Comprehensive universities' nonresident undergraduate tuition is \$2,592 above their peer midpoint. It is not surprising that these noncompetitive rates resulted in a reduction of more than 900 nonresident undergraduate students over a three year period.

At last month's Board of Regents meeting President Reilly spoke of a Growth Agenda for the University of Wisconsin System. The growth agenda included plans to increase access for low income and nontraditional students; plans to address workforce development needs; and to provide greater access for other citizens by being more entrepreneurial. Charging competitive nonresident tuition that could then subsidize resident enrollments was one part of that growth agenda.

In February, the Board of Regents approved a resolution that would set nonresident undergraduate tuition for 2006-07 at all UW System institutions except UW-Madison at a level that will cover the full cost of educating a student while also providing the equivalent of the average state support for a resident undergraduate student. The Board of Regents took this step early because it will give UW System institutions an opportunity to send a message to nonresident undergraduate applicants that tuition rates will be more competitive next fall, which will encourage more of these students to enroll.

There were several reasons for the Board to take such a step:

1. One is to increase the geographic diversity on UW System campuses.
2. Another is the opportunity for brain gain. Some of these nonresident students will choose to remain in Wisconsin as taxpaying citizens.
3. The most important reason, though, is that nonresident tuition covers not only the full cost of educating a nonresident student, but also provides a subsidy that will increase access and/or services for resident students. While this subsidy would theoretically be greater the higher we set nonresident tuition rates, charging so much that

nonresidents don't enroll would result in no subsidy at all. The Board needs to strike the proper balance between obtaining a subsidy and affordability.

4. Finally, one of the Board of Regents' Tuition Policy Principles states that "nonresident rates should be competitive with those charged at peer institutions and sensitive to institutional nonresident enrollment changes and objectives".

This proposal is one of the creative and innovative ways that the University of Wisconsin System has used to increase access for resident students and to increase the number of baccalaureate degree holders in Wisconsin.

Al and I would be happy to address any questions you have at this point.