

MINUTES OF THE REGULAR MEETING

of the

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

Held in Phoenix AB, University Union  
University of Wisconsin-Green Bay  
Green Bay, Wisconsin

Friday, April 8, 2016  
9:00 a.m.

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Held in Phoenix AB, University Union  
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Friday, April 8, 2016  
9:00 a.m.

-President Millner presiding-

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**CLOSED SESSION – MAC HALL, GATHERING ROOM**

PRESENT: Regents John Behling, Margaret Farrow, Michael Grebe, Eve Hall, Nicolas Harsy, Tim Higgins, James Langnes, Edmund Manydeeds, Regina Millner, Janice Mueller, Drew Petersen, Charles Pruitt, Mark Tyler, José Vásquez, and Gerald Whitburn

UNABLE TO ATTEND: Regents Mark Bradley, José Delgado and Tony Evers

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President Millner called upon Vice President Behling to read the resolution to move into closed session. The motion was seconded by Regent Vásquez and adopted on a roll-call vote, with Regents Behling, Farrow, Grebe, Hall, Harsy, Higgins, Langnes, Manydeeds, Millner, Mueller, Petersen, Pruitt, Tyler, Vásquez, and Gerald Whitburn voting in the affirmative. There were no dissenting votes and no abstentions.

**Closed Session Resolution**

Resolution 10651      That the Board of Regents move into closed session: (a) to consider a UW-Oshkosh honorary degree nomination, as permitted by s. 19.85(1)(f), Wis. Stats.; (b) to consider a UW-Madison salary adjustment, as permitted by s. 19.85(1)(c), Wis. Stats.; and (c) to confer with legal counsel regarding pending or potential litigation, as permitted by s. 19.85(1)(g), Wis. Stats.

The following resolution was adopted during the closed session:

**Approval of Salary: Professor Randall Wright, Department of Finance and Investment & Banking and Department of Economics, School of Business, University of Wisconsin-Madison**

Resolution 10652      That, upon recommendation of the President of the University of Wisconsin System and the Chancellor of the University of Wisconsin-Madison, the academic (9-month) salary of \$364,416 for Professor Randall Wright, Department of Finance and Investment & Banking and Department of Economics, University of Wisconsin-Madison, be increased by 10% to an academic (9-month) salary of \$400,858, effective August 29, 2016.

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The Board recessed at 9:25 a.m. to relocate to the University Union, and the meeting reconvened at 9:40 a.m.

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**CALLING OF THE ROLL**

PRESENT: Regents John Behling, Mark Bradley, Margaret Farrow, Michael Grebe, Eve Hall, Nicolas Harsy, Tim Higgins, James Langnes, Edmund Manydeeds, Regina Millner, Janice Mueller, Drew Petersen, Charles Pruitt, Mark Tyler, José Vásquez, and Gerald Whitburn

UNABLE TO ATTEND: Regents José Delgado and Tony Evers

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**APPROVAL OF THE MINUTES OF THE FEBRUARY AND MARCH 2016 MEETINGS**

The minutes of the February 4-5, 2016, and March 10, 2016, Board of Regents meetings had been provided. Regent Whitburn moved their approval, Regent Langnes seconded the motion, and the minutes were approved on a voice vote.

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## **REPORT OF THE PRESIDENT OF THE BOARD**

### ***Higher Educational Aids Board and Wisconsin Technical College System Board Reports***

The reports of the Higher Educational Aids Board and Wisconsin Technical College System Board had been provided. There were no comments or questions.

#### ***Welcome***

President Millner thanked Chancellor Miller and the UW-Green Bay campus community for their outstanding hospitality. She noted that the Regents had a wonderful time at the previous night's reception at Lambeau Field, and very much appreciated having the chance to meet UW-Green Bay's faculty and the community at large.

President Millner also welcomed Representative John Macco, stating that Board members appreciated the opportunity to get acquainted with local legislators.

#### ***Posters in the Rotunda***

President Millner reminded the Regents that the UW System Posters in the Rotunda event, a celebration of undergraduate research, would be held on Wednesday, April 13<sup>th</sup>, in the State Capitol. This event, now in its 13<sup>th</sup> year, is a wonderful showcase of the many and varied research endeavors taken on by student researchers and their faculty advisors across the UW System.

She encouraged her colleagues to attend, promising that they would be impressed by the passion and hard work that is so clearly invested in these projects. She also noted that the event is an opportunity to join other UW representatives in making legislative visits.

#### ***Update on the Tuition-setting Policy Task Force***

President Millner provided an update on the Tuition-setting Policy Task Force, chaired by Regent Higgins. In February, the task force focused on one of the four factors President Cross asked the task force to consider, how the needs and priorities of the state should influence the tuition-setting process.

Regent Tyler joined the task force to discuss the work of the Governor's Council on Workforce Investment, which he chairs, and to present information regarding Wisconsin's aging workforce and its implications for the state's economy. Regent Tyler shared the various efforts of the many state agencies, advocacy groups, and businesses involved in workforce development, and concluded with an overview of career exploration efforts and new requirements for school districts related to career and academic plans.

Several members of the task force also shared how their institutions assess and respond to state and local needs, working with employers and communities to address those needs and using the labor market projections to assess the supply and demand for graduates in particular fields.

The task force met again the week before the April Board of Regents meeting to review and discuss the UW System's existing tuition principles, which are codified in Regent Policy Document 32-5, and how these principles might be updated. The task force was scheduled to meet again later in April to continue its work.

President Millner thanked Regent Higgins for his hard work and dedication thus far, noting that he had been working diligently to lead the task force while communicating the work of the task force and building relationships with key legislative leaders. She promised to keep the Regents apprised of the task force's work and progress, and then invited Regent Higgins to share a few words.

Regent Higgins stated that Regent Tyler had done an excellent job at a recent task force meeting of elucidating the goals of the Governor's Council on Workforce Investment. He added that he was also very proud of the work that all members of the task force had been doing to keep abreast of the voluminous materials.

President Millner again thanked Regent Higgins and all members of the task force.

### ***Potential Bylaws Revision Related to Board of Regents Meeting Calendar***

President Millner previewed a potential bylaws revision, related to the Board of Regents' meeting calendar, which likely would be introduced at the June 2016 meeting. The Board of Regents Office recently had asked for the Regents' thoughts on various alternative meeting schedules, and found there was strong support for the Board's current schedule of six two-day meetings and two one-day meetings each year.

However, there was also support for providing some flexibility to allow the Board President to convert a two-day meeting to a one-day meeting, or to cancel a one-day meeting, if circumstances permit and with ample notice to Board members in all cases. President Millner indicated that this would not happen very often, and would only happen with the four meetings hosted by the Board of Regents Office in Madison each year, and not for any of the campus-hosted meetings.

A bylaws change would be needed to allow the flexibility to change the length of time for a given meeting, and so President Millner said the Board would return to this topic in June. She explained that she mentioned it at this meeting so the Regents would have an opportunity to consider the change.

## ***Preview of Student Panel and Listening Luncheon on Campus Climate***

Looking ahead to the student panel discussion on the agenda, President Millner reiterated the Board's appreciation to students for so clearly expressing their opinions on issues that are of vital importance to everyone. Since December, the Regents had been listening and acting on what was heard, with conversations taking place at campuses all across the UW System in recent months that focused on important issues of equity, diversity, and inclusivity. Students, Regents, chancellors, and a broad spectrum of campus and community members had been engaged in the process. President Millner emphasized that these kinds of intentional meetings were occurring in recognition of the need to do more work in this area.

Later that morning, she said, a panel of students would appear before the Board to share their real-life experiences, both good and bad, and to report on the meetings at campuses. At the conclusion of the Board meeting, Regents and chancellors would get together with students from every UW System institution for a "listening luncheon" to further discuss the challenges and opportunities before the university. It was expected that this collaborative dialogue would provide a constructive foundation for ongoing efforts. While she noted that change would not happen overnight, President Millner stated that the Board of Regents was committed to making deliberate, thoughtful progress toward shared goals on each campus and for every group affected.

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## **REPORT OF THE PRESIDENT OF THE SYSTEM**

President Millner next turned to President Cross for his report.

### ***Strategic Planning Update***

President Cross shared some of the latest information on the UW System's strategic planning process. He explained that the System had been collecting information from listening sessions with stakeholder and expert groups over the prior few months, and had narrowed down some emerging themes, which now needed to be prioritized by importance. During the last several months the strategic planning steering committee had pulled all the information together as it worked to develop the final strategic plan. However, there was a great deal of work to do and the committee was expected to spend the rest of the summer preparing a draft strategic plan to share with the Board of Regents and the public.

President Cross said he greatly appreciated the contributions of the stakeholders at every level in the process. The System would benefit greatly from the wealth of information, direction, and feedback from the System's allies throughout the state. He said he looked forward to bringing the strategic plan to the Board.



## ***News From Around the UW System***

President Cross conveyed some of the good news stories from around the UW System.

### **UW-Green Bay Men's and Women's Basketball Teams Named Horizon League Champions**

Beginning with UW-Green Bay, President Cross announced that both the men's and women's basketball teams were named Horizon League Champions and earned invitations to the NCAA tournaments. This marked the first time since 1994 that both teams went on to post-regular season play. He offered congratulations to all of the student-athletes who competed.

UW-Green Bay also recently wrapped up its 2016 Business Week. In its sixth year, Business Week gave students the opportunity to participate in a variety of events, all of which involved community business leaders, including a mock interview day, a job and internship fair, and an elevator pitch competition.

### **Governor Scott Walker Signs Bill Providing Emergency Grants to UW Colleges Students**

Governor Walker signed a bill that provides money to the UW Colleges to be used for granting emergency funds to students. These grants can be distributed for unforeseen expenses, like medical bills or car repairs, which could deter students from continuing their degree program. The bill is designed to prevent that and help maintain the UW Colleges' core mission of providing access to students across the state. Thanking the bills' sponsors and supporters, President Cross noted that these small emergency loans have been proven to be very effective in retaining students that are on the margin.

### **UW-Extension Launches Program Offering Industry-validated Micro-credentials**

President Cross said that, in conjunction with several other top universities, UW-Extension's Division of Continuing Education, Outreach and E-learning recently launched the University Learning Store. The program would offer industry-validated micro-credentials for valuable skills that students will be able to include on their resume. These micro-credentials are available for far less cost than a traditional college course and are positioned to address the skills gap through training that requires hands-on, skills-based assessments.

### **UW-La Crosse Ranks among Top Volunteer-producing Institutions**

For the first time since 2009, UW-La Crosse has earned a spot on the Peace Corps' annual list of top volunteer-producing mid-sized colleges and universities across the country. UW-La Crosse ranks #20, with 14 alumni currently serving overseas as Peace Corps volunteers.

### **UW-Milwaukee Physicists Lead Multinational Effort to Detect Gravitational Waves**

President Cross reported that UW-Milwaukee physicists led one of the key teams in a multi-national effort to detect gravitational waves, a phenomenon Albert Einstein predicted one

century earlier. Gravitational waves radiating from an ancient collision of two black holes were detected on September 14, 2015. The student-faculty team provided the framework to look for signals in a sea of data collected at the detection facilities. President Cross noted that this was yet another example of how the UW System is preparing the next generation of scientists.

### **UW-Parkside Internships Go International**

CNH industrial scholarships offered through the UW-Parkside Italian Exchange Program enabled Parkside students Jonathan Dubinsky and Christian Hansen to take part in a study abroad opportunity that evolved into a U.S.-Italian internship, thanks in part to the efforts of UW-Parkside Business Professor Dr. Abey Kuruvilla. President Cross called this a great partnership and experience for students.

### **UW-Superior Responds to Shortage in Special Education Teachers**

UW-Superior's Educational Leadership Department has responded to the shortage of special education teachers by announcing a new licensure minor in special education. Opening for enrollment this fall, it would provide students the opportunity to earn a teaching license in their major area, as well as in special education.

### **UW-Whitewater Announces Regional Annual Economic Impact of More than \$407 Million**

UW-Whitewater's annual economic impact on the region is more than \$407 million, according to a new study which looked at the campus's effect on the economy in Walworth, Rock, and Jefferson Counties, and which took into account the university's spending on payroll, supplies, capital investments, and spending from students, faculty, staff and visitors. UW-Whitewater also supports 4,300 jobs and generates an estimated \$18 million in annual tax revenue for the state.

### **Sentry Insurance Presents UW-Stevens Point with Largest-ever Donation**

President Cross noted that Sentry Insurance presented UW-Stevens Point with the largest donation in the university's 122-year history. The gift of \$4 million will endow two new faculty positions and create a new major in data analytics. The gift is the largest single donation Sentry has ever made to any organization.

President Cross also noted that UW-Stevens Point would break ground on its long-awaited new chemistry-biology building on May 5th, with construction of the new four-story building expected to be completed in the spring of 2018.

He also offered congratulations to UW-Stevens Point's men's hockey team, which won the Division III National Championship, and recognized the team as another example of WIAC excellence.

### **UW-River Falls Women's Ice Hockey Team Competes in NCAA National Championship**

The UW-River Falls women's ice hockey team competed in the Division III "frozen four" for the third year in a row. After beating Elmira College with an overtime goal on March 18, the team went on to battle two-time defending national champion SUNY Plattsburg in the NCAA National Championship game the next day. The team lost, but the Falcons ended up being ranked second in the nation, and three of the UW-River Falls' players were named to the Division III All-American Team.

President Cross added that a UW-River Falls undergraduate journalism student, Natalie Howell, was named one of ten National Newspaper Association Foundation News Fellows for 2016. He congratulated Ms. Howell and the Falcon Nation.

### **Graduate Employment Rate Increases at UW-Stout**

For the second year in a row, UW-Stout saw an increase in its graduate employment – 97.3 percent in 2014-15, up from 97.1 percent in 2013-14 and 97 percent the year before that. President Cross indicated that this was an amazing accomplishment and gave his compliments to Chancellor Meyer and the UW-Stout faculty, staff, students and administrators.

### **UW-Eau Claire Chemistry Professors Receive National Institutes of Health Grant**

A pair of UW-Eau Claire chemistry professors received a prestigious grant which, combined with an innovative teaching strategy, would increase the number of Blugolds who graduate with real-world research experience. Dr. Sanchita Hati, associate professor of chemistry, and Dr. Sudeep Bhattacharyay, assistant professor of chemistry, received a \$337,000, three-year grant from the National Institutes of Health Academic Research Enhancement Award Program to support their research focused on the interplay of protein dynamics and function.

President Cross also noted that, for the second consecutive year, the UW-Eau Claire men's track and field team won the NCAA Division III Indoor Track and Field Championship on March 12.

### **UW-Oshkosh Student Launches Rocket into Outer Space**

President Cross announced that Drew Farwell, a UW-Oshkosh physics major and nontraditional adult student, had entered into a higher education space race by attempting to help UW-Oshkosh become the first university to launch a powered rocket into outer space, an incredible project, drawing upon Mr. Farwell's math and science knowledge and skills. President Cross encouraged the Regents to check out this story and video on the UW System website and UW-Oshkosh's website, including feature footage from a rocket-mounted camera.

### **UW-Platteville Students Collaborate on Toxin Research**

A group of UW-Platteville students are collaborating on a research project that examines a toxin responsible for staphylococcal food poisoning in humans. The students would be

presenting their research on Wednesday, April 13th, at the Posters in the Rotunda event at the Capitol in Madison, Wisconsin.

### **UW-Oshkosh Football Team Tests Weight-training Device Invented by UW-Madison Student**

In a story about UW System institutions collaborating and rallying around a promising start-up, President Cross stated that UW-Madison computer science undergraduate Daniel Litvak invented a weight-training monitoring device that is being tested with the UW-Oshkosh football team.

“WeightUp” imbeds a computer chip, a location-finding device, and a Bluetooth transmitter into an elastic band. With one band on each forearm, the device can signal the bands’ location to a nearby tablet computer to show the location, direction and speed of the lifter’s hands.

### **UW System to Hold 13<sup>th</sup> Annual “Posters in the Rotunda” Event**

President Cross observed that the theme of the news stories from around the UW System focused on research, due to the upcoming 13<sup>th</sup> annual Posters in the Rotunda event showcasing UW undergraduate research from all of the institutions. Outstanding undergraduate researchers and their faculty advisors from across the UW System would be showcasing their research and joining other UW representatives in making legislative visits. He said that the UW System is a national leader in undergraduate research, which has multi-faceted benefits as a high-impact practice that contributes to retention, higher graduation rates, and workforce and economic development.

### ***Student Spotlight***

President Cross next introduced Lorenzo Lones, a senior at UW-Green Bay, double majoring in human biology and psychology, to be featured in the Student Spotlight. He asked Mr. Lones to share some of his thoughts as a Green Bay native and as Vice President of UW-Green Bay student government.

Mr. Lones welcomed the Regents to the UW-Green Bay campus and thanked them for the opportunity to speak. He said that he was born and raised on the south side of Chicago, then moved to Green Bay midway through high school. He recounted the interesting transition from a predominantly African American inner-city school to a predominantly white public high school, and said that when he was faced with some obstacles that seemed to be overwhelming, the support from his friends and family helped him get through.

Mr. Lones indicated that his grandfather used to say that “one of us can’t do all the things that all of us can do together.” He noted that, in general, people become individualistic when in a position to discuss their accomplishments, focusing on their own talents or hard work. However, he said that the people around him had been extremely instrumental in his success; he

expressed gratitude for his mentors, advisors, and professors who had been extremely supportive of him.

Explaining how he decided on his major in psychology, Mr. Lones first noted that he was not a good student in high school. He recalled that his school psychologist talked to him about his ability and potential. Looking back, he said that she gave him perspective and inspired him to be want to be a school psychologist. Later he entered a physio-psych class and started studying the brain and topics such as drug addiction and mental health. This was when he became interested in going into neuroscience, leading to his second major in human biology.

Mr. Lones said that after graduating in May, he planned to pursue his Ph.D. at the University of Iowa's Neuroscience Program, with the goal of becoming a medical researcher. He shared his passion for studying the diseases of the nervous system, particularly Parkinson's disease, which had affected a number of his family members.

President Millner asked if any of the Regents had questions for Mr. Lones. Regent Bradley asked whether he thought most students at UW-Green Bay appreciated the interdisciplinary nature of the curriculum, or if they were not aware of that being a special characteristic of the campus.

Mr. Lones replied that he thought students were interested in the interdisciplinary perspective, though it could be difficult to see how to apply it. He explained that he believed he had an advantage, coming from an institution that has an interdisciplinary program, because students are encouraged to bring together expertise from different fields, which increases their effectiveness in solving problems. Recognizing that the university was having a tough time with the budget cuts, he said that students would like to have more faculty members that can reach across different disciplines and offer different perspectives. He also noted that the ability to collaborate with others was necessary in research, where multiple people work together to create a comprehensive understanding of a phenomenon.

President Millner thanked Mr. Lones for speaking to the Board. She then congratulated him on his success and wished him the best with his future studies.

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## **REPORT AND APPROVAL OF ACTIONS TAKEN BY THE CAPITAL PLANNING AND BUDGET COMMITTEE**

President Millner called upon Regent Manydeeds to present the report of actions taken by Capital Planning and Budget Committee.

Regent Manydeeds stated that the Capital Planning and Budget Committee approved the minutes from its February 4, 2016, meeting and then heard a presentation by UW-Green Bay that featured upcoming 2015-17 capital budget projects, as well as plans for future renovation and remodeling projects and infrastructure improvements.

There was also a presentation on the city and county financial support that the UW Colleges receive. Steve Wildeck, Vice Chancellor for Administrative and Financial Services, informed the committee that cities and counties in Wisconsin provided about \$8.5 million in support to the UW Colleges in 2015.

The Capital Planning and Budget committee also heard a report by Vice President Alex Roe on recent State Building Commission actions in February and received an update on gift- and grant-funded projects and the progress of the 2017-19 capital budget preparations.

Regent Manydeeds said that the Capital Planning and Budget Committee unanimously approved a number of resolutions:

Resolution 10653, brought forward by UW-Eau Claire, requested authority to construct the Garfield Avenue Corridor Improvement Project and adjust the campus boundary accordingly. During the next two years, this project would reconstruct a portion of Garfield Avenue and replace the road surface, curb and gutter, sidewalk, lighting, and subsurface utilities. It would also renovate the nearby Roosevelt Avenue cul-de-sac, construct a campus gateway entrance, and provide replacement accessible parking. The campus boundary would be adjusted to include the portion of the two avenues that were vacated by the City of Eau Claire as a result of this improvement project.

Resolution 10654, brought forward by UW-Madison, requested authority to adjust the project budget and construct the Music Performance Building Project. The new two-story, 7,840-square foot facility would be known as the Hamel Music Center and would contain a 650-seat concert hall, a 320-seat recital hall, a large rehearsal room, a lobby, and support spaces for the School of Music. This project would be funded by a \$55.8-million gift, \$5 million of which would be provided by the William Vilas Trust. Regent Manydeeds explained that the budget increase was necessary to provide additional acoustical work in the recital and concert halls and to cover increases due to inflation since the time of the project's original enumeration in 2007.

Resolution 10655, brought forward by UW-Madison, requested authority to enter into a temporary land use agreement to allow the Sustainable Resource Institute, Inc., to construct a 4,500-square foot Education and Outreach Center at the Kemp Natural Resources Station in Woodruff, Wisconsin, and to accept the completed facility as a gift-in-kind. This center would not only provide classrooms and related space to support the station's research and institutional programs, but also accommodate a wide range of other uses by UW departments, state and federal agencies, other universities, the forest industry, and the general public.

Resolution 10656, brought forward by UW-Madison, requested authority to enter into a new lease to provide office space for the College of Letters and Sciences' Center for Healthy Minds, a global leader in conducting novel research to revolutionize understanding of the mind, emotions, and wellbeing. Regent Manydeeds said that the center was expected to undergo significant growth during the next five years, and the new space would provide its faculty and staff with adequate collaborative office space not available at its current location or anywhere else on campus.

Resolution 10657, brought forward by the UW System, requested approval of five all-agency maintenance and repair projects totaling \$2 million at three campuses: UW-La Crosse, UW-Madison and UW-Manitowoc. These projects would address utility repairs, renovations, programmatic remodeling, and energy conservation.

Finally, Resolution 10658, brought forward by UW-Oshkosh, requested authority to increase the budget of the Reeve Union Entrance and Expansion Project, which addresses the accessibility to the building, its visual appearance, and space needs for student organizations. Regent Manydeeds indicated that the increase was necessary to complete the original scope of the project and to match recent bid results.

Regent Manydeeds then moved adoption of Resolutions 10653, 10654, 10655, 10656, 10657 and 10658; the motion was seconded by Regent Whitburn and adopted on a voice vote.

**Approval of the Design Report of the Garfield Avenue Corridor Improvement Project and Authority to Adjust the Campus Boundary and Construct the Project, UW-Eau Claire**

Resolution 10653 That, upon the recommendation of the UW-Eau Claire Chancellor and the President of the University of Wisconsin System, the Design Report for the Garfield Avenue Utilities project be approved and authority be granted to adjust the campus boundary and construct the project for an estimated total cost of \$12,424,000 (\$6,127,000 General Fund Supported Borrowing, \$6,159,000 Program Revenue Supported Borrowing, \$106,000 Gift Funds and \$32,000 Cash).

**Approval of the Design Report of the Music Performance Building (Hamel Music Center) Project and Authority to Increase the Budget and Construct the Project, UW-Madison**

Resolution 10654 That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, the Design Report of the Music Performance Building (Hamel Music Center) Project be approved and authority be granted to increase the project budget by \$11,935,000 Gift Funds and construct the project at a total estimated project cost of \$55,800,000 Gift Funds.

**Authority to Execute a Temporary Land Use Agreement to Allow the Sustainable Resources Institute, Inc. to Construct a Facility at the Kemp Natural Resources Station and Accept the Completed Facility as a Gift-in-Kind, UW-Madison**

Resolution 10655 That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to execute a temporary land use agreement between the Board of Regents and Sustainable Resources Institute, Inc. (SRI) to allow the construction of an Education and Outreach Center at the Kemp Natural Resources Station in Woodruff, Wisconsin, at an estimated cost of \$900,000 Gift Funds and to accept the completed facility as a gift-in-kind.

**Authority to Enter Into a New Lease of Space Agreement for the College of Letters and Science, Center for Healthy Minds, UW-Madison**

Resolution 10656 That, upon the recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, authority be granted to enter into a new lease agreement to provide 22,496 GSF of office space for the UW-Madison College of Letters and Science, Center for Healthy Minds.

**Authority to Construct All Agency Maintenance and Repair Projects, UW System**

Resolution 10657 That, upon the recommendation of the President of the University of Wisconsin System, authority be granted to construct various maintenance and repair projects at an estimated total cost of \$2,094,900 (\$485,100 Program Revenue Supported Borrowing; \$672,000 Gifts and Grants; and \$937,800 Agency Cash).

**Authority to Increase the Budget of the Reeve Union Entrance and Expansion Project, UW-Oshkosh**

Resolution 10658 That, upon the recommendation of the UW-Oshkosh Chancellor and the President of the University of Wisconsin System, authority be granted to increase the budget of the Reeve Union Entrance and Expansion project by \$1,084,800 Program Revenue Cash for a revised total project estimated budget of \$8,713,800 (\$7,629,000 Program Revenue Supported Borrowing and \$1,084,800 Program Revenue Cash).

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**REPORT AND APPROVAL OF ACTIONS TAKEN BY THE RESEARCH, ECONOMIC DEVELOPMENT, AND INNOVATION COMMITTEE**

President Millner next called upon on Regent Hall, Vice Chair of the Research, Economic Development, and Innovation Committee, to present the report of that committee.

Regent Hall said that UW System Vice President Jim Villa had provided the committee with a preview of the new web portal that would provide an entry point for students, employers, and statewide partners into the UW System Talent Development Initiative. He also led a discussion about increased university alignment with various career pathways that are anticipated to support current and future statewide workforce needs.

Aaron Hagar, WEDC Vice President of Entrepreneurship and Innovation, provided an update on the increasingly active and diverse entrepreneurial environment in Wisconsin and WEDC's role in collaborating with partners to support innovative startups across the state. Regent Hall noted that WEDC is a key financial and strategic partner with the UW campuses and



with the hundreds of Wisconsin entrepreneurs who have campus and community relationships across the state.

Finally, Regent Hall reported that UW-Green Bay Chancellor Gary Miller was joined by a panel that included the chair of the UW-Green Bay Council of Trustees, Lou LeCalsey; chair of the Council of Trustees' Advocacy Committee, Craig Dickman; president of Northeast Wisconsin Technical College, Dr. H. Jeffrey Rafn; and superintendent of the Green Bay Area Public Schools, Dr. Michelle Langenfeld. The panelists provided an update on UW-Green Bay's diverse and wide-ranging economic, community-development, talent and research initiatives. The initiatives would provide career-development resources for elementary and high school students, including a vision of providing 15 college credits for every student before graduation from high school.

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## **REPORT AND APPROVAL OF ACTIONS TAKEN BY THE EDUCATION COMMITTEE**

President Millner next called upon Regent Whitburn to present a report of actions taken by the Education Committee.

Regent Whitburn announced that the Education Committee approved nine new academic programs, including:

- a Masters of Social Work and a Masters in Computer Science at UW-Whitewater;
- a Bachelor of Arts and a Bachelor of Science in Geospatial Analysis and Technology at UW-Eau Claire;
- a collaborative online Master of Science in Health and Wellness Management at UW-Parkside, with the participation of UW-Green Bay, UW-River Falls, UW-Stevens Point, UW-Superior, and UW Extension;
- a Bachelor of Science in Data Analytics at UW-Stevens Point;
- a Bachelor of Science in STEM Middle Childhood Early Adolescence Education at UW-Platteville; and
- three Bachelor of Science programs in Secondary Education, Early Childhood Education, and Special Education, all at UW-Parkside.

The Education Committee also approved re-designating UW-Superior's Department of Business and Economics into the newly-created School of Business and Economics.

Regent Whitburn moved adoption of Resolutions 10659 to 10668. After a second by Regent Mueller, President Millner opened the floor to discussion.

Regent Bradley observed that when the Board approves a number of new programs, people often lose sight of the consolidation or elimination of programs that must also happen to make room for the additional programs.

Regent Whitburn responded by recalling that the Board had heard a report on the UW System's program array at a previous meeting, where it was learned that during the previous year the System had added approximately 17 new programs, suspended three existing programs, and discontinued six others. He explained that most of the initiatives currently being considered would be funded with existing resources.

Regent Farrow added that several of these initiatives were just reorganizing and combining existing programs. She recalled that one program would be making two new hires, while the rest would be using existing personnel. She also noted that almost all of the programs were moving into new areas with high demand, such as the data analytics program at UW-Stevens Point.

Regent Whitburn noted that at UW-Parkside, for example, there would be a need for 80 new kindergarten teachers in the tri-county area over the next six years. These particular programs were meant to meet local needs in the future.

President Millner invited the chancellors or provosts to comment.

Provost Mittie Nimocks Den Herder explained that the new bachelor's degree in STEM Middle Childhood-Early Adolescence Education at UW-Platteville would not be an additional education program, but would actually replace an existing program. This new degree was intended to give graduates more flexibility in finding jobs in STEM areas.

Chancellor Kopper indicated that UW-Whitewater's new programs would be meeting market demand. Currently UW-Whitewater has one of the largest undergraduate social work programs in the state, leading to a great demand for a master's degree. Similarly, the master's degree in Computer Science was designed with input from the local business community in order to meet the needs of the region.

Interim Provost Fred Ebeid said that UW-Parkside was moving from having an elementary education program with pathways to having secondary education as its own major in order to improve the credentials of potential teachers. In addition, the Early Childhood Education and Special Education programs were meant to meet tremendous demand within the region.

Chancellor Schmidt offered that the new program requested by UW-Eau Claire was an extension of decades of work from the geography program, which had received national and international interest from academic institutions and companies, and would simply repackage existing courses and utilize existing faculty.

President Millner expressed appreciation to Regent Bradley for introducing an opportunity to explain how the campuses are realigning programs. With no further discussion, the motion to approve Resolutions 10659 to 10668 was adopted on a voice vote:

**Program Authorization (Implementation) Master of Social Work, UW-Whitewater**

Resolution 10659      That, upon the recommendation of the Chancellor of the University of Wisconsin-Whitewater and the President of the University of Wisconsin System, the Chancellor is authorized to implement the Master of Social Work at UW-Whitewater.

**Program Authorization (Implementation) Master of Science in Computer Science, UW-Whitewater**

Resolution 10660      That, upon the recommendation of the Chancellor of the University of Wisconsin-Whitewater and the President of the University of Wisconsin System, the Chancellor is authorized to implement the Master of Science in Computer Science at UW-Whitewater.

**Program Authorization (Implementation) Bachelor of Science and Bachelor of Arts in Geospatial Analysis and Technology, UW-Eau Claire**

Resolution 10661      That, upon the recommendation of the Chancellor of the University of Wisconsin-Eau Claire and the President of the University of Wisconsin System, the Chancellor is authorized to implement the Bachelor of Science and the Bachelor of Arts in Geospatial Analysis and Technology at UW-Eau Claire.

**Program Authorization (Implementation) Online Master of Science in Health and Wellness Management, UW-Green Bay, UW-Parkside, UW-River Falls, UW-Stevens Point, and UW-Superior, with UW-Extension**

Resolution 10662      That, upon the recommendation of the Chancellors of the University of Wisconsin-Green Bay, University of Wisconsin-Parkside, University of Wisconsin-River Falls, University of Wisconsin-Stevens Point, and University of Wisconsin-Superior, with support from the University of Wisconsin-Extension, and the President of the University of Wisconsin System, the Chancellors are authorized to implement the Online Master of Science in Health and Wellness Management.

**Program Authorization (Implementation) Bachelor of Science in Data Analytics, UW-Stevens Point**

Resolution 10663      That, upon the recommendation of the Chancellor of the University of Wisconsin-Stevens Point and the President of the University of Wisconsin System, the Chancellor is authorized to implement the Bachelor of Science in Data Analytics at UW-Stevens Point.

**Program Authorization (Implementation) Bachelor of Science in STEM Middle Childhood-Early Adolescence Education, UW-Platteville**

Resolution 10664      That, upon the recommendation of the Chancellor of the University of Wisconsin-Platteville and the President of the University of Wisconsin System, the Chancellor is authorized to implement the Bachelor of Science in STEM Middle Childhood-Early Adolescence Education at UW-Platteville.

**Program Authorization (Implementation) Bachelor of Science in Secondary Education, UW-Parkside**

Resolution 10665      That, upon the recommendation of the Chancellor of the University of Wisconsin-Parkside and the President of the University of Wisconsin System, the Chancellor is authorized to implement the Bachelor of Science in Secondary Education at UW-Parkside.

**Program Authorization (Implementation) Bachelor of Science in Early Childhood Education, UW-Parkside**

Resolution 10666      That, upon the recommendation of the Chancellor of the University of Wisconsin-Parkside and the President of the University of Wisconsin System, the Chancellor is authorized to implement the Bachelor of Science in Early Childhood Education at UW-Parkside.

**Program Authorization (Implementation) Bachelor of Science in Special Education, UW-Parkside**

Resolution 10667      That, upon the recommendation of the Chancellor of the University of Wisconsin-Parkside and the President of the University of Wisconsin System, the Chancellor is authorized to implement the Bachelor of Science in Special Education at UW-Parkside.

**Creation of a School of Business and Economics, UW-Superior**

Resolution 10668      That, upon the recommendation of the Chancellor of the University of Wisconsin-Superior and the President of the University of Wisconsin System, the Chancellor is authorized to create the School of Business and Economics at UW-Superior.

Moving on, Regent Whitburn reported that the William F. Vilas Trust was making just over \$7 million available to fund appropriate requests from UW-Madison and UW-Milwaukee. He moved that the Board approve Resolution 10669 to accept these funds. After a second by Regent Behling, the motion was adopted on a voice vote.

## **Request to Trustees of the William F. Vilas Trust Estate**

Resolution 10669      That, upon recommendation of the Chancellors of the University of Wisconsin-Madison and the University of Wisconsin-Milwaukee and the President of the University of Wisconsin System, the Board of Regents approves the request to the Trustees of the William F. Vilas Trust Estate for \$7,039,281 for fiscal year July 1, 2016, to June 30, 2017, subject to availability, as provided by the terms of the William F. Vilas Trust, for Support of Scholarships, Fellowships, Professorships, and Special Programs in Arts and Humanities, Social Sciences, Biological Sciences, Physical Sciences, and Music.

Regent Whitburn noted that the Education Committee heard an interesting presentation from UW-Green Bay Provost Greg Davis about the organizational and budget structure making interdisciplinary teaching, research and scholarship possible on the campus.

Concluding his report, Regent Whitburn indicated that, at the request of Chancellor Blank and the Madison University Committee, the Education Committee had approved necessary modifications to the UW-Madison Faculty Policies and Procedures. Regent Whitburn recalled that the Madison Faculty Senate amended Faculty Policies and Procedures after the legislature made changes to the UW System's layoff provisions, but prior to the approval of the Regents' new layoff policies. Now that the Regent policy was in place, some changes were required to bring UW-Madison's policies into alignment; UW System General Counsel Tom Stafford had been coordinating this work.

Regent Whitburn indicated that Chancellor Blank had communicated her strong desire to have the recommended changes approved at the April Board of Regents meeting, so that the campus stakeholders would know exactly where they stand. The chancellor had also been collaborating closely with the members of the University Committee, the group that serves as the Executive Committee of the Faculty Senate. Regent Whitburn reported that two members of the University Committee had appeared before the Education Committee to indicate their comfort with the proposed changes.

Regent Whitburn then moved adoption of Resolution 10670; the motion was seconded by Regent Behling and adopted on a voice vote.

## **Approval of the UW-Madison Faculty Policies and Procedures Relating to Faculty Layoff, as Amended**

Resolution 10670      That, upon recommendation of the President of the University of Wisconsin System, the Board of Regents approves the UW-Madison Faculty Policies and Procedures relating to faculty layoff, as amended.

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## REPORT AND APPROVAL OF ACTIONS TAKEN BY THE BUSINESS AND FINANCE COMMITTEE

President Millner asked Regent Mueller to present a report of actions taken by the Business and Finance Committee.

Regent Mueller said that the Business and Finance Committee heard from UW-Green Bay on the topic of business and finance in a transitional time, with a presentation that focused specifically on how the institution is navigating the current fiscal environment.

The committee discussed and approved non-resident and graduate tuition changes at five institutions: UW-La Crosse, UW-Milwaukee, UW-Platteville, UW-Stout and UW-Whitewater. Regent Mueller explained that the changes would provide enhanced revenue and recognize the market forces at play, and stressed that no changes were made to resident undergraduate tuition rates.

The committee spent the majority of its time discussing the management of the UW System's trust funds. At the end of fiscal year 2015, the funds held net assets of almost \$530 million, a decrease of about \$10 million from the previous year. Regent Mueller noted that gifts were up slightly, returns lagged slightly, and disbursements to benefit UW institutions were up slightly.

In the second Annual Endowment Benchmarking Report, the Business and Finance Committee reviewed data showing that the performance of the UW trust funds, like that of its peers, had decreased in the one- and three-year periods. However, the UW trust funds had essentially matched the five-year rate of return and exceeded the average ten-year rate of return of the System's peers. From those proceeds, the UW System was spending about 4 percent annually, which is slightly more conservative than other institutions in its peer group.

Regent Mueller added that the Business and Finance Committee discussed the most recent quarterly report, where performance of the trust funds against benchmarks had been mixed. This discussion was continued at the joint session of the Audit Committee and the Business and Finance Committee later that day; Regent Mueller indicated that the Board would hear more on that from Regent Grebe, chair of the Audit Committee.

Regent Mueller noted that a one-time transfer of \$200,000 from the Tripp Trust to the Brittingham maintenance account was approved. This transfer would fund various maintenance work performed by UW-Madison.

The committee next received a high-level summary of the 3<sup>rd</sup> Quarter Financial Management Report, which compares budgeted to actual revenues and expenditures in the third quarter of fiscal year 2016. Regent Mueller noted that in the GPR-Tuition category, both expenses and revenues were running slightly below what was budgeted. She thanked System staff for continuing to work on a dashboard to help monitor this financial activity.

The Business and Finance Committee also approved a UW-Madison contractual agreement with Agilis Biotherapeutics, LLP, for the manufacturing and Phase I clinical trial of therapeutic substances to address neurological issues. The Weisman Center is expected to receive just over \$1.5 million under the terms of this agreement.

Finally, the committee approved a UW-Eau Claire dining services contract with Sodexo Operations, which would be effective on June 1 for a one-year period, with an option of nine one-year extensions. Regent Mueller reported that UW-Eau Claire was pleased with the savings the new contract would provide.

Regent Mueller moved adoption of Resolutions 10671, 10672, 10673, and 10674; the motion was seconded by Regent Behling and adopted on a voice vote.

### **Proposed Nonresident and Graduate Tuition Increases**

Resolution 10671 That, upon the recommendation of the President of the University of Wisconsin System and the Chancellors of the University of Wisconsin-La Crosse, the University of Wisconsin-Milwaukee, the University of Wisconsin-Platteville, the University of Wisconsin-Stout, and the University of Wisconsin-Whitewater, the Board of Regents approves the proposed nonresident and graduate tuition increases for these five UW institutions, as detailed in the attachment.

### **UW System Tripp Trust Fund Allocation**

Resolution 10672 That, upon the recommendation of the President of the University of Wisconsin System, the Board of Regents approves a one-time transfer of \$200,000 from the Tripp Trust Fund income account to the Tripp Trust Fund-Brittingham House Maintenance account.

### **UW-Madison Contractual Agreement with Agilis Biotherapeutics**

Resolution 10673 That, upon the recommendation of the Chancellor of the University of Wisconsin-Madison and the President of the University of Wisconsin System, the Board of Regents approves the contractual agreement between the Board of Regents of the University of Wisconsin System, doing business as UW-Madison, and Agilis Biotherapeutics.

### **UW-Eau Claire Dining Services Agreement with Sodexo Operations, LLC**

Resolution 10674 That, upon the recommendation of the Chancellor of the University of Wisconsin-Eau Claire and the President of the University of Wisconsin System, the Board of Regents approves the Dining Services contractual agreement between the University of Wisconsin System Board of Regents, doing business as the University of Wisconsin-Eau Claire, and Sodexo Operations, LLC to provide Dining Services for a period of one (1) year, effective June 1, 2016 with nine (9) one-year renewal options.

## **REPORT AND APPROVAL OF ACTIONS TAKEN BY THE AUDIT COMMITTEE**

President Millner next asked Regent Grebe to present a report of actions taken by the Audit Committee.

Regent Grebe reported that the Audit Committee reviewed a series of audit reports that had been issued since its last meeting, including highlights of the NCAA athletics reports for UW-Milwaukee and UW-Parkside, as well as substantial discussion regarding concerns related to cash handling, purchasing cards and grading data security at various institutions. The Audit Committee members indicated that it is imperative that the UW System have strong security around the grading process and that faculty issue grades on time.

The Audit Committee also affirmed that it does not exist solely to identify problems but also to try and identify good practices around the System that can be shared for the benefit of all of the campuses. Representatives from UW-La Crosse were invited to present the highlights of their Cash Handling Training and Certification Program. Regent Grebe expressed his appreciation to Vice Chancellor Bob Hetzel, Controller Sandy Chapman, and Internal Auditor Carol Christnovich, who shared information about the program's objectives, implementation process, plans for ongoing monitoring, and outcomes to-date.

Regent Grebe said that the Audit Committee recognized that it was important not only to complete the audits and have effective recommendations, but also to see those recommendations be implemented. The committee reviewed a summary of the progress that management has made toward resolving the comments and recommendations included in audit reports from the 2014 Audit Plan. The Audit Committee re-emphasized its focus on cybersecurity and reiterated its support to the Office of Internal Audit as it continues to monitor the development of data security policies.

Chief Audit Executive Lori Stortz briefly reviewed progress on audits that were approved as part of the fiscal year 2016 Audit Plan. Regent Grebe said Ms. Stortz expected the plan would be completed with the exception of the IT audits, which had been deferred.

Ms. Stortz also provided a brief update on the Waste, Fraud, and Abuse Hotline, noting that the process for handling reports is working well and that the number of reports received to date was below what was estimated at the time of implementation. There were no instances of fraud or theft, and no formal personnel actions were taken as a result of the incidents reported.

Finally, Regent Grebe reported that Ms. Stortz informed the Audit Committee that the annual risk survey would go out the next week to approximately 200 key leaders within the UW System, with the intention that those survey results will be used to develop the fiscal year 2017 Audit Plan.



Regent Grebe thanked the UW System's internal audit team for their diligence and the management at various campuses for their cooperation in the audit process and implementation of the recommended steps and actions.

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## **REPORT ON THE JOINT MEETING OF THE AUDIT COMMITTEE AND BUSINESS AND FINANCE COMMITTEE**

Regent Grebe also provided the report of actions taken at the joint meeting of the Audit Committee and Business and Finance Committee. The committees met for the purpose of hearing from the Legislative Audit Bureau (LAB) and discussing the independent auditor's report on the financial statements and other reporting required by Government Auditing Standards.

The committees welcomed representatives from LAB, including Carolyn Stittleburg, Audit Director, and Erin Scharlau, Audit Lead for the UW System Audit. Also present were David Miller, UW System Vice President of Administration; Julie Gordon, Interim Vice President of Finance; and Lori Stortz, Chief Audit Executive. Ms. Stittleburg reviewed the process LAB followed to complete its annual financial audit of the UW System, which resulted in an unmodified opinion on February 15, 2016.

Regent Grebe indicated that the discussion by the Audit Committee and Business and Finance Committee focused on three topics of significance:

First, the audit outlined weaknesses in information technology security policies, procedures and controls for several UW institutions. These weaknesses were considered a significant deficiency in internal control. Regent Grebe reported that committee members sought clarification of LAB's findings and received good responses from the members of the UW System who were present. The committees expressed interest in receiving more detailed information regarding the audit findings, and General Counsel Tom Stafford suggested that this could potentially be accomplished in a future closed session of the Board. The committees also discussed some of the steps that had already been taken to address the IT concerns that were raised by LAB.

Second, Ms. Scharlau discussed the findings of the audit related to program revenue balances. The LAB recommendations included a more thorough review of institutional reserves policies by UW System Administration, followed by a status report to the Legislative Audit Committee by July 29, 2016. The Office of Internal Audit would issue its program revenue balances audit report prior to the Audit Committee's June meeting.

Finally, Ms. Stittleburg reviewed findings related to the management of the UW System's Trust Funds, Mr. Grebe said. LAB's recommendations focused on improving reporting to the Board and regular monitoring of the UW System's external investment managers. Committee members discussed how to address these concerns.

## **PRESENTATION OF BOARD OF REGENTS 2016 ACADEMIC STAFF EXCELLENCE AWARDS**

President Millner announced the Board of Regents would recognize the outstanding work being done by the more than 14,000 academic staff across the UW System, the university's largest sector of employees. She turned to Regent Mueller to present the recipients of the 2016 Regent Academic Staff Excellence Awards.

Regent Mueller, chair of the awards selection committee, said it was with great pleasure that the Board of Regents was honoring the winners of the 2016 Academic Staff Excellence Awards. These awards were the Board's opportunity to salute the hard work, dedication and innovative thinking of the UW System's talented academic staff members. Academic staff strengthen and innovate at the UW institutions and within the communities that they serve.

Regent Mueller noted that chairing the selection committee was gratifying, but also challenging, given the competition that exists for these awards. She expressed appreciation for the time, effort, insights and input of her colleagues on the selection committee, Regents Bradley, Manydeeds and Tyler.

### ***Linnea Burk, Director, Psychology Research and Training Clinic, UW-Madison***

Regent Mueller turned to Regent Bradley to present the first award. Regent Bradley said it was his pleasure to introduce Dr. Linnea Burk, the Director of the Psychology Research and Training Clinic at UW-Madison's Department of Psychology. Since 2009, she has worked diligently to enhance the educational and outreach capacity of this well-functioning mental health clinic, which is critical to the strength and national standing of UW-Madison's high-ranking clinical psychology Ph.D. program. Regent Bradley noted that its students, who have attained top internship placements throughout the country, are a testament to the clinic's success.

As director of the clinic, Dr. Burk manages staff, supports clients, trains graduate students, and maintains all aspects of the infrastructure of this community-oriented mental health clinic. Regent Bradley added that she is at the forefront of new clinical projects that support students, campus researchers, and the community at large. She developed a vertical training concept in which senior-level students have the opportunity to informally supervise junior-level students in group case discussion. She collaborated with a middle school program to provide group therapy to at-risk students. She developed continuing education workshops to meet an important outreach service to area psychologists. She also collaborated in developing low-cost group mindfulness therapy, a low-cost alcohol evaluation and intervention program, and a clinical interview service for UW researchers.

Through supervised practicum opportunities, students trained by Dr. Burk provide free services to agencies including Madison and Milwaukee hospitals, as well as community mental health centers that serve low-income areas. The clinic employs a sliding-scale fee that places

services within reach of community members, regardless of their income level. Regent Bradley indicated that the fiscal health of this self-sustaining clinic is at an all-time high through Dr. Burk's efforts, which include securing outside service contracts to create a more predictable source of income. Dr. Burk also maintains an active role in student-mentoring committees, national program accreditation, curriculum development and research involvement.

Regent Bradley presented the Academic Staff Excellence Award to Dr. Linnea Burk, who was met with a standing ovation.

Dr. Burk thanked the Regents, saying that although she can teach a three-hour graduate neuropsychology course, she was now at a loss for words. She recalled feeling honored when her department chair put forth her nomination, and when her home campus chose her as its nominee, but actually winning the award was truly exciting.

Dr. Burk explained that she had been asked to say something about what she considered important for success as an academic staff member. She noted that persistence and flexibility had been helpful in her current role, where she is held accountable to a number of different individuals and groups, who all have their own ideas about what she and the clinic should be doing. She added that she was also guided by a strong commitment to what she considered to be the real mission of the clinic, which is graduate training and service to the community. She again expressed her thanks.

### ***Michael Martin, Senior Academic Advisor, UW-River Falls***

Regent Manydeeds presented the second individual award to Michael Martin, Senior Advisor and Administrative Specialist in the College of Education and Professional Studies at UW-River Falls.

Regent Manydeeds said that Mr. Martín, having joined UW-River Falls in 1997 as an advisor, now advises more than 300 elementary education majors, in addition to many more in an unofficial capacity. In his role as the university's teacher certification officer, he handles documentation for about 500 educator licenses annually. In addition to that, he receives inquiries from currently licensed teachers who are interested in adding fields of licensing and serves as an effective recruiter for the school.

Regent Manydeeds noted that four years earlier, Mr. Martin initiated a living-learning community, called TEACH, for incoming freshmen; the program is so popular that it continues to draw interest from about twice as many students as it can accommodate. In addition to teaching an "Introduction to Teaching" course associated with the TEACH program, he regularly spends time with students, both in the residence hall and while on field trips. Regent Manydeeds noted that the retention rate of program participants is significantly higher than the university average, and participating students have a higher grade point average than peers not in the program.

Mr. Martin also developed and teaches a first-year seminar class for elementary education majors; has authored advertising materials for students in the education preparation

program; chairs the Admission to the Educator Preparation Program Committee; and serves as a UW System academic staff representative. He is active in both the Wisconsin Academic Advising Association and the National Academic Advising Association; and he regularly works with faculty members to mentor, prepare, and support candidates for teaching positions in the K-12 system.

Regent Manydeeds presented the Academic Staff Excellence Award to Michael Martin, who was met with a standing ovation.

Mr. Martin began by thanking Larry Solberg, Dean of the College of Education and Professional Studies, who nominated him for the award. He also thanked the faculty, staff, students and advisors at UW-River Falls, as well as his colleagues in the College of Education and Professional Studies.

Mr. Martin recognized his wife, Rory, explaining that she assisted with all aspects of his job, from helping shuttle students around to cooking meals when hosting students in their home. He also expressed appreciation for his three daughters.

Saying that he loved his job working with students, he suggested that a successful recipient of this kind of an honor must first remember that all students are unique. It is an advisor's responsibility to listen to their stories, goals, dreams and desires; to recognize their faults and frailties; and to help challenge them as they begin to grow and overcome those adversities. He emphasized that students should be treated with respect and compassion, even when having a difficult conversation or addressing a difficult situation.

Mr. Martin noted that nobody starts college planning to struggle or to experience setbacks, personal loss or tragedy; nobody begins college intending to fail. He said he has been guided through his career in helping students find their plans again.

Finally, he noted that students often giggle over a "demotivational" poster on his office wall, with a picture of a tornado, which reads "Change: When the winds of change blow hard enough the most trivial of things can turn into deadly projectiles." Though humorous, he said this poster served as a reminder to himself not to dismiss or disregard what seems inconsequential or unimportant. Change is a natural part of life, but it also causes disruption, anxiety, and fear; when someone makes the decision to begin or continue their collegiate career, it represents a change in their life.

Mr. Martin concluded that every day there is an opportunity to impact students' lives in the classroom or in the union, to connect with them and help them make progress toward their dreams. He again expressed his thanks for being honored.

### ***David A. Cofrin Library, UW-Green Bay***

Regent Tyler spoke next, saying that the Regent Awards were one of his favorite activities because they give Board members an opportunity to see the great work of faculty and staff and keep Regents tied to the UW System's mission.

In addition to the individual recipients of Academic Staff Excellence Awards, each year the Board recognizes an outstanding program. The 2016 winner for the program award was the David A. Cofrin Library, led by Director Paula Ganyard, which serves as a central part of academic and student life at UW-Green Bay. Physically located in the center of the UW-Green Bay campus, the library has also grown to be the symbolic center of the campus.

The library and its staff have worked hard to create successful partnerships within university departments, including Adult Degree, Student Life FOCUS, Phuture Phoenix, and many more. The results have been innovative and user-friendly services to better meet the needs of students. One example of this is an informal open house called “Bash in the Stacks,” designed to connect students and the campus community with a wealth of resources available in the library. Regent Tyler noted that the event has become a campus tradition, having attracted more than 700 students the previous fall.

Using a marketing plan created by an intern, the Cofrin Library adopted the tag line “Your Guide to Answers.” The marketing efforts have paid off with higher gate counts, increases in interlibrary loan usage, and an increase in reference interactions. In its quest to meet the teaching, research, and scholarship needs of faculty, the library hosts a bi-annual UW-Green Bay author and artist event. The most recent event recognized more than 50 faculty and staff and featured 150 publications and art installations.

The library also partners with the wider Green Bay community, and serves as a regional host for the National History Day competition – one of the largest competitions in the state, averaging more than 400 local high school students each year. The Cofrin Library secured a generous donation to start the Robert L. Ganyard Library Endowment, which tripled in its first year and will allow the library to have funds for future projects not funded by state dollars.

As a tribute to the efforts of the library and its staff, a faculty member commented that the Cofrin Library is a real presence on the campus now. Director Paula Ganyard observed in the nomination materials that statements like this one are a testament that “the Library is not just the physical center of the University, but also its heart.”

In 2012, the Cofrin Library was selected by the Wisconsin Libraries Association as the Wisconsin Library of the Year. Regent Tyler announced that the Board of Regents was happy to add to the library’s accolades. He then presented the 2016 Academic Staff Excellence Award to the David A. Cofrin Library at UW-Green Bay, which was represented at the meeting by Director Paula Ganyard and 15 members of the library staff.

Ms. Ganyard thanked President Millner, President Cross, and the Academic Staff Excellence Award Committee for recognizing the hard work and dedication of the David A. Cofrin Library’s excellent staff, who she called one of the most dedicated groups of individuals with whom she had ever worked. Each day the staff did their best to make the Cofrin Library an indispensable resource and a place of choice for the students and faculty of UW-Green Bay. Noting that they continue to find innovative new solutions and services no matter what obstacles are put in front of them, Ms. Ganyard said she could not be prouder of her amazing team.

She specially thanked all of the students who have worked for the library, saying that each and every one of them had made a difference. She also thanked the UW-Green Bay Academic Staff Committee, Provost Greg Davis and Chancellor Gary Miller for putting the Cofrin Library's nomination forward.

Briefly remarking on what it takes to be an outstanding academic staff program, Ms. Ganyard said she had identified three things.

First, it takes hiring bright and talented people who have a passion for what they do, giving those individuals a clear understanding of their responsibilities, providing them the necessary authority required to meet those responsibilities, understanding the obstacles they face, helping to remove those obstacles when possible, and then simply getting out of their way.

Second, it takes teamwork and collaboration. Ms. Ganyard emphasized the importance of understanding that each individual's little piece of the puzzle matters in the big picture, whether their job is selecting a book, putting that book back on the shelf, or helping someone who is doing research. All of it matters, and everyone is part of the team.

She indicated that this applied to collaboration across the university, not just within the library. Events like "Bash in the Stacks" only happen due to collaboration with Student Life and FOCUS. Collaboration with local schools is necessary for running successful programs like the National History Day regional competition. Ms. Ganyard also noted that the UW System Libraries' collaboration saves millions of dollars and allows UW-Green Bay to offer a much larger collection than it otherwise could.

Finally, and most importantly, it takes a shared vision to be an outstanding program. Ms. Ganyard indicated that the Cofrin Library staff had a shared vision to support the teaching, learning and research of UW-Green Bay's students, faculty and community. This shared vision is accomplished by providing access to resources and the expertise of librarians who can help people with their information needs.

Ms. Ganyard observed that it seemed fitting for the Cofrin Library to accept this award just as National Library Week was about to get underway, adding that the 2016 slogan was, "Libraries Transform." She explained that libraries help people transform by providing people with access to information, which they transform into knowledge, which is further transformed into innovative and creative solutions to address the multi-faceted problems facing today's world.

When UW-Green Bay was founded 50 years earlier, Chancellor Edward Weidner specifically put the library at the center of the campus because he believed that the library is the heart of the academic institution. Ms. Ganyard said the Cofrin Library staff does their very best to live up to that vision every day. She again thanked the Regents for recognizing the library's outstanding work.

President Millner congratulated the award winners, stating that the work they do is impressive and inspiring. She thanked them for their contributions to the campuses, to the students and to the UW System.

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The Board recessed briefly and reconvened at 11:15 a.m.

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## **STUDENT REPORTS ON RECENT CAMPUS CLIMATE CONVERSATIONS RELATED TO DIVERSITY**

### ***Introduction***

President Millner invited the three new Regent appointees to the table for the next discussion. The Board was joined by students from different institutions throughout the UW System to be part of a panel discussion about campus climate, with specific attention to diversity-related issues.

First, President Millner thanked each of the student panelists for taking time to travel to this meeting. She explained that holding this conversation with students from campuses would provide the Board with valuable perspective and would help shape System policies that support student achievement. She said that it is very important for the Board of Regents to hear about the experiences of students of color on UW campuses.

President Millner asked the student panelists to share specific examples of both their positive experiences on campus, as well as the instances where they believed they had experienced negative treatment because of their racial or ethnic status or sexual orientation. The Board's challenge and opportunity, now and in the future, is to convert what it learns through these interactions into constructive changes and transformations that will help enable each of the campuses to adopt practices that have a positive impact on campus culture and climate.

President Millner noted that campus efforts to engage students in conversation had been and would be ongoing. The students joining the Regents for this presentation were invited through the chancellors' offices, which worked with student government to identify students familiar with recent campus-sponsored events related to campus climate. To prepare for this panel students were asked to share their insights on those recent campus-sponsored events; to consider their personal perspectives on campus climate; and to consider what offices, support systems or programs on campus they have found to be effective or helpful.

After the presentation, the Board would continue the conversation at a special luncheon with the panelists and additional invited students. President Millner said there would also be an announcement at the culmination of the panel discussion, as well as a poetry reading by a UW-Green Bay freshman student.

## ***Panel Discussion***

President Millner again welcomed the student guests, who were joining the Board meeting from UW-Green Bay, UW-Madison, UW-Parkside, UW-Stout and UW-Whitewater.

### **Asti Martin, UW-Green Bay**

The first panelist was Asti Martin, a senior at UW-Green Bay, majoring in Democracy and Justice Studies and minoring in Political Science and Public Administration. During the spring 2016 semester, she sat on UW-Green Bay's Inclusive Excellence Committee as the chancellor's Inclusive Excellence intern, where she was working on diversity issues relating to multi-cultural students, LGBTQ+ students, and students with disabilities.

Ms. Martin reported that UW-Green Bay's multicultural offices were seeing successful turnouts, including many faculty and staff members, at the panels and discussions the campus was holding about race and the Black Lives Matter movement. She added that it would be helpful to have more faculty and staff who were educated on these issues who could represent students in the university.

Speaking about her own experiences, Ms. Martin observed that it was sometimes very difficult coming from a diverse area – she was originally from Racine, Wisconsin. She described how being the only student of color sometimes made it difficult to find resources in the community, led to being judged and stereotyped by people who had never met or spoken to a black person before, or meant she was targeted by campus police because of the color of her skin.

She explained that this could affect students' education by making them feel bad and not want to continue at the university, but also how having supportive staff members and friends to talk to can really help. She emphasized that faculty and staff members or friends who represent the diverse students are especially helpful because they have been through some of the same experiences.

### **Mariam Coker, UW-Madison**

The second panelist was Mariam Coker. Originally from a suburb of Washington, D.C., Ms. Coker is a sophomore majoring in Social Welfare and English Creative Writing at UW-Madison. She serves as the Academia Inclusion Committee Chair of the Associated Students of Madison (ASM), which meant that she was in charge of activities related to diversity and inclusion in student life.

Ms. Coker explained that her position at ASM has been both a blessing and a burden. It was a blessing because she heard so many people's stories and had been able to direct them to places that can provide them with resources. It was also a burden because she had to be involved in many of the incidents that happen on campus.



She listed some occurrences: (1) someone who lives on her floor spit in the face of a woman because she is black; (2) for more than a month, when she was walking home, someone yelled an expression involving ISIS at her every day, eventually causing her to take the long way home and to pay much more for a package of strawberries on campus; (3) someone posted pictures of Hitler and swastikas on a Jewish person's floor, and the students involved are still living on the same floor.

She suggested that many bad things keep happening because these occurrences are not seen as issues or taken as priorities, and so do not get fixed. She explained that these incidents should be considered priorities because they affect everyone, and letting them happen breeds a campus climate of intolerance, hate, racism and misogyny.

Ms. Coker noted that the incidents that happen at UW-Madison are not unique to that campus, but are instead reflective of all of the UW schools and of predominately white institutions in general. Suggesting possible solutions to some of the issues she had observed, she said the university should provide mandatory diversity trainings for all students and staff and add more substantial ethnic studies requirements for students. She stated that students of color should not need to be the ones who teach their classmates why diversity is important.

Another suggestion was for the university to employ more therapists, especially therapists of color or culturally competent therapists. Ms. Coker noted that UW-Madison students with mental health issues and depression tend to be women, especially women of color, and more specifically trans women of color

She also recommended that the campus should offer more affordable housing. Ms. Coker pointed out that the UW does have homeless students, and that instead of building more affordable housing, these residences are being torn down and replaced by high rises where the rent starts at \$900 per month. Also, groceries on campus are very expensive.

Finally, Ms. Coker said there needed to be zero-tolerance policies for offenders of hate and sexual assault crimes. Mentioning Langdon Street specifically, she stated that young women are afraid to walk at night in certain parts of campus because they know they might be touched or yelled at. She said that students should not live in constant fear for their safety.

President Millner asked Ms. Coker to speak about a recent campus meeting that had been attended by about 400 students. Ms. Coker stated that the Moving Forward event was quite successful. There were about 30 tables with discussions of about five different topics, including hate and bias, retention and recruitment of faculty of color, and mental health services. Anyone could join a table to discuss the issues and how to fix them, with a facilitator leading the conversation and taking notes. At the end of the event, the chancellor, vice provost, chief of diversity, dean of students, and Ms. Coker and another student leader formed a panel to answer questions from students and faculty, as well as members of the community who are affected by campus issues.

Ms. Coker concluded that while there many different kinds of people from campus at the event, the ones who really needed to be there were missing. She explained that usually these

events are attended by the same people, those who are marginalized and want to make changes happen.

### **Amber Danyus, UW-Parkside**

President Millner next welcomed Amber Danyus, a junior from UW-Parkside. Ms. Danyus is a Communications major and a member of the Zeta Sigma Chi multi-cultural sorority.

Ms. Danyus began by noting that though she has not faced as many racial slurs as Ms. Coker, her story does not reflect everyone else's story. She suggested that conversations like the present panel were a great start to helping explore the deeper issues, but what would help would be a dialogue where no one is sitting in front of a camera with a microphone in front of them and feeling uncomfortable.

She noted that students do not often have the opportunity to have those conversations in a comfortable setting with people who are higher-ups. Much of students' frustration results because it is easier to communicate with each other about what they wanted to see happen, but they lack the power to make those things happen.

Speaking about her own campus, Ms. Danyus said that UW-Parkside is a very diverse school. She praised the Office of Multicultural Student Affairs, where students are welcome to come and discuss issues.

President Millner asked if there were other resources at UW-Parkside that had been effective at addressing these issues. Ms. Danyus mentioned courses she was taking, such as one called "Power and Privilege," which offer students the opportunity to have conversations about current issues and to hear different perspectives. She had found this immensely helpful, she said, and recommended offering additional opportunities for these kinds of conversations.

### **Anthony Hoffman, UW-Stout**

The next panelist was Anthony Hoffman, a nontraditional junior at UW-Stout. Originally from Menomonie, he is studying Applied Social Science with a History and Politics Concentration, with minors in GIS and Computer Science. Mr. Hoffman has been involved in many diversity issues on campus through shared governance, and is currently serving as the Director of Diversity for UW-Stout's student government, the Stout Student Association (SSA).

Mr. Hoffman reported that, in recent years, there had been many overt hate and bias incidents at UW-Stout, as at other campuses. He explained that the campus had taken many steps to address these; for example, the university and the SSA released statements in response to incidents during the current academic year, but received pushback both times from students claiming that they did not think the incidents were offensive. Mr. Hoffman indicated that this response demonstrated a lack of empathy and education on the part of many of his fellow students and peers, both in the university and in the surrounding community.

Noting that a petition had been started by students to create an administration position to address diversity, as UW-Stout currently does not have a Chief Diversity Officer as many other UW institutions do, Mr. Hoffman said that students had been told that this was not feasible due to the current budget situation. He said that whether or not this was true, it did show that if diversity is not a priority it will be pushed to the side and not be given the necessary resources. He suggested that, while UW-Stout does have good resources, like the Multicultural Student Services Center and its highly-regarded LGBTQ center, students feel the administrative support for these resources is lacking.

To the university's credit, there had been a recent dialogue among the chancellor, provost, dean of students, and students. Several meetings had been held regarding what can be done to improve the climate on campus. Other educational events were being planned to help students recognize and learn from hate and bias incidents and to prevent them from happening in the future.

Mr. Hoffman explained that the student government would like to see mandatory diversity training for officers of student organizations, so that parties who would not otherwise come to the table, as Ms. Coker had mentioned, would receive the education they are missing.

President Millner asked about UW-Stout's recent meeting about campus climate, and Mr. Hoffman explained that someone had recently defaced a poster depicting a black student in the library by writing a racial slur on it. Several campus administrators and concerned students met to discuss their feelings about this hate and bias incident and to air other grievances. He said that this was a productive discussion that was beneficial for students who attended; however, the perpetrators and others who were not bothered by it did not attend. Reaching those students, whether through educational classes, campus events, or university communications, would be important.

### **Natalie Arriaga, UW-Whitewater**

The final panelist was Natalie Arriaga, a junior from UW-Whitewater. Her major is International Studies with an emphasis in Public Diplomacy, and she is also pursuing a Diversity Leadership Certificate and a minor in Spanish.

Ms. Arriaga spoke about the experiences that many underrepresented students have encountered, including being called on to represent their particular ethnicity or the LGBTQ community in the classroom. On social media, individuals from minority communities have been the targets of other peoples' complaints. She noted that "black face" incidents perpetrated by white students and shared through social media are not always recognized as being derogatory and having harmful impacts. Ms. Arriaga also shared that students speaking languages other than English on campus have been mocked, and international students are especially targeted at the university.

She emphasized that cultural competency training is important, as is having great faculty and staff members and other resources available.

Ms. Arriaga observed that minority students are often asked to be representatives in several organizations and committees, and that these duties can be a burden on top of a student's academic workload, social activities and family life. She emphasized that minority students are at college for an education.

She spoke about the Boxes and Walls initiative from University Housing, which allows students to go room to room to learn about the experiences of African Americans or Latinos or people in the LGBT or disability communities. To combat the negative experiences these people face, the university has created a campus culture working group. This group produced the campus action forum, which was attended by approximately 450 students, faculty and staff, who discussed what has been happening around campus and what needs to be fixed. From that event, four subgroups were produced related to "diversity learning," "community," "accountability and consequences," and "capturing the student experience."

Ms. Arriaga explained that the subgroups had demonstrated the need to empower students so they are culturally competent individuals who can succeed within their business or professional field. She noted that the world is becoming more diverse, and many individuals from less diverse hometowns may not realize this.

Ms. Arriaga said that these efforts would require the support of faculty, staff and administration, but that the students also would need to advocate for themselves. Student organizations have been working to educate each other; for example, the UW-Whitewater student organization was improving its relations with a black student union and Latino association.

### ***Follow-up and Regent Discussion***

After the panelists spoke, President Millner invited UW-Green Bay freshman Selena Deer to deliver a Spoken Word performance. Ms. Deer's major is Communications and Theater with a minor in Political Science. Her hometown is New Berlin, Wisconsin. She recited a poem on behalf of underrepresented voices at UW-Green Bay and other campuses. Her recitation was met with applause.

President Millner then opened the floor to questions from the Board. She reminded them that they also would be able to ask questions at the listening lunch planned after the meeting.

Regent Vásquez expressed thanks to President Millner for encouraging and facilitating the panel presentation and upcoming luncheon, indicating that it was a noble act. He said his questions were not for the panelists, but for those who had been listening to them: He asked, "what did we really hear, ... [and] what did we see here?"

He said that he had heard the desire for students to receive a quality education, for more students of color to graduate, and for communities and the state to strengthen and grow. He added that he did not see individuals who were weak or vulnerable, but were instead strong, creative, and innovative. He thanked the panelists for coming to the meeting and showing the Regents the strength that they had demonstrated.

Regent Hall followed up on what Regent Vásquez had said by adding that she had heard the need for some additional support, protection, and understanding of what underrepresented students are facing, so that they can be successful in their academic endeavors.

Regent Hall said she also saw the courage these students had to come speak before the Board of Regents and the chancellors, noting that the students would have to return to their campuses without knowing what may happen as a result of comments that they made at this meeting. She told the panelists that the Board of Regents, the chancellors, and everyone in attendance respects them as students in the System. She then thanked them for their commitment to education, and for standing up for both themselves and on behalf of the individuals they represent.

Regent Manydeeds thanked the students for coming to the meeting and said he admired their strength and courage in speaking to the Board of Regents. He observed that others, including Regents Vásquez and Hall, had gone through some of the same experiences that the panelists were currently going through, and told the students that if they continued to persevere and ask for help, they would make it through everything that happens and become an example for the next generation. He concluded that, while the Board was not able to change the campus climate instantaneously, he and the other Regents would keep working to make it better.

Regent Higgins also thanked the students, noting that it took courage to participate in this panel. He shared how black classmates helped enlighten him about race issues when he was in college, and noted that as a Catholic he often has to explain his religion to others. He asked the students to elaborate on why they did not believe it was their job to educate their classmates about their personal experiences.

Ms. Coker replied that it was her job to get an education, to learn and to be a student, and that it should not be an extra priority for her to teach people who ask questions out of curiosity rather than respect. She added that answering these questions is a job for people who get paid to do that, not for a person who pays to go to the university.

She explained that she was not saying that she would not answer questions from her white friends, but she was not interested in having a conversation with or educating someone who is insulting her. She indicated that it is already a burden just to be on campus and should not be the burden of students of color to prove their humanity or explain and justify their culture to others.

President Millner said she looked forward to having an interesting and educational luncheon discussion, and again thanked the panelists for their presentation. She also thanked her fellow Regents, the chancellors and others on the campuses who have hosted conversations about diversity and inclusiveness.

President Millner noted that much is being done systemwide to effectively understand the challenges and obstacles students face and to make the necessary changes and progress. She then announced the creation of a task force to examine underrepresented minority students' experiences.

She said the task force would consist of several Regents, chancellors, student affairs professionals, and students. She explained that the goal would be not only to examine perspectives and real-life experiences on campuses, but also to recommend areas where the Board can act to improve the experiences of all UW System students. President Millner said she would keep the Board up to date on the task force's future activities and progress.

At President Millner's invitation, President Cross offered a closing comment. He observed that while academics often believe that an academic course will solve any problem, it is far more important to look at this issue with a human perspective, with the goal of changing people's minds and hearts. Though emphasizing that no one wanted students to feel that the campuses were not welcoming and warm places to be, he noted that the pursuit of truth and the preeminence of free speech mean that it is difficult to control others' thoughts, behaviors, and actions, however inappropriate those might be. Education is needed to change the hearts of people, to help them understand what is appropriate and how to behave in a civil way. He suggested that this also requires an understanding of the need to change, and he thanked the panelists for reminding everyone of that.

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## **RESOLUTION OF APPRECIATION TO UW-GREEN BAY AS HOST OF THE APRIL BOARD OF REGENTS MEETING**

President Millner expressed the Board's sincere appreciation to Chancellor Miller and his team for their gracious hospitality. She then asked Regent Grebe to present the resolution thanking UW-Green Bay for hosting the April meeting.

### **Resolution of Appreciation: UW-Green Bay**

Resolution 10675      WHEREAS, the members of the Board of Regents are pleased to recognize the University of Wisconsin-Green Bay as the official host campus for the board's April 2016 meeting; and

WHEREAS, the board is grateful for the generous hospitality extended this month by Chancellor Gary Miller and the entire Phoenix community; and

WHEREAS, the board appreciated hearing about the ways UW-Green Bay is celebrating its 50<sup>th</sup> anniversary while looking to the future, as part of Chancellor Gary Miller's presentation, "UWGB: 50 and Forward"; and

WHEREAS, the members of the REDI Committee – Research, Economic Development, and Innovation – heard an informative presentation led by Chancellor Miller that highlighted UW-Green Bay's commitment to community and business development, including the innovative and

collaborative Engineering Technology program that UW-Green Bay is offering in conjunction with other UW institutions; and

WHEREAS, the Business and Finance Committee learned how UW-Green Bay is navigating the current fiscal environment from Sheryl Van Gruensven, Vice Chancellor for Business and Finance, who also presented to the Capital Planning and Budget Committee the university's capital planning and projects for the 2015-17 biennium; and

WHEREAS, the Education Committee thanks Provost Greg Davis for leading a presentation on signature interdisciplinary programs on campus and for explaining the institution's interdisciplinary advantage in the educational marketplace; and

WHEREAS, the Board was delighted to hear from Lorenzo Lones, a UW-Green Bay senior featured in this month's Student Spotlight;

BE IT THEREFORE RESOLVED that the Board of Regents hereby thanks UW-Green Bay for this month's informative presentations, its forward-thinking spirit, and its many continued contributions to the UW System and to the state of Wisconsin.

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The meeting was adjourned at 12:30 p.m. for informal luncheon conversations among Regents, chancellors and students about campus climate.

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Submitted by:

/s/ Jane S. Radue

Jane S. Radue, Executive Director and Corporate Secretary  
Office of the Board of Regents  
University of Wisconsin System