

**Minutes of the UW System Board of Regents
Education Committee Meeting on
Thursday, April 7, 2016**

Regent Whitburn convened the meeting of the Education Committee on Thursday, April 7, 2016, at 10:49 a.m. Regents Farrow, Langnes, Manydeeds, Petersen, and Tyler were present.

Committee Actions

On April 7, 2016, there was no action on the February Minutes. The Education Committee unanimously adopted the following twelve resolutions:

Resolution I.1.c.(1), approving the Master of Social Work at UW-Whitewater;

Resolution I.1.c.(2), approving the Master of Science in Computer Science at UW-Whitewater;

Resolution I.1.d, approving the Bachelor of Science and the Bachelor of Arts in Geospatial Analysis and Technology at UW-Eau Claire;

Resolution I.1.e, approving the collaborative online Master of Science in Health and Wellness Management at UW-Parkside, UW-Green Bay, UW-River Falls, UW-Stevens Point, and UW-Superior (With Support from UW-Extension);

Resolution I.1.f, approving the Bachelor of Science in Data Analytics at UW-Stevens Point;

Resolution I.1.g, approving the Bachelor of Science in STEM Middle Childhood-Early Adolescence Education at UW-Platteville;

Resolution I.1.h.(1), approving the Bachelor of Science in Secondary Education at UW-Parkside;

Resolution I.1.h.(2), approving the Bachelor of Science in Early Childhood Education at UW-Parkside;

Resolution I.1.h.(3), approving the Bachelor of Science in Special Education at UW-Parkside;

Revised Resolution I.1.i, approving UW-Madison's and UW-Milwaukee's request to the Vilas Trust Fund;

Resolution I.1.j, approving the School of Business and Economics at UW-Superior; and

Resolution I.1.l, approving the UW-Madison Faculty Policies and Procedures relating to faculty layoff, as amended.

The Vice President's Report

Vice President Henderson apprised the Committee of his biographical background, mentioning that he grew up in rural New Mexico, that he was a first-generation college student, and that he earned a Ph.D. in Mathematics from UW-Madison. His teaching and administrative career took him to Colorado College, to the University of Colorado at Colorado Springs, to

California State University at Los Angeles, and most recently to the University of Louisiana at Lafayette, where he served as Provost before joining UW System Administration. Henderson shared with the Committee his vision for college access for first-generation students and pathways to student success. In discussing his interest and expertise in remedial education, he identified three major courses of action to address and solve remedial education impasses within the UW System: (1) careful analysis of data, (2) partnerships between higher education and K-12 systems, and (3) providing multiple pathways to successful demonstration of needed skills. He concluded that the UW System has already made progress in reducing the number of students who need remediation, but that much work remains to be done and that he is eager to take on that task.

UW-Whitewater Master of Social Work and M.S. in Computer Science

UW-Whitewater Dean David Travis indicated that the current undergraduate social work program has solid enrollment, at 430-450 current majors, and provides a pipeline for the proposed master's degree. The Master of Social Work will have three tracks, and students will take three courses at UW-Milwaukee, as part of a collaboration between the two universities. Travis reported a projected 38 percent growth in the employer and student demand for the Master of Social Work. Interim Provost John Stone highlighted the importance of serving regional partners and students seeking a degree from a public university, at an affordable tuition rate. The program will be serving prospective social workers in rural settings, such as the five adjoining counties and three northern Illinois counties, which are currently served only by private universities. UW-Whitewater will seek to enroll alumni who have opted for these private universities because no graduate program was available at their alma mater thus far. UW-Whitewater will add two staff members to deliver this program.

The M.S. in Computer Science was approved by the Committee at the proposed higher tuition rate (6 percent above standard graduate tuition). Stone highlighted the availability of industry fellowships and internships that will allow students to gain work experience and engage in collaborations with various industry and technology ventures. Students can complete the degree in 15 months, and undergraduate students may take nine graduate credits towards the M.S. in Computer Science in their senior year. Recruitment will also include the international student population.

UW-Eau Claire B.S. and B.A. in Geospatial Analysis and Technology

UW-Eau Claire Provost Patricia Kleine acknowledged the receipt of a UW System Growth Agenda grant in June 2015, which provided the university with seed funding for developing this high-demand degree which responds to new developments and growth in the industry. Students will be able to take advantage of partnerships with the region's industrial sector. UW-Eau Claire will use existing resources and faculty to deliver this degree. When asked by Regent Whitburn to explain the difference between the B.S. and the B.A. degrees, she responded that the primary difference is that the B.A. requires a foreign language requirement. There is a projected growth rate of 35 percent annually for graduates in the geospatial and technology area, Kleine concluded.

UW-Parkside, UW-Green Bay, UW-River Falls, UW-Stevens Point, and UW-Superior (with support from UW-Extension) collaborative online Master of Science in Health and Wellness Management

UW-Parkside Provost Fred Ebeid spoke on behalf of the academic partners who developed the 36-credit, fully online program which will serve primarily nontraditional students. Financial and administrative support for developing the degree was extended by UW-Extension. UW-Parkside Dean of the College of Natural and Health Sciences Emmanuel Otu and Professor Penny Lyter, Associate Dean of the College of Natural and Health Sciences, joined the provost in the presentation. Representatives from the partnering institutions included Assistant Dean for Program Development and Management for the Continuing Education Division of UW-Extension; and program manager and Associate Professor of Nursing Christine Vandenhouten from UW-Green Bay.

UW-Parkside will function as the lead institution for accrediting purposes with the Higher Learning Commission. Accreditation of the program is expected in September 2016. The organizational structure is a home-campus model, i.e., students choose a UW institution at which they enroll, apply for financial aid, and receive advising. Each campus hosts three to four courses. The enrollment is projected at 248 students, according to Ebeid.

Among one of the interesting aspects of the design of the program is that students have access to virtual office hours via the web. UW-Extension provides financial and logistical support for this and other operational functions. The program responds to high demand for managers who demonstrate advanced-level competencies to lead complex health and wellness organizations and businesses.

Responding to a question from Regent Petersen about the expected distribution of students around participating institutions, and whether the demand would be evenly distributed among campuses, Ebeid acknowledged that it is hard to predict where exactly students will choose to enroll.

Responding to a question from Regent Whitburn, in regard to who “owns” the program as far as accountability is concerned, Ebeid responded that UW-Extension Provost Aaron Brower and the UW-Parkside incoming Provost would be the main agents for accountability purposes. Ebeid added that each campus has its own home, i.e., a director who interfaces with the students.

Responding to a question from Regent Petersen about how the capstone course and experience will be delivered online, the UW-Parkside director Penny Lyter shared that it was designed to be completed in a variety of different forms, with students working in the industry, doing survey research, or completing projects in outside work environments in which they could apply knowledge in real-world settings.

UW-Stevens Point B.S. in Data Analytics

Provost Greg Summers cited the proposed undergraduate program in Data Analytics as the clearest example of the university’s careful strategic planning directed at meeting the needs of community and business partners in the region. Industry leaders report a shortage of

candidates for positions that require advanced skills in analyzing data. The university will hire two new faculty members to deliver this interdisciplinary program. UW-Stevens Point seeks to enhance participation of underrepresented students in science and technology fields by working with PK-16 systems to create a viable student pipeline for this and other STEM degrees.

Regent Farrow said she noted in the authorization document a concern for diversity of women and commented that she “wouldn't worry about recruiting more female STEM students,” as she believed that “women will find their way” and that “it is good students we look for, not...students by gender.” Provost Summers acknowledged that the shortage of female students in some STEM areas was certainly a concern and that the university wanted to see more women enrolled in STEM degrees, and would work with PK-16 institutions on the pipeline of students.

After the Committee had voted on the proposed program, Regent Whitburn announced that he would change the order of the agenda and turn to the UW-Madison Faculty Personnel Policies.

UW-Madison Amended Faculty Personnel Policy (FPP)

Regent Whitburn reiterated that all UW institutions' new and revised faculty personnel policies relating to the two new RPDs and one revised RPD on Tenure adopted March 10, 2016, have to be approved by the Board of Regents. He further urged leaders of UW institutions to commence governance work leading to a timely drafting of new policies in alignment with the RPDs so that they can be brought to the Board for approval as soon as possible. The new policy on post-tenure review indicates that institutional policies must be submitted by December 2016.

In the following, Regent Whitburn recounted briefly the changes the legislature had made in the previous year and noted that UW-Madison had created a faculty personnel policy on layoffs before the Board of Regents took action on the Regent policies on tenure on March 10, 2016. He continued that the UW-Madison FPP needed to be modified so as to put it in alignment with Regent policy. Further, Whitburn explained that Chancellor Blank had asked the Regents to act on the amended UW-Madison FPP on faculty layoff at this April meeting, “so as to settle this.” President Cross had worked with his staff on changes required for the above-mentioned alignment. Regent Whitburn also welcomed Dorothy Farrar-Edwards, a UW-Madison faculty senate member and a member of the executive committee of the faculty senate, who had also served on the Tenure policy taskforce, which had concluded its work by December 2016. He also greeted UW-Madison engineering professor Amy Wendt, who is also a member of the Madison faculty senate and the incoming chair of the university executive committee.

UW-Madison Provost Sarah Mangelsdorf shared with the Committee that the university's faculty senate had reaffirmed the original policy, i.e., Chapter 10 on tenured faculty layoff which had been adopted by the faculty senate in the fall of 2015, and again on April 4, 2016. She then read from a prepared document, and said that she and the University Committee recommended adoption of the UW System Administration edits to the proposed Faculty Policies and Procedures document, Chapter 10, regarding faculty layoff (which was passed by the UW-Madison Faculty Senate on November 2, 2015).

The amendments, Mangelsdorf noted, make the policy broadly consistent with UW-Madison's peers. Members of the UW-Madison University Committee, which is the Executive Committee of the Faculty Senate, and the Chancellor find the proposed edits acceptable. Having reviewed peer institutions' policies, the Provost reported "that the policy the UW-Madison Faculty Senate has advanced, with the edits as proposed by the UW System Administration, provides similar, and perhaps in some cases even better, protections to those offered at other peer institutions." She noted as well that the UW-Madison Faculty Senate had met on April 4, 2016, and did not recommend adoption of the document.

Further, Mangelsdorf highlighted that the amended UW-Madison FPP spells out a process in which the chancellor must seek input in the case of a financial emergency. Noting that many other institutions' policies have no such language and do not provide any procedures. The Provost indicated that in her view the amendments did not substantially change the intent or protections that were approved by the Faculty Senate. Two members of the UW-Madison University Committee present at the meeting, Professors Dorothy Farrar-Edwards and Amy Wendt, when queried by Regent Whitburn if they were comfortable with the policy, said "yes."

UW System General Counsel Tomas Stafford was asked by Regent Whitburn to outline the major changes in the document. Stafford reported that there were not a lot of changes. Among the changes were that definitions had been added and that language from existing Wisconsin code had been added verbatim in certain sections. In chapter 10.2, relating to cases of financial emergency, the language now clarifies that the chancellor can look for programs to discontinue to address financial shortfalls. Some changes to chapter 10.5 clarify that proposals which deal with discontinuance of programs and possible layoff of faculty go to the chancellor. The language had been edited to conform to s.36.22, Wis. Stats. Further, Stafford noted that chapter 10.11 indicates that discontinued or laid-off faculty receive at least a twelve-month notice, and that the chancellor may choose to pay severance. Regent Whitburn thanked Stafford for his work.

In closing, Regent Whitburn related that he had spoken to UW-Madison Chancellor Blank, who also stated that she was comfortable with the edits and would communicate in writing with the university community about the policy adoption via her blog. He said that she would be present at the meeting of the full Board on Friday April 8, 2016, to answer questions, if needed.

UW-Platteville B.S. in STEM Middle Childhood-Early Adolescence Education

UW-Platteville Chancellor Dennis Shields, Dean of Liberal Arts and Education Elizabeth Throop, and Assistant Professor of Education and STEM Coordinator Erin Edgington were present. Provost den Herder thanked everyone involved in the development of the degree, including senior academic planner Chris Navia and UW-Platteville Assistant Vice Chancellor for Academic Affairs Joanne Wilson. Provost den Herder emphasized the strong demand in the Tri-State region of southern Wisconsin for math and science teachers. The new program replaces a middle school licensure major and provides students with greater flexibility to teach across grades. The degree, she reported, will help to bring forth the next generation of well-prepared STEM teachers who will motivate all students, including girls and women underrepresented in

STEM fields, to succeed in the areas of science, engineering, mathematics, and technology. Den Herder noted that in her experience girls, particularly in adolescence, can lose interest in STEM subjects and that the university's goal is to graduate confident and passionate teachers. No new staff will be added to deliver the program.

Regent Farrow asked whether UW-Platteville had conversations with the Wisconsin Department of Public Instruction (DPI), and whether there were any obstacles to certification. Professor Edgington replied that the state has not yet developed a STEM certification, but that the program developers had talked with Superintendent Evers about the vision of the program, which enjoys the full support of the mathematics and science faculty across the UW-Platteville campus. Having analyzed recent trends in teacher education, the university does not expect any problems in placing graduates.

UW-Parkside B.S. in Secondary Education, B.S. in Early Childhood Education, and B.S. in Special Education

UW-Parkside Provost Ebeid introduced his colleagues: Assistant Professor of Education Annie Grugel, chair of the Institute for Professional Educator Development (IPED) Nancy Whitaker, and Associate Provost Gary Wood. Showing his full support and enthusiasm for the three proposed programs, Ebeid told the success stories made possible by the creation of the UW-Parkside Institute for Professional Educator Development in 2013. Whereas IPED had started with four teacher candidates, as of this spring, IPED has served 219 teacher candidates enrolled in a licensure pathway, some of whom will now switch to the new Bachelor of Science degree options.

Ebeid emphasized that the program serves place-bound students in the region, and will graduate teachers for whom there is high demand in the nearby large school districts. He noted that 87 percent of the teacher education students live in a 30-mile radius from the university and that 100 percent completed clinical hours in the cities of Racine and Kenosha. Students can now move from an option called the "licensure pathway" to a fully-fledged major in secondary education. The latter will make them more marketable, at no additional cost. All three programs feature an innovative co-teaching model, with the early childhood program also engaging in a collaboration with Gateway Technical College. It is expected that 47 elementary education majors will double major in the early childhood degree program.

Noting a 12 percent increase in early childhood open positions in the region, Ebeid concluded by highlighting the new opportunities and the high quality and innovative potential of the proposed education majors that represent UW-Parkside's investment in the economics of the state.

Regent Whitburn expressed his pleasure at two parts of the proposal, namely the above-mentioned collaborations and that UW-Parkside would fill the demand for 80 new kindergarten teachers in neighboring counties. He commended UW-Parkside on its development of a special education credential since (as the authorization document noted) over 500 special education teachers working in the region's school districts are only equipped with emergency credentials.

UW-Madison and UW-Milwaukee's Request to the Vilas Trust Fund

The Committee approved the revised Request of UW-Madison and UW-Milwaukee to the Trustees of the William F. Vilas Trust Estate in the amount of \$7,039,281 for Fiscal Year 2016-2017. The trust had recently reported a lower net income from its investments.

UW-Superior School of Business and Economics

Provost Faith Hensrud and Richard Stewart, director of the Transportation and Logistics Research Center, which will play a key role in the new School of Business and Economics, introduced the proposed reorganization. The new School of Business and Economics at UW-Superior will reduce the number of the university's departments from 12 to 11 and give visibility to the Small Business Center. The reorganization is accomplished through reallocation of resources and does not require new resources. The School will enhance the mission of the Business and Economics unit and provide an advantage for further business and community collaborations as well as opportunities for student scholarships and faculty and staff development.

UW-Green Bay Provost Presentation

Provost Gregory Davis presented an overview of the interdisciplinary signature programs at UW-Green Bay that provide students with an education that prepares graduates not only for a first job but also for careers. Davis highlighted the organizational and budget structures making possible the interdisciplinary teaching, research, and scholarship on campus which helps UW-Green Bay to achieve its distinct mission. Among the advantages of this interdisciplinary academic structure are increased incentives for faculty within budgetary units to collaborate and to learn from each other across disciplines. Students benefit because the curriculum is constructed with input from experts across multiple fields.

In fulfilling UW-Green Bay's mission to make better lives for all students seeking an education, Davis affirmed the importance of access and of serving students in the region, particularly those who face barriers to entering higher education. The Provost concluded his remarks by sharing his own path as a first-generation student and the family connections with UW-Green Bay engendered by his experience. Regent Whitburn thanked the Provost for the presenter's candor. In response to Regent Langnes' question on what a student would say about the UW-Green Bay, Davis answered that students would say that they enjoy communicating with faculty readily and that the university is a nurturing, helpful place.

The meeting was adjourned at 12:12 p.m.

Submitted by Carmen Faymonville, Ph.D.
Staff to the Education Committee