

That, upon the recommendation of the President of the University of Wisconsin System, the Board of Regents approves the following terms, with the proviso that (a) the commitments of the UW System to take action as described in paragraphs 1 through 7 will not be memorialized in state statutes; and (b) the commitments of the System as described in paragraphs 1 through 8 will be subject to and contingent upon the Wisconsin Legislature taking the actions as described in paragraphs 9 through 16:

1. The System will maintain through December 31, 2026 the number of positions across the entire enterprise that are funded by either GPR or program revenue dollars (including tuition) at the level in effect on January 1, 2024. The position count will be calculated in the same manner as the System's annual report to the Joint Committee on Finance. The number of positions will be determined on a System-wide basis, which would allow for position expansion at one or more universities to accommodate growth so long as there were a comparable number of position reductions at other universities. The position cap will not apply to faculty. It also will not apply to instructional and other staff who spend at least 75% of their time working directly with students and/or patients, or whose research positions are funded at 75% or more by gifts or grants. In addition, the position cap will not apply to other positions funded by gifts, grants or contracts, positions related to outreach such as Extension provided that such positions are funded 75% or more by gifts, grants, or intergovernmental contracts, or to new positions necessary to address subsequently enacted or expanded state and/or federal compliance mandates. Part-time student employees, who gain both useful employment experience and whose employment helps fund their educational pursuits, would likewise be excluded.
2. Through December 31, 2026, the System will not increase from the level currently in effect the aggregate number of positions that serve the System's core DEI functions: (i) the DEI subfamily that provides DEI services, (ii) the job subgroup "academic services and student experience" with job titles that include DEI, and (iii) senior leadership positions in the dean and/or vice chancellor series focused on DEI. In addition, to continue the enhanced focus on student success, the System will, through a mixture of normal attrition and active restructuring and reimagining of the DEI function, realign over two academic years at least 33% of the above-referenced roles that are currently filled (or at least 43 positions) to areas with a primary focus on academic and student success.
3. The System will ensure strict compliance in the admissions processes across all institutions with the recent U.S. Supreme Court decision in Students for Fair Admissions, Inc. v. President and Fellows of Harvard College and Students for Fair Admissions, Inc. v. University of North Carolina et. al.
4. UW-Madison will seek philanthropic support to create an endowed chair to focus on conservative political thought, classical economic theory, or classical liberalism, depending on the donor's interest, conducting a national search to fill the position.

5. UW-Madison will not renew the Target of Opportunity Program (“TOP”) after completion of the 23/24 academic year. In lieu of TOP, UW-Madison will initiate an alternative program focused on recruiting faculty (regardless of their identity or ethnic/racial background) who have demonstrated the ability to mentor “at risk” and/or underrepresented students to achieve academic success and who have demonstrated academic and research excellence.
6. The System will eliminate (unless specifically required by applicable accreditation bodies) any requirement for a diversity statement in the System-designed admissions application consistent with the action previously taken regarding diversity statements in employment applications.
7. The System will develop and implement on all campuses a module regarding freedom of expression for entering undergraduate students.
8. The System will support adoption of a statute pursuant to which the top Wisconsin residents attending high school in Wisconsin (public, private, charter and parochial) will have the opportunity to receive automatic admission under one of the following conditions:
 - i. if they are in the top 5% of academic performers (for admission to UW-Madison) and in the top 10% of academic performers (for admission to any other UW institution) in a graduating class of 15 or more students, with the applicable performance rankings based entirely on GPA (whether weighted, partially weighted, or unweighted) as of the conclusion of the student’s junior year; or
 - ii. if they are home schooled or attend a completely virtual school with no opportunity for GPA comparison to peers and score on the ACT/SAT in the 98th percentile or above for admission into UW-Madison or the 90th percentile or above for admission to any other UW institution, with the test score being achieved in one sitting; or
 - iii. if they are a National Merit Finalist, regardless of the type of high school attended.

The foregoing assumes the statute will include the following for all students:

- iv. The student is required to complete any necessary application for admission during their senior year. For UW-Madison, the application would need to be submitted during the early application period.
- v. The student has completed the necessary range of high school courses for admission to a System school per Board of Regent policy.
- vi. Academic misconduct or significantly declining grades may be cause for revoking admission, as per existing admission practices.
- vii. The guaranteed admission will apply to any respective UW campus as detailed above but will not provide admission to a specific school and/or program.

9. The Joint Committee on Employment Relations will approve the pay plan and the trades contracts for System and UW-Madison employees no later than December 31, 2023, with an effective date of July 1, 2023.
10. The Joint Committee on Finance will approve before the end of the legislative session in February 2024 the System's request for a supplemental appropriation of \$32 million for workforce development substantially in the form presented to the JFC by the System.
11. The legislature will enumerate before the end of the legislative session in February 2024 the proposed new engineering building at UW-Madison substantially on the terms set forth in the System's original budget request.
12. The legislature will enumerate before the end of the legislative session in February 2024 the Winther/Heide Hall project at UW-Whitewater substantially on the terms set forth in the System's original budget request.
13. The legislature will approve the current version of Assembly Bill 140 (the allocation of funds related to Minnesota-Wisconsin reciprocity) before the end of the legislative session in February 2024; provided that, prior to passage, the bill will be amended to update the current termination date of the reciprocity agreement with Minnesota to be effective upon Board of Regent approval of an extension to that agreement.
14. The legislature will enumerate before the end of the legislative session in February 2024 the Kronshage-Jorns-Humphrey Resident Halls renovation project at UW-Madison substantially on the terms as set forth in the System's original budget request.
15. The legislature will approve no later than before the end of the legislative session in February 2024 \$45.4 million in one-time GPR funding to be used by various universities to demolish unused and/or uninhabitable facilities on System campuses. A list of the demolition projects is set forth in Table 1.
16. The legislature will enumerate before the end of the legislative session in February 2024 the System's utility projects substantially on the terms as set forth in the System's original budget request.

UNIVERSITY OF WISCONSIN SYSTEM
MULTI-BUILDING DEMOLITION - PHASE I FY2023-25

Building List	Quantity	Unit	Unit Cost	Subtotal
UWM Chemistry	149,596.00	GSF	\$ 19.80	\$ 2,962,001
PLT Brigham Hall	25,442.00	GSF	\$ 19.80	\$ 503,752
PLT Brigham Hall/Addition	8,461.00	GSF	\$ 19.80	\$ 167,528
MSN ARS Landscape Shed	2,992.00	GSF	\$ 19.80	\$ 59,242
MSN KRC Transformer	80.00	GSF	\$ 19.80	\$ 1,584
MSN KRC Physics Garage	294.00	GSF	\$ 19.80	\$ 5,821
MSN ARS Horticulture House	1,932.00	GSF	\$ 19.80	\$ 38,254
MSN Charter St N 26 Bldg 1,2,3	2,745.00	GSF	\$ 19.80	\$ 54,351
MSN Meat Science	30,190.00	GSF	\$ 19.80	\$ 597,762
MSN Biotron	106,907.00	GSF	\$ 19.80	\$ 2,116,759
MSN Charter 45	22,510.00	GSF	\$ 19.80	\$ 445,698
MSN Merit Hall	19,662.00	GSF	\$ 19.80	\$ 389,308
EAU Campus School	4,962.00	GSF	\$ 19.80	\$ 98,248
EAU Kjer Theatre	13,864.00	GSF	\$ 19.80	\$ 274,507
EAU Zorn Arena	43,884.00	GSF	\$ 19.80	\$ 868,903
MSN Lancaster Dairy Barn	7,354.00	GSF	\$ 19.80	\$ 145,609
MSN KRC Med Physics Tomotherapy	1,907.00	GSF	\$ 19.80	\$ 37,759
MSN KRC Med Physics Trailer	720.00	GSF	\$ 19.80	\$ 14,256
MSN Lake Street	76,318.00	GSF	\$ 19.80	\$ 1,511,096
MSN 1800 University Avenue	5,101.00	GSF	\$ 19.80	\$ 101,000
GBY Cofrin Library	187,703.00	GSF	\$ 19.80	\$ 3,716,519
Site Restoration	1.00	LUMP SUM	\$ 3,000,000.00	\$ 3,000,000
Cofrin Tunnel Repair	1.00	LUMP SUM	\$ 3,000,000.00	\$ 3,000,000
				\$ 20,109,955
Design Contingency	\$ 20,110,000	Demolition	10%	\$ 2,011,000
Overhead & Profit	\$ 20,110,000	Demolition	10%	\$ 2,011,000
Hazardous Materials Abatement	712,624	SF	\$ 5.00	\$ 3,563,120
Unescalated Construction Cost				\$ 27,695,075
Escalation Factor	\$ 27,695,000		1.28%	\$ 35,506,900
Architect/Engineer Design and Reimbursable Services	\$ 35,507,000		7.70%	\$ 2,733,000
WEPA/EIS/EIA	\$ 2,627,500		0.56%	\$ 200,000
Project Contingency	\$ 35,507,000		15%	\$ 5,326,000
DFD Project Management	\$ 35,507,000		4%	\$ 1,633,000
				\$ 45,398,900