

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

I.6. Joint Meeting of the Business and Finance
and Audit Committees

Thursday, December 6, 2018
8:00 a.m. – 8:55 a.m.
UW-La Crosse Student Union
Room 3314
521 East Ave. N., La Crosse, WI

- a. Approval of the Minutes of the Joint Meetings with the Audit Committee on
June 7, 2017, February 8, 2018, April 5, 2018, and June 6, 2018
- b. Plante Moran External Audit: Annual Financial Report

I.2. Business and Finance Committee

Thursday, December 6, 2018
10:30 a.m. – 12:00 p.m.
UW-La Crosse Student Union
Room 3310
521 East Ave. N., La Crosse, WI

- a. Approval of the Minutes of the October 4, 2018 Meeting of the Business and
Finance Committee
- b. Annual Faculty Turnover Report
- c. Annual Report on Faculty and Staff Base Salary Adjustments and Additional
Compensation Payments
- d. UW System Contractual Agreement – EAB Student Success Collaborative
[Resolution I.2.d.]
- e. UW-Madison Contractual Agreement – Johnson Controls, Inc.
[Resolution I.2.e.]
- f. Approval of Amendments to the Bylaws of the Board of Regents of the
University of Wisconsin System
[Resolution I.2.f.]

- g. Approval of Changes to Regent Policies Related to UW System Trust Funds
[Resolution I.2.g.]
- h. Approval of Changes to Regent Policy (RPD 3-2) Public Records Management
[Resolution I.2.h.]
- i. Approval of Changes to Regent Policy (RPD 2-1) Emeritus Status
[Resolution I.2.i.]
- j. Removal of Regent Policy (RPD 26-1) University Insurance Association
[Resolution I.2.j.]
- k. Removal of Regent Policy (RPD 30-4) Mandatory Refundable Fee Policies and Procedures
[Resolution I.2.k.]
- l. Review and Approval of UW-Madison Non-resident, Graduate, and Professional School Tuition Proposals
[Resolution I.2.l.]
- m. Approval of Salary Ranges for Senior Executives
[Resolution I.2.m.]
- n. Report of the Vice President(s)

Joint Audit Committee and Business & Finance Committee

Item I.6.b., “Plante Moran External Audit: Annual Financial Report”

Materials will be provided under separate cover.

REPORT ON FACULTY TURNOVER FOR FY2018

EXECUTIVE SUMMARY

BACKGROUND

The Report on Faculty Turnover in the UW System is presented annually to the Board of Regents. Initially requested in 2013, the report provides a summary of tenured and non-tenured (probationary) faculty departures attributed to retirement, resignation and non-renewed contracts for the most previous fiscal year. Beginning with the 2016 Fiscal Year, the report also began including information on reasons for resignation reported in four sub-categories including salary related job changes, non-salary related job changes, personal/family reasons, and other/unknown reasons.

Scope and Definitions

- This report contains summary data on faculty departures provided by all UW System institutions.
- In accordance with [Wis. Stat. § 36.05 \(8\)](#) faculty means persons who holds the rank of professor, associate professor, assistant professor or instructor in an academic department or its functional equivalent in an institution and such academic staff as may be designated by the chancellor and faculty of the institution.
- Turnover is defined as a separation or termination of employment.

REQUESTED ACTION

This report is for information only.

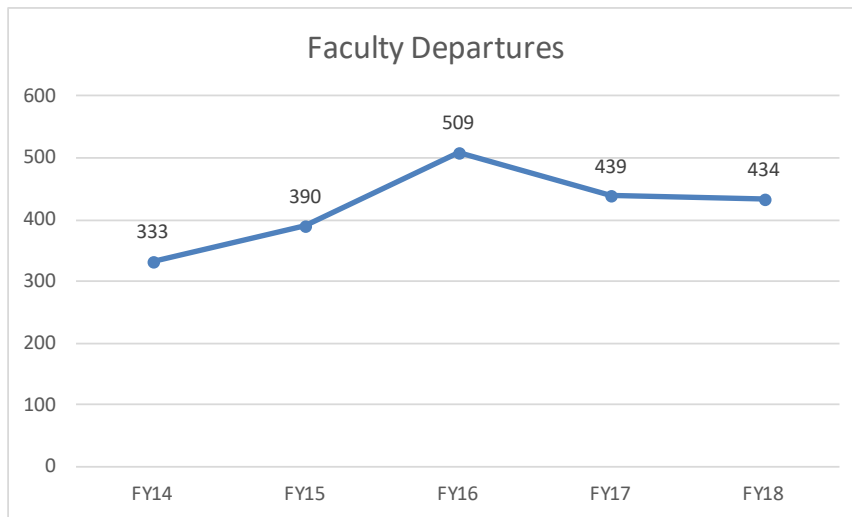
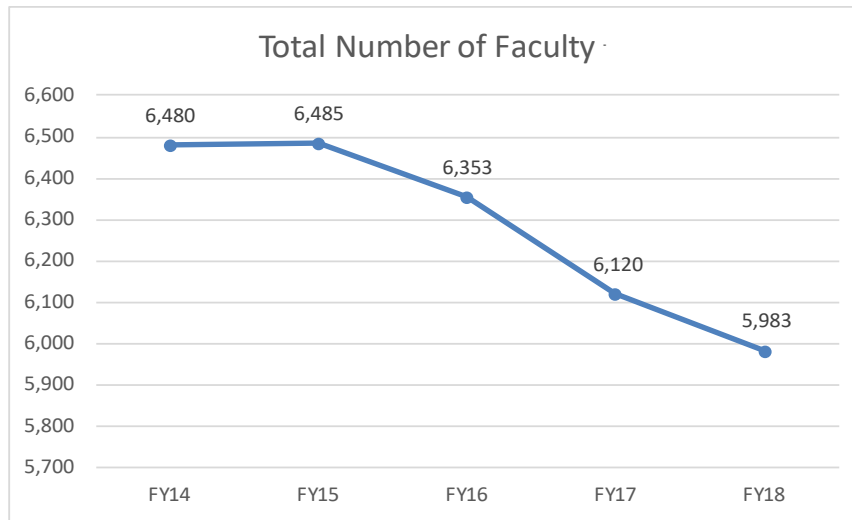
DISCUSSION

The following two charts provide summary comparisons of faculty and faculty turnover or departures for the last five fiscal years. The total faculty number is pulled from the October payroll data. Faculty departures data are pulled from HR Information System for the fiscal year and vetted by system institutions prior to reporting.

Key observations from the five-year look-back are as follows:

- The number of faculty has declined over the last four fiscal years from 6,485 to 5,983.
- FY16 shows the highest number of departures at 509.
- Faculty departures are trending downward from FY16. However, for the entire period, departures remain higher in FY18 at 434 compared to FY14 at 333.

Faculty Turnover Five Year Comparison



Attached to this executive summary is the full report of FY2018 Faculty Turnover. Key observations for FY18 are as follows:

- 5,983 faculty and 434 departures which equates to 7.25% of total faculty.
- Retirements ranked as the top reason for departure at 56.91%, resignations ranked at 40.32% and non-renewals at 2.76%.
- Voluntary Separation Incentive Program Agreements occurred at the following institutions: Colleges, Extension, Oshkosh, Stevens Point and Superior.

RELATED REGENT POLICIES

None

UNIVERSITY OF WISCONSIN SYSTEM

FY18 - Faculty Turnover

Institution	Number of Faculty	Number of Faculty who Left	Faculty Turnover as Percent of Total Faculty	Retirements	Resignations	Resignation Reason				Non-Renewed
						Salary Related Job Changes	Non-Salary Related Job Changes	Personal / Family	Other / Unknown	
MADISON										
Tenured	1,615	82	5.08%	58	24	1	2	1	20	0
Probationary	442	22	4.98%	0	18				18	4
Total	2,057	104	5.06%	58	42	1	2	1	38	4
MILWAUKEE										
Tenured	589	46	7.81%	30	16	11	2	1	2	0
Probationary	118	9	7.63%	0	8	2	4	1	1	1
Total	707	55	7.78%	30	24	13	6	2	3	1
EAU CLAIRE										
Tenured	271	15	5.54%	11	4	1	1	2	0	0
Probationary	81	4	4.94%	0	4	3	0	1	0	0
Total	352	19	5.40%	11	8	4	1	3	0	0
GREEN BAY										
Tenured	97	6	6.19%	4	2	0	1	1	0	0
Probationary	54	7	12.96%	0	7	1	0	2	4	0
Total	151	13	8.61%	4	9	1	1	3	4	0
LA CROSSE										
Tenured	226	13	5.75%	11	2	0	2	0	0	0
Probationary	146	13	8.90%	0	13	3	8	1	1	0
Total	372	26	6.99%	11	15	3	10	1	1	0
OSHKOSH										
Tenured	230	23	10.00%	22	1	0	0	0	1	0
Probationary	79	9	11.39%	0	9	0	0	0	9	0
Total	309	32	10.36%	22	10	0	0	0	10	0

UNIVERSITY OF WISCONSIN SYSTEM

FY18 - Faculty Turnover

Institution	Number of Faculty	Number of Faculty who Left	Faculty Turnover as Percent of Total Faculty	Retirements	Resignations	Resignation Reason				Non-Renewed
						Salary Related Job Changes	Non-Salary Related Job Changes	Personal / Family	Other / Unknown	
PARKSIDE										
Tenured	76	5	6.58%	4	1	0	1	0	0	0
Probationary	40	2	5.00%	0	2	0	1	1	0	0
Total	116	7	6.03%	4	3	0	2	1	0	0
PLATTEVILLE										
Tenured	145	9	6.21%	6	2	0	0	0	2	1
Probationary	89	7	7.87%	0	5	0	1	1	3	2
Total	234	16	6.84%	6	7	0	1	1	5	3
RIVER FALLS										
Tenured	145	8	5.52%	8	0	0	0	0	0	0
Probationary	38	5	13.16%	0	4	0	2	2	0	1
Total	183	13	7.10%	8	4	0	2	2	0	1
STEVENS POINT										
Tenured	218	24	11.01%	22	2	0	1	0	1	0
Probationary	106	10	9.43%	0	10	2	2	4	2	0
Total	324	34	10.49%	22	12	2	3	4	3	0
STOUT										
Tenured	175	11	6.29%	7	4	2	0	2	0	0
Probationary	89	7	7.87%	1	6	2	1	3	0	0
Total	264	18	6.82%	8	10	4	1	5	0	0
SUPERIOR										
Tenured	67	4	5.97%	4	0	0	0	0	0	0
Probationary	27	3	11.11%	1	2	1	0	1	0	0
Total	94	7	7.45%	5	2	1	0	1	0	0

UNIVERSITY OF WISCONSIN SYSTEM

FY18 - Faculty Turnover

Institution	Number of Faculty	Number of Faculty who Left	Faculty Turnover as Percent of Total Faculty	Retirements	Resignations	Resignation Reason				Non-Renewed
						Salary Related Job Changes	Non-Salary Related Job Changes	Personal / Family	Other / Unknown	
WHITEWATER										
Tenured	244	10	4.10%	8	1	1	0	0	0	1
Probationary	137	6	4.38%	0	5	2	0	1	2	1
Total	381	16	4.20%	8	6	3	0	1	2	2
COLLEGES										
Tenured	197	21	10.66%	15	6	0	3	3	0	0
Probationary	54	8	14.81%	0	7	0	5	2	0	1
Total	251	29	11.55%	15	13	0	8	5	0	1
EXTENSION										
Tenured	116	40	34.48%	35	5	0	5	0	0	0
Probationary	72	5	6.94%	0	5	0	2	1	2	0
Total	188	45	23.94%	35	10	0	7	1	2	0
SUBTOTAL										
Tenured	4,411	317	7.19%	245	70	16	18	10	26	2
Probationary	1,572	117	7.44%	2	105	16	26	21	42	10
Grand Total	5,983	434	7.25%	247	175	32	44	31	68	12
Percent of Total Faculty				4.13%	2.92%	0.53%	0.74%	0.52%	1.14%	0.20%
Percent of Total Faculty Leaving				56.91%	40.32%	7.37%	10.14%	7.14%	15.67%	2.76%

Data Sources: Faculty numbers from October Payroll; Retirement, resignation and non-renewed data from HRS as of June 30, 2018; Resignation reason details provided by institutions.

REPORT ON FACULTY AND STAFF BASE SALARY ADJUSTMENTS AND ADDITIONAL COMPENSATION PAYMENTS FOR FY2018

EXECUTIVE SUMMARY

BACKGROUND

UW System chancellors have delegated authority pursuant to [Wis. Stat. § 36.09\(1\)\(j\)](#), to adjust salaries for all faculty and staff, for the purpose of recognizing merit, correcting salary inequities, recognizing job reclassifications or promotions, or addressing other competitive factors. It is important to note that FY16 was the first fiscal year in which merit was a permissible reason to adjust salaries for all staff. Additionally, with the implementation of the new personnel systems, university staff base salary adjustments and additional compensation in the form of lump sums no longer require the Department of Personnel Management (formerly OSER) approval.

Under the same delegated authority for personnel transactions used to provide base salary adjustments, chancellors have the authority to provide lump sum additional pay to faculty and staff to recognize merit, and for additional work performed beyond what is normally expected as part of a full teaching, research, and/or service/administrative work load.

Different than base salary adjustments, lump sum payments are non-base building compensation of a one-time or non-recurring nature. Examples of additional work include teaching an additional class to meet unanticipated demand, teaching an interim class when not part of the fall or spring semester teaching loads, serving in an interim capacity in addition to current job responsibilities when release time from teaching or administrative responsibilities is not an option, or covering duties and responsibilities of an unexpected leave.

Regent action taken at the December 2013 meeting directed this report become an annual report to the Board for information purposes only. Starting in FY14, separate tables are provided that include base adjustments and lump sum payments for faculty only.

REQUESTED ACTION

This report is for information only

DISCUSSION

The following charts may provide useful context for FY2018 activity with regard to faculty and staff base adjustments and additional salary payments. These charts provide high-level summary comparisons for the last five fiscal years.

Base Adjustments Five Year Comparison

Key observations related to base adjustments include the following:

- Base adjustment dollars for all staff as a percentage of total salary dollars remains between 1.5% and 1.75% for all five years.
- The percentage of all staff receiving base adjustments for FY18 remains higher than FY14, FY15 and FY16, but is less than what was awarded in FY17.
- Merit, equity and market reasons, which exclude promotions, title changes and changes in duties, account for ~75% or more of base adjustments for all staff for the last five years.

Five Year Comparison: Base Salary Adjustments, All Staff									
Fiscal Year	Total Staff	Total Staff Rec'ing Base Adj	Staff Rec'ing Base Adj as % of Total Staff	Avg Base Adj	Base Adj for Merit, Equity and Market*	Merit, Equity and Market as % of All Base Adj*	Total Budgeted Salary Dollars	Total Base Adj Dollars	Base Adj \$ as % Total Salary
14	34,378	9,896	28.79%	\$3,805	8,555	86.45%	\$2,225,834,627	\$37,996,801	1.71%
15	34,643	8,231	23.76%	\$3,692	6,331	76.92%	\$2,280,781,760	\$34,433,827	1.51%
16	33,705	8,360	24.80%	\$4,095	6,248	74.74%	\$2,260,225,936	\$34,237,135	1.51%
17	34,080	10,572	31.02%	\$4,183	8,126	76.86%	\$2,285,719,585	\$39,026,878	1.71%
18	34,442	10,544	30.61%	\$3,802	8,488	80.50%	\$2,329,257,987	\$40,090,770	1.72%

Five Year Comparison: Base Salary Adjustments, Faculty Only									
Fiscal Year	Total Faculty	Total Faculty Rec'ing Base Adj	Faculty Rec'ing Base Adj as % of Total Faculty	Avg Base Adj for Faculty Recipient	Base Adj for Merit, Equity and Market*	Merit, Equity and Market as % of All Base Adj*	Total Budgeted Faculty Salary Dollars	Total Faculty Base Adj Dollars	Faculty Base Adj \$ as % Total Faculty Salary
14	6,480	2,454	37.87%	\$5,726	2,181	88.88%	\$558,563,755	\$14,051,880	2.52%
15	6,485	2,097	32.34%	\$6,352	1,562	74.49%	\$575,818,084	\$13,319,742	2.31%
16	6,353	2,390	37.62%	\$4,826	1,874	78.41%	\$577,558,812	\$11,533,423	2.00%
17	6,120	2,337	38.19%	\$5,113	1,621	69.36%	\$565,770,675	\$11,949,850	2.11%
18	5,983	2,482	41.48%	\$5,012	1,887	76.03%	\$557,369,414	\$12,440,943	2.23%

*Merit, Equity and Market excludes promotions, title changes and changes in duties.

Additional Compensation Five Year Comparison

Key observations for additional compensation payments include the following:

- In the last three years, the percentage of staff receiving additional compensation payments increased to 20% or more, with FY17 reflecting the highest percentage at 28.94%.
- For FY18, the percentage of staff receiving additional compensation payments is 25.03% with an average payment of \$3,489.
- FY18 average payment of \$3,489 is a decrease from FY14, FY15 and FY16 which ranged between \$3,600-\$4,000 but remains higher than FY17 which was \$3,070.

Five Year Comparison: Additional Compensation Payments, All Staff							
Fiscal Year	Total Staff	Total Staff Receiving Additional Comp	Staff Receiving Additional Comp as % of Total Staff	Average Additional Comp Payment for Recipient	Total Budgeted Salary Dollars	Total Additional Comp Dollars	Additional Comp \$ as % of Total Salary
14	34,378	5,933	17.26%	\$3,930	\$2,225,834,627	\$23,318,209	1.05%
15	34,643	5,771	16.66%	\$3,976	\$2,280,781,760	\$22,946,197	1.01%
16	33,705	7,039	20.88%	\$3,601	\$2,260,225,936	\$25,345,600	1.12%
17	34,080	9,864	28.94%	\$3,070	\$2,285,719,585	\$29,246,727	1.28%
18	34,442	8,622	25.03%	\$3,489	\$2,329,257,987	\$30,085,317	1.29%

Five Year Comparison: Additional Compensation Payments, Faculty Only							
Fiscal Year	Total Faculty	Total Faculty Receiving Additional Comp	Faculty Receiving Additional Comp as % of Total Faculty	Average Additional Comp Payment for Faculty Recipient	Total Budgeted Faculty Salary Dollars	Total Additional Comp Dollars for Faculty	Faculty Additional Comp \$ as % of Total Salary
14	6,480	2,357	36.37%	\$5,142	\$558,563,755	\$12,118,840	2.17%
15	6,485	2,338	36.05%	\$5,163	\$575,818,084	\$12,071,819	2.10%
16	6,353	2,645	41.63%	\$4,817	\$577,558,812	\$12,741,718	2.21%
17	6,120	3,108	50.78%	\$4,427	\$565,770,675	\$13,760,335	2.43%
18	5,983	2,525	42.20%	\$5,281	\$557,369,414	\$13,333,727	2.39%

The tables attached to this executive summary contain the full reports on FY2018 Base Adjustments and FY2018 Additional Compensation Payments.

RELATED REGENT POLICIES

None

SECTION 1:
FY2018 BASE ADJUSTMENT REPORTS

TABLE 1: Base Adjustments

UNIVERSITY OF WISCONSIN SYSTEM

FY18 - Base Salaries & Base Adjustments* Combined: All Employees by Category

	Faculty, Academic Staff and Limited Appointees (FA/AS/LI^)					University Staff					Totals					
Institution	FY18 Total Budgeted FA/AS/LI Salary Dollars	Total Dollars for FA/AS/LI Base Adj	Number of FA/AS/LI Receiving Base Adj	Total FA/AS/LI Headcount	Percent FA/AS/LI Receiving Base Adj	FY18 Total Budgeted Univ Staff Salary Dollars	Total Dollars for Univ Staff Base Adj	Number of Univ Staff Receiving Base Adj	Total Univ Staff Headcount	Percent Univ Staff Receiving Base Adj	FY18 Total Budgeted Salary Dollars	Total Base Adj Dollars	Number of Staff Receiving Base Adj	Total Headcount	Percent of Staff Receiving Base Adj	Total Base Adj as Percent of Total Budgeted Salaries
Madison	\$ 1,030,574,982	\$ 21,758,219	3,408	12,501	27.26%	\$ 259,971,729	\$ 5,539,254	2,264	4,548	49.78%	\$ 1,290,546,711	\$ 27,297,473	5,672	17,050	33.27%	2.12%
Milwaukee	\$ 162,990,515	\$ 2,635,593	543	2,751	19.74%	\$ 55,460,109	\$ 815,252	166	862	19.26%	\$ 218,450,624	\$ 3,450,845	709	3,613	19.62%	1.58%
Eau Claire	\$ 51,456,059	\$ 1,222,204	286	907	31.52%	\$ 24,027,426	\$ 151,373	65	344	18.90%	\$ 75,483,485	\$ 1,373,577	351	1,251	28.05%	1.82%
Green Bay	\$ 29,094,011	\$ 254,154	48	522	9.20%	\$ 10,489,895	\$ 209,018	53	177	29.94%	\$ 39,583,906	\$ 463,172	101	699	14.45%	1.17%
La Crosse	\$ 57,959,386	\$ 762,821	712	1,012	70.35%	\$ 14,024,127	\$ 224,111	259	312	83.01%	\$ 71,983,513	\$ 986,932	971	1,324	73.33%	1.37%
Oshkosh	\$ 59,939,052	\$ 1,033,465	237	1,093	21.69%	\$ 19,695,916	\$ 75,195	37	347	10.66%	\$ 79,634,968	\$ 1,108,660	274	1,440	19.03%	1.39%
Parkside	\$ 20,870,349	\$ 147,768	30	397	7.56%	\$ 8,580,618	\$ 159,648	65	149	43.62%	\$ 29,450,967	\$ 307,416	95	546	17.40%	1.04%
Platteville	\$ 42,603,448	\$ 974,781	323	709	45.59%	\$ 16,791,045	\$ 238,074	168	317	53.00%	\$ 59,394,493	\$ 1,212,855	491	1,026	47.88%	2.04%
River Falls	\$ 28,964,879	\$ 238,063	108	625	17.28%	\$ 10,969,978	\$ 72,845	68	183	37.16%	\$ 39,934,857	\$ 310,908	176	808	21.78%	0.78%
Stevens Point	\$ 42,681,042	\$ 472,452	110	842	13.06%	\$ 21,232,311	\$ 129,842	72	359	20.06%	\$ 63,913,353	\$ 602,294	182	1,201	15.15%	0.94%
Stout	\$ 45,183,031	\$ 789,529	577	844	68.36%	\$ 20,807,002	\$ 232,226	289	352	82.10%	\$ 65,990,033	\$ 1,021,755	866	1,196	72.41%	1.55%
Superior	\$ 15,715,826	\$ 107,208	26	335	7.77%	\$ 5,965,987	\$ 6,365	2	88	2.27%	\$ 21,681,813	\$ 113,573	28	423	6.63%	0.52%
Whitewater	\$ 59,716,066	\$ 309,420	92	1,023	8.99%	\$ 21,957,940	\$ 541,600	123	352	34.94%	\$ 81,674,006	\$ 851,020	215	1,375	15.63%	1.04%
Colleges	\$ 36,221,135	\$ 180,161	74	919	8.05%	\$ 7,810,117	\$ 30,603	11	156	7.05%	\$ 44,031,252	\$ 210,764	85	1,075	7.91%	0.48%
Extension	\$ 106,323,976	\$ 213,719	249	994	25.06%	\$ 14,978,813	\$ 61,906	26	138	18.90%	\$ 121,302,789	\$ 275,625	275	1,131	24.31%	0.23%
UWSA	\$ 5,885,489	\$ 276,749	15	51	29.41%	\$ 2,738,613	\$ 56,680	9	27	33.33%	\$ 8,624,102	\$ 333,429	24	78	30.77%	3.87%
UWSA2**	\$ 8,057,397	\$ 74,605	10	90	11.15%	\$ 9,519,718	\$ 95,867	19	117	16.24%	\$ 17,577,115	\$ 170,472	29	207	14.03%	0.97%
TOTALS	\$ 1,804,236,643	\$ 31,450,911	6,848	25,614	26.74%	\$ 525,021,344	\$ 8,639,859	3,696	8,828	41.87%	\$ 2,329,257,987	\$ 40,090,770	10,544	34,442	30.61%	1.72%

Data Sources: Budgeted Salaries are from the 2017-18 UW Annual Budget; Base Adjustments data from HRS as of June 30, 2018; Headcount data from October Payroll excluding student assistants.

Notes:

*Base adjustments permitted under Wis. Stat. 36.09(1)(j) for merit, equity, title changes, promotions, and recognition of competitive factors.

**UWSA2 was formerly named Systemwide

^FA/AS/LI Staff were formerly named Unclassified

TABLE 2: Base Adjustments

UNIVERSITY OF WISCONSIN SYSTEM

FY18 - Average Dollar Base Adjustments* - All Employees by Category

	Faculty, Academic Staff & Limited Appointees (FA/AS/LI^)				University Staff				Totals			
Institution	FY18 Total Budgeted FA/AS/LI Salary Dollars	Total Dollars for FA/AS/LI Base Adj	Number of FA/AS/LI Receiving Base Adj	Average Base Adj per FA/AS/LI Recipient	FY18 Total Budgeted University Staff Salary Dollars	Total Dollars for University Staff Base Adj	Number of University Staff Receiving Base Adj	Average Base Adj per University Staff Recipient	FY18 Total Budgeted Salary Dollars	Total Base Adj Dollars	Number of Staff Receiving Base Adj	Average Base Adj per Recipient
Madison	\$ 1,030,574,982	\$ 21,758,219	3,408	\$ 6,384	\$ 259,971,729	\$ 5,539,254	2,264	\$ 2,447	\$ 1,290,546,711	\$ 27,297,473	5,672	\$ 4,813
Milwaukee	\$ 162,990,515	\$ 2,635,593	543	\$ 4,854	\$ 55,460,109	\$ 815,252	166	\$ 4,911	\$ 218,450,624	\$ 3,450,845	709	\$ 4,867
Eau Claire	\$ 51,456,059	\$ 1,222,204	286	\$ 4,273	\$ 24,027,426	\$ 151,373	65	\$ 2,329	\$ 75,483,485	\$ 1,373,577	351	\$ 3,913
Green Bay	\$ 29,094,011	\$ 254,154	48	\$ 5,295	\$ 10,489,895	\$ 209,018	53	\$ 3,944	\$ 39,583,906	\$ 463,172	101	\$ 4,586
La Crosse	\$ 57,959,386	\$ 762,821	712	\$ 1,071	\$ 14,024,127	\$ 224,111	259	\$ 865	\$ 71,983,513	\$ 986,932	971	\$ 1,016
Oshkosh	\$ 59,939,052	\$ 1,033,465	237	\$ 4,361	\$ 19,695,916	\$ 75,195	37	\$ 2,032	\$ 79,634,968	\$ 1,108,660	274	\$ 4,046
Parkside	\$ 20,870,349	\$ 147,768	30	\$ 4,926	\$ 8,580,618	\$ 159,648	65	\$ 2,456	\$ 29,450,967	\$ 307,416	95	\$ 3,236
Platteville	\$ 42,603,448	\$ 974,781	323	\$ 3,018	\$ 16,791,045	\$ 238,074	168	\$ 1,417	\$ 59,394,493	\$ 1,212,855	491	\$ 2,470
River Falls	\$ 28,964,879	\$ 238,063	108	\$ 2,204	\$ 10,969,978	\$ 72,845	68	\$ 1,071	\$ 39,934,857	\$ 310,908	176	\$ 1,767
Stevens Point	\$ 42,681,042	\$ 472,452	110	\$ 4,295	\$ 21,232,311	\$ 129,842	72	\$ 1,803	\$ 63,913,353	\$ 602,294	182	\$ 3,309
Stout	\$ 45,183,031	\$ 789,529	577	\$ 1,368	\$ 20,807,002	\$ 232,226	289	\$ 804	\$ 65,990,033	\$ 1,021,755	866	\$ 1,180
Superior	\$ 15,715,826	\$ 107,208	26	\$ 4,123	\$ 5,965,987	\$ 6,365	2	\$ 3,183	\$ 21,681,813	\$ 113,573	28	\$ 4,056
Whitewater	\$ 59,716,066	\$ 309,420	92	\$ 3,363	\$ 21,957,940	\$ 541,600	123	\$ 4,403	\$ 81,674,006	\$ 851,020	215	\$ 3,958
Colleges	\$ 36,221,135	\$ 180,161	74	\$ 2,435	\$ 7,810,117	\$ 30,603	11	\$ 2,782	\$ 44,031,252	\$ 210,764	85	\$ 2,480
Extension	\$ 106,323,976	\$ 213,719	249	\$ 858	\$ 14,978,813	\$ 61,906	26	\$ 2,381	\$ 121,302,789	\$ 275,625	275	\$ 1,002
UWSA	\$ 5,885,489	\$ 276,749	15	\$ 18,450	\$ 2,738,613	\$ 56,680	9	\$ 6,298	\$ 8,624,102	\$ 333,429	24	\$ 13,893
UWSA2**	\$ 8,057,397	\$ 74,605	10	\$ 7,461	\$ 9,519,718	\$ 95,867	19	\$ 5,046	\$ 17,577,115	\$ 170,472	29	\$ 5,878
TOTALS	\$ 1,804,236,643	\$ 31,450,911	6,848	\$ 4,593	\$ 525,021,344	\$ 8,639,859	3,696	\$ 2,338	\$ 2,329,257,987	\$ 40,090,770	10,544	\$ 3,802

Data Sources: Budgeted Salaries are from the 2017-18 UW Annual Budget; Base Adjustments data from HRS as of June 30, 2018; Headcount data from October Payroll excluding student assistants.

Notes:

*Base adjustments permitted under Wis. Stat. 36.09(1)(j) for merit, equity, title changes, promotions, and recognition of competitive factors.

**UWSA2 was formerly named Systemwide

^FA/AS/LI Staff were formerly named Unclassified

TABLE 3: Base Adjustments

UNIVERSITY OF WISCONSIN SYSTEM

FY18 - Budgeted Salaries & Base Adjustments* Combined: All Employees by Category
(Excludes: Promotions, Title Changes and Changes in Duties)

	Faculty, Academic Staff & Limited Appointees (FA/AS/LI^)					University Staff					Totals					
Institution	FY18 Total Budgeted FA/AS/LI Salary Dollars	Total Dollars for FA/AS/LI Base Adj	Number of FA/AS/LI Receiving Base Adj	Total FA/AS/LI Headcount	Percent FA/AS/LI Receiving Base Adj	FY18 Total Budgeted University Staff Salary Dollars	Total Dollars for University Staff Base Adj	Number of University Staff Receiving Base Adj	Total University Staff Headcount	Percent University Staff Receiving Base Adj	FY18 Total Budgeted Salary Dollars	Total Base Adj Dollars	Number of Staff Receiving Base Adj	Total Headcount	Percent of Staff Receiving Base Adj	Total Base Adj as Percent of Total Budgeted Salaries
Madison	\$ 1,030,574,982	\$ 14,462,136	2,547	12,501	20.37%	\$ 259,971,729	\$ 4,665,428	2,124	4,548	46.70%	\$ 1,290,546,711	\$19,127,564	4,671	17,050	27.40%	1.48%
Milwaukee	\$ 162,990,515	\$ 1,847,262	339	2,751	12.32%	\$ 55,460,109	\$ 363,055	90	862	10.44%	\$ 218,450,624	\$ 2,210,317	429	3,613	11.87%	1.01%
Eau Claire	\$ 51,456,059	\$ 759,382	223	907	24.57%	\$ 24,027,426	\$ 109,948	55	344	15.99%	\$ 75,483,485	\$ 869,330	278	1,251	22.21%	1.15%
Green Bay	\$ 29,094,011	\$ 47,738	13	522	2.49%	\$ 10,489,895	\$ 162,583	41	177	23.16%	\$ 39,583,906	\$ 210,321	54	699	7.73%	0.53%
La Crosse	\$ 57,959,386	\$ 630,093	703	1,012	69.46%	\$ 14,024,127	\$ 216,165	259	312	83.01%	\$ 71,983,513	\$ 846,258	962	1,324	72.65%	1.18%
Oshkosh	\$ 59,939,052	\$ 439,264	120	1,093	10.98%	\$ 19,695,916	\$ 46,849	21	347	6.05%	\$ 79,634,968	\$ 486,113	141	1,440	9.79%	0.61%
Parkside	\$ 20,870,349	\$ 40,344	12	397	3.02%	\$ 8,580,618	\$ 130,735	61	149	40.94%	\$ 29,450,967	\$ 171,079	73	546	13.37%	0.58%
Platteville	\$ 42,603,448	\$ 849,618	305	709	43.05%	\$ 16,791,045	\$ 216,649	163	317	51.42%	\$ 59,394,493	\$ 1,066,267	468	1,026	45.64%	1.80%
River Falls	\$ 28,964,879	\$ 165,150	80	625	12.80%	\$ 10,969,978	\$ 72,845	68	183	37.16%	\$ 39,934,857	\$ 237,995	148	808	18.32%	0.60%
Stevens Point	\$ 42,681,042	\$ 140,798	47	842	5.58%	\$ 21,232,311	\$ 84,465	33	359	9.19%	\$ 63,913,353	\$ 225,263	80	1,201	6.66%	0.35%
Stout	\$ 45,183,031	\$ 508,681	562	844	66.59%	\$ 20,807,002	\$ 180,636	285	352	80.97%	\$ 65,990,033	\$ 689,317	847	1,196	70.82%	1.04%
Superior	\$ 15,715,826	\$ 54,165	6	335	1.79%	\$ 5,965,987	\$ 4,368	1	88	1.14%	\$ 21,681,813	\$ 58,533	7	423	1.66%	0.27%
Whitewater	\$ 59,716,066	\$ 117,498	24	1,023	2.35%	\$ 21,957,940	\$ 517,747	117	352	33.24%	\$ 81,674,006	\$ 635,245	141	1,375	10.25%	0.78%
Colleges	\$ 36,221,135	\$ 63,479	33	919	3.59%	\$ 7,810,117	\$ 3,115	2	156	1.28%	\$ 44,031,252	\$ 66,594	35	1,075	3.26%	0.15%
Extension	\$ 106,323,976	\$ 308,811	86	994	8.66%	\$ 14,978,813	\$ 46,202	23	138	16.72%	\$ 121,302,789	\$ 355,013	109	1,131	9.64%	0.29%
UWSA	\$ 5,885,489	\$ 107,891	10	51	19.61%	\$ 2,738,613	\$ 37,876	7	27	25.93%	\$ 8,624,102	\$ 145,767	17	78	21.79%	1.69%
UWSA2**	\$ 8,057,397	\$ 68,805	10	90	11.15%	\$ 9,519,718	\$ 89,877	18	117	15.38%	\$ 17,577,115	\$ 158,682	28	207	13.55%	0.90%
TOTALS	\$ 1,804,236,643	\$ 20,611,115	5,120	25,614	19.99%	\$ 525,021,344	\$ 6,948,543	3,368	8,828	38.15%	\$ 2,329,257,987	\$27,559,658	8,488	34,442	24.64%	1.18%

Data Sources: Budgeted Salaries are from the 2017-18 UW Annual Budget; Base Adjustments data from HRS as of June 30, 2018; Headcount data from October Payroll excluding student assistants.

Notes:

*Base adjustments permitted under Wis. Stat. 36.09(1)(j) for merit, equity, title changes, promotions, and recognition of competitive factors.

**UWSA2 was formerly named Systemwide

^FA/AS/LI Staff were formerly named Unclassified

TABLE 4: Base Adjustments

UNIVERSITY OF WISCONSIN SYSTEM

FY18 - Budgeted Salaries & Base Adjustments* Combined: Faculty Only, All Funds Professor, Associate Professor, Assistant Professor and Instructor							
Institution	FY18 Total Budgeted Faculty Dollars	Total Dollars for Faculty Base Adjustments	Number of Faculty Receiving Base Adjustments	Average Base Adjustment per Faculty Recipient	Total Faculty Headcount	Percent of Faculty Receiving Base Adjustments	Percent of Faculty Salary Dollars
Madison	\$ 260,264,520	\$ 7,888,720	866	\$ 9,109.38	2,057	42.10%	3.03%
Milwaukee	\$ 66,272,559	\$ 1,474,197	259	\$ 5,691.88	707	36.63%	2.22%
Eau Claire	\$ 25,526,807	\$ 817,867	187	\$ 4,373.62	352	53.13%	3.20%
Green Bay	\$ 10,521,119	\$ 19,072	5	\$ 3,814.40	151	3.31%	0.18%
La Crosse	\$ 28,238,628	\$ 369,784	348	\$ 1,062.60	372	93.55%	1.31%
Oshkosh	\$ 22,656,230	\$ 364,991	54	\$ 6,759.09	309	17.48%	1.61%
Parkside	\$ 7,715,282	\$ 26,000	6	\$ 4,333.33	116	5.17%	0.34%
Platteville	\$ 16,641,597	\$ 594,439	206	\$ 2,885.63	234	88.03%	3.57%
River Falls	\$ 13,380,075	\$ 155,604	66	\$ 2,357.64	183	36.07%	1.16%
Stevens Point	\$ 21,955,784	\$ 220,469	43	\$ 5,127.19	324	13.27%	1.00%
Stout	\$ 18,354,878	\$ 420,440	234	\$ 1,796.75	264	88.64%	2.29%
Superior	\$ 6,244,373	\$ 22,740	7	\$ 3,248.57	94	7.45%	0.36%
Whitewater	\$ 29,248,783	\$ 117,818	47	\$ 2,506.77	381	12.34%	0.40%
Colleges	\$ 13,775,969	\$ 117,919	46	\$ 2,563.46	251	18.33%	0.86%
Extension	\$ 16,572,810	\$ (169,117)	108	\$ (1,565.90)	188	57.45%	-1.02%
UWSA	\$ -	\$ -	-	N/A	-	N/A	N/A
UWSA2**	\$ -	\$ -	-	N/A	-	N/A	N/A
TOTALS	\$ 557,369,414	\$ 12,440,943	2,482	\$ 5,012.47	5,983	41.48%	2.23%

Data Sources: Budgeted Salaries are from the 2017-18 UW Annual Budget; Base Adjustments data from HRS as of June 30, 2018; Headcount data from October Payroll excluding student assistants.

Notes:

*Base adjustments permitted under Wis. Stat. 36.09(1)(j) for merit, equity, title changes, promotions, and recognition of competitive factors.

**UWSA2 was formerly named Systemwide

TABLE 5: Base Adjustments

UNIVERSITY OF WISCONSIN SYSTEM

FY18 - Budgeted Salaries & Base Adjustments* Combined: Faculty Only
Professor, Associate Professor, Assistant Professor and Instructor
(Excludes: Promotions, Title Changes and Changes in Duties)

Institution	FY18 Total Budgeted Faculty Dollars	Total Dollars for Faculty Base Adjustments	Number of Faculty Receiving Base Adjustments	Average Base Adjustment per Faculty Recipient	Total Faculty Headcount	Percent of Faculty Receiving Base Adjustments	Percent of Faculty Salary Dollars
Madison	\$ 260,264,520	\$ 5,448,760	616	\$ 8,845	2,057	29.95%	2.09%
Milwaukee	\$ 66,272,559	\$ 1,201,664	202	\$ 5,949	707	28.57%	1.81%
Eau Claire	\$ 25,526,807	\$ 602,283	165	\$ 3,650	352	46.88%	2.36%
Green Bay	\$ 10,521,119	\$ -	0	N/A	151	0.00%	0.00%
La Crosse	\$ 28,238,628	\$ 264,157	348	\$ 759	372	93.55%	0.94%
Oshkosh	\$ 22,656,230	\$ 142,181	13	\$ 10,937	309	4.21%	0.63%
Parkside	\$ 7,715,282	\$ 2,000	1	\$ 2,000	116	0.86%	0.03%
Platteville	\$ 16,641,597	\$ 542,939	204	\$ 2,661	234	87.18%	3.26%
River Falls	\$ 13,380,075	\$ 98,750	40	\$ 2,469	183	21.86%	0.74%
Stevens Point	\$ 21,955,784	\$ 26,842	11	\$ 2,440	324	3.40%	0.12%
Stout	\$ 18,354,878	\$ 284,120	225	\$ 1,263	264	85.23%	1.55%
Superior	\$ 6,244,373	\$ 5,895	2	\$ 2,948	94	2.13%	0.09%
Whitewater	\$ 29,248,783	\$ 10,000	3	\$ 3,333	381	0.79%	0.03%
Colleges	\$ 13,775,969	\$ 35,419	26	\$ 1,362	251	10.36%	0.26%
Extension	\$ 16,572,810	\$ 75,013	31	\$ 2,420	188	16.49%	0.45%
UWSA	\$ -	\$ -	0	N/A	-	N/A	N/A
UWSA2**	\$ -	\$ -	0	N/A	-	N/A	N/A
TOTALS	\$ 557,369,414	\$ 8,740,023	1,887	\$ 4,632	5,983	31.54%	1.57%

Data Sources: Budgeted Salaries are from the 2017-18 UW Annual Budget; Base Adjustments data from HRS as of June 30, 2018; Headcount data from October Payroll excluding student assistants.

Notes:

*Base adjustments permitted under Wis. Stat. 36.09(1)(j) for merit, equity, title changes, promotions, and recognition of competitive factors.

**UWSA2 was formerly named Systemwide

SECTION 2:
FY2018 ADDITIONAL COMPENSATION
REPORTS

TABLE 1: Additional Compensation

UNIVERSITY OF WISCONSIN SYSTEM

**FY18 - Budgeted Salaries & Additional Compensation Payments Combined:
All Employees by Category, All Funds**

Institution	FY18 Total Budgeted Salary Dollars	FY18 Additional Compensation Payments	Number of Staff Receiving Additional Compensation Payments	Total Headcount	Percent Receiving Additional Compensation Payments	Average Amount of Additional Compensation per Recipient	Percent of Total Budgeted Salary Dollars
Madison	\$ 1,290,546,711	\$ 7,886,851	3,104	17,050	18.21%	\$ 2,541	0.61%
Milwaukee	\$ 218,450,624	\$ 1,766,153	398	3,613	11.02%	\$ 4,438	0.81%
Eau Claire	\$ 75,483,485	\$ 2,432,864	491	1,251	39.23%	\$ 4,955	3.22%
Green Bay	\$ 39,583,906	\$ 1,144,019	215	699	30.76%	\$ 5,321	2.89%
La Crosse	\$ 71,983,513	\$ 3,365,770	1,079	1,324	81.49%	\$ 3,119	4.68%
Oshkosh	\$ 79,634,968	\$ 2,443,104	439	1,440	30.49%	\$ 5,565	3.07%
Parkside	\$ 29,450,967	\$ 685,817	168	546	30.77%	\$ 4,082	2.33%
Platteville	\$ 59,394,493	\$ 1,352,074	569	1,026	55.49%	\$ 2,376	2.28%
River Falls	\$ 39,934,857	\$ 1,060,436	280	808	34.65%	\$ 3,787	2.66%
Stevens Point	\$ 63,913,353	\$ 1,561,870	361	1,201	30.05%	\$ 4,327	2.44%
Stout	\$ 65,990,033	\$ 1,426,294	305	1,196	25.50%	\$ 4,676	2.16%
Superior	\$ 21,681,813	\$ 1,057,367	180	423	42.60%	\$ 5,874	4.88%
Whitewater	\$ 81,674,006	\$ 2,791,522	593	1,375	43.12%	\$ 4,707	3.42%
Colleges	\$ 44,031,252	\$ 944,554	368	1,075	34.24%	\$ 2,567	2.15%
Extension	\$ 121,302,789	\$ 88,819	44	1,131	3.89%	\$ 2,019	0.07%
UWSA	\$ 8,624,102	\$ 32,550	7	78	8.97%	\$ 4,650	0.38%
UWSA2**	\$ 17,577,115	\$ 45,253	21	207	10.16%	\$ 2,155	0.26%
TOTALS	\$ 2,329,257,987	\$ 30,085,317	8,622	34,442	25.03%	\$ 3,489	1.29%

Data Sources: Budgeted Salaries are from the 2017-18 UW Annual Budget; Additional Compensation Payments data from HRS as of June 30, 2018; Headcount data from October Payroll excluding student assistants.

Notes:

**UWSA2 was formerly named Systemwide

TABLE 2: Additional Compensation

UNIVERSITY OF WISCONSIN SYSTEM

FY18 - Additional Compensation Payments: All Employees by Category, All Funds

	Faculty, Academic Staff & Limited Appointees (FA/AS/LI^)					University Staff					Totals					
Institution	FY18 Total Budgeted FA/AS/LI Salary Dollars	Total Dollars for FA/AS/LI Additional Comp	Number of FA/AS/LI Receiving Additional Comp	Total FA/AS/LI Headcount	Percent FA/AS/LI Receiving Additional Comp	FY18 Total Budgeted University Staff Salary Dollars	Total Dollars for University Staff Additional Comp	Number of University Staff Receiving Additional Comp	Total University Staff Headcount	Percent University Staff Receiving Additional Comp	FY18 Total Budgeted Salary Dollars	Total Additional Comp Dollars	Number of Staff Receiving Additional Comp	Total Headcount	Percent of Staff Receiving Additional Comp	Total Additional Comp as % of Total Budgeted Salaries
Madison	\$ 1,030,574,982	\$ 5,941,453	1,962	12,501	15.69%	\$ 259,971,729	\$ 1,945,398	1,142	4,548	25.11%	\$ 1,290,546,711	\$ 7,886,851	3,104	17,050	18.21%	0.61%
Milwaukee	\$ 162,990,515	\$ 1,758,713	391	2,751	14.21%	\$ 55,460,109	\$ 7,441	7	862	0.81%	\$ 218,450,624	\$ 1,766,153	398	3,613	11.02%	0.81%
Eau Claire	\$ 51,456,059	\$ 2,201,007	414	907	45.62%	\$ 24,027,426	\$ 231,857	77	344	22.38%	\$ 75,483,485	\$ 2,432,864	491	1,251	39.23%	3.22%
Green Bay	\$ 29,094,011	\$ 1,132,522	210	522	40.24%	\$ 10,489,895	\$ 11,497	5	177	2.82%	\$ 39,583,906	\$ 1,144,019	215	699	30.76%	2.89%
La Crosse	\$ 57,959,386	\$ 3,131,454	797	1,012	78.75%	\$ 14,024,127	\$ 234,316	282	312	90.38%	\$ 71,983,513	\$ 3,365,770	1,079	1,324	81.49%	4.68%
Oshkosh	\$ 59,939,052	\$ 2,441,103	436	1,093	39.90%	\$ 19,695,916	\$ 2,001	3	347	0.86%	\$ 79,634,968	\$ 2,443,104	439	1,440	30.49%	3.07%
Parkside	\$ 20,870,349	\$ 675,093	160	397	40.30%	\$ 8,580,618	\$ 10,724	8	149	5.37%	\$ 29,450,967	\$ 685,817	168	546	30.77%	2.33%
Platteville	\$ 42,603,448	\$ 1,260,942	407	709	57.45%	\$ 16,791,045	\$ 91,132	162	317	51.10%	\$ 59,394,493	\$ 1,352,074	569	1,026	55.49%	2.28%
River Falls	\$ 28,964,879	\$ 1,015,849	236	625	37.76%	\$ 10,969,978	\$ 44,587	44	183	24.04%	\$ 39,934,857	\$ 1,060,436	280	808	34.65%	2.66%
Stevens Point	\$ 42,681,042	\$ 1,527,763	300	842	35.61%	\$ 21,232,311	\$ 34,107	61	359	16.99%	\$ 63,913,353	\$ 1,561,870	361	1,201	30.05%	2.44%
Stout	\$ 45,183,031	\$ 1,421,110	293	844	34.72%	\$ 20,807,002	\$ 5,184	12	352	3.41%	\$ 65,990,033	\$ 1,426,294	305	1,196	25.50%	2.16%
Superior	\$ 15,715,826	\$ 1,017,744	165	335	49.32%	\$ 5,965,987	\$ 39,623	15	88	17.05%	\$ 21,681,813	\$ 1,057,367	180	423	42.60%	4.88%
Whitewater	\$ 59,716,066	\$ 2,782,171	589	1,023	57.57%	\$ 21,957,940	\$ 9,350	4	352	1.14%	\$ 81,674,006	\$ 2,791,522	593	1,375	43.12%	3.42%
Colleges	\$ 36,221,135	\$ 928,972	356	919	38.74%	\$ 7,810,117	\$ 15,582	12	156	7.69%	\$ 44,031,252	\$ 944,554	368	1,075	34.24%	2.15%
Extension	\$ 106,323,976	\$ 78,319	41	994	4.13%	\$ 14,978,813	\$ 10,500	3	138	2.18%	\$ 121,302,789	\$ 88,819	44	1,131	3.89%	0.07%
UWSA	\$ 5,885,489	\$ 28,675	4	51	7.84%	\$ 2,738,613	\$ 3,875	3	27	11.11%	\$ 8,624,102	\$ 32,550	7	78	8.97%	0.38%
UWSA2**	\$ 8,057,397	\$ 22,417	7	90	7.81%	\$ 9,519,718	\$ 22,836	14	117	11.97%	\$ 17,577,115	\$ 45,253	21	207	10.16%	0.26%
TOTALS	\$ 1,804,236,643	\$ 27,365,307	6,768	25,614	26.42%	\$ 525,021,344	\$ 2,720,010	1,854	8,828	21.00%	\$ 2,329,257,987	\$ 30,085,317	8,622	34,442	25.03%	1.29%

Data Sources: Budgeted Salaries are from the 2017-18 UW Annual Budget; Additional Compensation Payments data from HRS as of June 30, 2018; Headcount data from October Payroll excluding student assistants.

Notes:

**UWSA2 was formerly named Systemwide

^FA/AS/LI Staff were formerly named Unclassified

TABLE 3: Additional Compensation

UNIVERSITY OF WISCONSIN SYSTEM

FY18 - Additional Compensation Payments: Faculty Only, All Funds
Professor, Associate Professor, Assistant Professor and Instructor

Institution	FY18 Total Budgeted Faculty Dollars	Total Dollars for Faculty Additional Compensation	Number of Faculty Receiving Additional Compensation	Average Additional Compensation per Faculty Recipient	Total Faculty Headcount	Percent of Faculty Receiving Additional Compensation	Percent of Faculty Salary Dollars
Madison	\$ 260,264,520	\$ 1,049,956	251	\$ 4,183	2,057	12.20%	0.40%
Milwaukee	\$ 66,272,559	\$ 595,663	102	\$ 5,840	707	14.43%	0.90%
Eau Claire	\$ 25,526,807	\$ 1,350,890	222	\$ 6,085	352	63.07%	5.29%
Green Bay	\$ 10,521,119	\$ 701,546	100	\$ 7,015	151	66.23%	6.67%
La Crosse	\$ 28,238,628	\$ 1,912,196	366	\$ 5,225	372	98.39%	6.77%
Oshkosh	\$ 22,656,230	\$ 1,463,417	200	\$ 7,317	309	64.72%	6.46%
Parkside	\$ 7,715,282	\$ 375,381	82	\$ 4,578	116	70.69%	4.87%
Platteville	\$ 16,641,597	\$ 662,740	214	\$ 3,097	234	91.45%	3.98%
River Falls	\$ 13,380,075	\$ 633,170	133	\$ 4,761	183	72.68%	4.73%
Stevens Point	\$ 21,955,784	\$ 1,043,784	161	\$ 6,483	324	49.69%	4.75%
Stout	\$ 18,354,878	\$ 1,068,317	194	\$ 5,507	264	73.48%	5.82%
Superior	\$ 6,244,373	\$ 497,923	75	\$ 6,639	94	79.79%	7.97%
Whitewater	\$ 29,248,783	\$ 1,416,890	266	\$ 5,327	381	69.82%	4.84%
Colleges	\$ 13,775,969	\$ 558,357	158	\$ 3,534	251	62.95%	4.05%
Extension	\$ 16,572,810	\$ 3,500	1	\$ 3,500	188	0.53%	0.02%
UWSA	\$ -	\$ -	-	N/A	-	N/A	N/A
UWSA2**	\$ -	\$ -	-	N/A	-	N/A	N/A
TOTALS	\$ 557,369,414	\$ 13,333,727	2,525	\$ 5,281	5,983	42.20%	2.39%

Data Sources: Budgeted Salaries are from the 2017-18 UW Annual Budget; Additional Compensation Payments data from HRS as of June 30, 2018; Headcount data from October Payroll excluding student assistants.

Notes:

**UWSA2 was formerly named Systemwide

UW System Contractual Agreement with
EAB for Student Success Collaborative Software and Services

BUSINESS AND FINANCE COMMITTEE

Resolution:

That, upon recommendation of the President of the University of Wisconsin System, the Board of Regents approves the contract with EAB, for the products, licenses, and services related to its Student Success Collaborative for a term of five years.

**UNIVERSITY OF WISCONSIN SYSTEM
CONTRACTUAL AGREEMENT WITH
EAB FOR ANALYTICS AND STUDENT SUCCESS MANAGEMENT SOFTWARE**

EXECUTIVE SUMMARY

BACKGROUND

The UW System needs a full set of predictive analytic and student support service tools. EAB Student Success Collaborative (SSC) is a system of services and software providing analytics, student success coordination and communication management. EAB currently provides these services at four of the larger UW institutions: UW-Milwaukee, UW-Platteville, UW-Oshkosh, and UW-Eau Claire. SSC supports advising, enrollment management and transfer functions on campuses as well as providing strategic data to administrators and faculty at all levels.

The purpose of this contract is to consolidate existing EAB SSC contracts and expand availability of the services and software provided to all UW institutions except for UW-Madison. UW-Madison will have an option to participate at a reduced rate. This consolidated systemwide contract will significantly reduce the cost of SSC to campuses currently using SSC and provide it for a reduced rate at other UW institutions. The SSC requires integration with existing Peoplesoft Student Information Systems (SIS) and with Advising business practices. Because EAB is already in use at UW System campuses, there is a knowledge base for implementing the services. We anticipate the expenses of integration on new campuses will be reduced due to the existing knowledge of these services. Integration has been accomplished on the campuses currently using SSC, and current users will provide technical expertise to significantly reduce cost of integration on remaining campuses.

REQUESTED ACTION

Approval of Resolution I.2.d., approving the contractual agreement between the Board of Regents and EAB

DISCUSSION

In support of the 2020FWD Strategic Plan's 360 Advising initiative, the UW System has negotiated a contract expansion and consolidation of existing EAB Student Success Collaborative contracts with the following provisions:

- A cost of \$10,770,139 over a five-year period.
- Provides three of the existing member campuses an additional module and reduces their annual contract cost by approximately \$150,000 per year.
- Expands the contract to twelve UW campuses.

- EAB will provide integration services and consulting to UW System institutions to ensure rapid stand-up on campuses as part of the contract cost.
- EAB will provide expanded convenings and consulting for the UW System to support SSC
- A determination was made to expand an existing contract that covered 45% of the existing UW System student population for Milwaukee and the comprehensives, thereby leveraging the existing expertise in implementation of these services.

RELATED REGENT POLICIES

Regent Policy Document 13-1: General Contract Approval, Signature Authority and, Reporting.

UW-Madison Contractual Agreement
with Johnson Controls, Inc.

BUSINESS AND FINANCE COMMITTEE

Resolution:

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 Johnson Controls, Inc.

December 7, 2018

Agenda Item I.2.e.

**UW-MADISON CONTRACTUAL AGREEMENT
WITH JOHNSON CONTROLS, INC.**

EXECUTIVE SUMMARY

BACKGROUND

UW System Board of Regents policy requires any grant or contract with private profit-making organizations in excess of \$1,000,000 be presented to the Board for formal approval prior to execution.

REQUESTED ACTION

Adoption of Resolution I.2.e., approving the contractual agreement between the Board of Regents and Johnson Controls, Inc.

DISCUSSION AND RECOMMENDATIONS

The University of Wisconsin-Madison Colleges of Engineering and Letters and Science, with assistance from the Office of Research and Sponsored Programs, has negotiated a Master Research Agreement with Johnson Controls, Inc. The term of the Master Research Agreement will be for a period of five years with the possibility of one five-year extension. No specific projects have yet been identified, but Johnson Controls is interested in sponsoring research involving building management systems and equipment including HVAC, building efficiency, building security, retail automation solutions, and fire detection and suppression. It is anticipated that the research funding received under this Master Research Agreement will exceed \$1,000,000 over the term.

RELATED REGENT POLICIES

Regent Policy Document 13-1, General Contract Signature Authority, Approval, and Reporting

Approval of Amendments to the
“Bylaws of the Board of Regents of the University of Wisconsin System,”
Related to the UW System Trust Funds

BUSINESS AND FINANCE COMMITTEE

Resolution I.2.f.

That, upon the recommendation of the President of the Board of Regents of the University of Wisconsin System, the Board of Regents approves revisions of the “Bylaws of the Board of Regents of the University of Wisconsin System” related to the role of the Board of Regents in the investment of the UW System Trust Funds.

**PROPOSED AMENDMENT TO THE BYLAWS OF THE BOARD OF REGENTS
RELATED TO THE MANAGEMENT OF UW SYSTEM TRUST FUNDS**

EXECUTIVE SUMMARY

BACKGROUND

The Bylaws of the Board of Regents of the University of Wisconsin System, which the Board of Regents established under authority of Chapter 36, Wis. Stats., govern the activities of the Board. The bylaws address the frequency of board meetings, board officers and their duties, board committees, and University of Wisconsin System Administration.

In November 2017, the Board authorized the transfer of management of the University of Wisconsin Trust Fund to the State of Wisconsin Investment Board (SWIB). This proposal, if adopted, will modify those portions of the Board's bylaws related to trust funds management to reflect the Board's fiduciary role for the UW System Trust Funds under the transfer of the funds to SWIB.

REQUESTED ACTION

Adoption of Resolution I.2.f., modifying the Bylaws of the Board of Regents related to the management of the UW System Trust Funds.

DISCUSSION

The invested trust funds of the University of Wisconsin System consist predominately of bequests from individuals from wills or other trusts, as well as outright gifts from living donors, corporations (including matching gift programs), and external foundations and trusts. Such bequests and gifts come to the Board of Regents of the University of Wisconsin System whenever the donor and documentation name the beneficiary as either the Board of Regents or any UW System institution directly. The UW System Trust Funds are used for the benefit of all UW institutions. The value of UW System's trust assets was approximately \$577 million in June 2018. In November 2017, the Board authorized the transfer the UW Trust Funds to the SWIB. The transfer became effective April 2, 2018.

If adopted, the proposed amendments will modify the bylaws of the Board of Regents to reflect the Board's role under the transfer the UW System Trust Funds to SWIB. Since the Board and UW System Administration are no longer directly involved in investing trust funds assets, the proposal removes from Chapter III, Section III, (page 8) unnecessary language regarding the authority of the Business and Finance Committee to hire investment counsel for the purchase and sale of securities within guidelines determined by the Committee.

The proposal also removes provisions establishing the Subcommittee on Investments, thus disbanding the subcommittee (page 8). The Board created the Subcommittee on Investments in November 2016 as a subcommittee of the Business and Finance Committee to provide the Board with the opportunity for more robust oversight of trust fund investment issues. The transfer of responsibility for investing the UW System Trust Funds to SWIB makes the subcommittee obsolete.

This proposal also modifies Chapter II, Section 8 of the bylaws (page 5) to clarify that UW System's Trust Officer and Assistant Trust Officers are authorized to do all things necessary to affect the transfer, receipt or other disposition of gifts and bequests (i.e., assets that will become university trust funds) for the sole benefit of the Board of Regents of the University of Wisconsin System.

RELATED REGENT POLICIES

Regent Policy Document 31-9. Investment Policy Statement: Key Elements and Review Process
Regent Policy Document 31-15. Large Unendowed Bequests or Gifts

Bylaws
of the
Board of Regents
of the
University of Wisconsin System

Adopted 11-5-71, Last amended 2-3-2017

Table of Contents

Subject	Page #
CHAPTER I	1
MEETINGS AND BUSINESS OF THE REGENTS	1
<i>Annual Meetings</i>	<i>1</i>
<i>Regular Meetings.....</i>	<i>1</i>
<i>Special Meetings.....</i>	<i>2</i>
<i>Place of Meetings</i>	<i>2</i>
<i>Quorum.....</i>	<i>2</i>
<i>Parliamentary Rules and Order of Business</i>	<i>2</i>
CHAPTER II.....	3
OFFICERS OF THE BOARD AND THEIR DUTIES.....	3
<i>Mode of Election.....</i>	<i>3</i>
<i>Duties of the President of the Board.....</i>	<i>3</i>
<i>Duties of the Vice President of the Board.....</i>	<i>4</i>
<i>Duties of the President Pro Tem.....</i>	<i>4</i>
<i>Duties of the Secretary.....</i>	<i>4</i>
<i>Assistant Secretaries.....</i>	<i>4</i>
<i>Trust Officer and Assistant Trust Officers</i>	<i>5</i>
CHAPTER III	5
COMMITTEES OF THE BOARD.....	5
<i>Duties of the Education Committee</i>	<i>7</i>
<i>Duties of the Business and Finance Committee.....</i>	<i>8</i>
<i>Duties of the Capital Planning and Budget Committee.....</i>	<i>8</i>
<i>Duties of the Executive Committee</i>	<i>9</i>
<i>Duties of the Personnel Matters Review Committee.....</i>	<i>9</i>
<i>Duties of the Committee on Student Discipline and Other Student Appeals</i>	<i>10</i>
<i>Duties of the Committee on Collective Bargaining</i>	<i>12</i>
<i>Duties of the Research, Economic Development, and Innovation Committee.....</i>	<i>12</i>
<i>Duties of the Audit Committee</i>	<i>13</i>
CHAPTER IV	13
BYLAWS.....	13
<i>Amendments.....</i>	<i>13</i>
<i>Suspension</i>	<i>13</i>
CHAPTER V	14
SYSTEM ADMINISTRATION	14
<i>President of the University of Wisconsin System</i>	<i>14</i>
<i>Vice Presidents</i>	<i>15</i>
<i>Staff Services to the Board of Regents</i>	<i>15</i>

**Bylaws
of the
Board of Regents
of the
University of Wisconsin System**

**CHAPTER I
MEETINGS AND BUSINESS OF THE REGENTS**

Annual Meetings

Section 1. Each Annual Meeting of the Board of Regents of the University of Wisconsin System (“the Board”) shall be held, unless otherwise specially ordered, on the Thursday and Friday following the first Monday in June.

Regular Meetings

Section 2. Unless otherwise specially ordered, regular meetings of the Board shall be held at regular intervals six times each calendar year on the Thursday and Friday following the first Monday in a month, except that the August meeting shall be held on the Thursday and Friday following the third Monday. In addition, twice each year, a one-day meeting shall be held on the Thursday following the first Monday in a month. Annually, the Board shall adopt a 12-month calendar of meeting dates and locations, after consideration of a related recommendation from the Secretary of the Board.

If, in the judgment of the President of the Board, the Board’s business can be conducted during only one day of a previously-scheduled two-day meeting, then the President of the Board may cancel either the Thursday or Friday meeting, upon reasonable notice to the members of the Board. Similarly, if, in the judgment of the President of the Board, the business needs of the Board suggest that a previously-scheduled one-day meeting may be cancelled, then

the President of the Board may cancel that one-day meeting, upon reasonable notice to the members of the Board. A cancellation under this section may occur only if more than half of the members of the Executive Committee have consented and only for a regular meeting hosted by the Office of the Board of Regents, but not for a meeting hosted by a UW institution.

Special Meetings

Section 3. A special meeting of the Board may be called at any time, upon request of at least five members of the Board or by the President of the Board. The notice calling any special meeting of the Board shall be sent by the Secretary to each member of the Board in writing, by mail, personal service or email, at least five days before the time of the meeting. If, in the judgment of the President of the Board, following consultation with available members of the Executive Committee, it is determined that a special Board meeting is required with notification of less than five days, but not less than two days, such a meeting may be called, provided the subject is limited and two-thirds of Board members have consented to the meeting.

Place of Meetings

Section 4. Meetings of the Board shall be held in Madison, except that up to four meetings each year may be held at UW institutions throughout the System, on a rotating basis.

Quorum

Section 5. A majority of the members of the Board shall constitute a quorum of the Board. A majority of the members of a committee of the Board shall constitute a quorum of that committee. *Ex-officio* members of Board committees shall not be counted in determining the number required for a quorum, but may be counted in determining that a quorum is present at a meeting of the committee.

Parliamentary Rules and Order of Business

Section 6. General parliamentary rules as set forth in *Robert's Rules of Order*, current edition, and as modified by rules and regulations of the Board, shall be observed in conducting the business of the Board and its committees.

The agenda for all two-day meetings shall include at least the following:

- (1) Calling of the roll
- (2) Approval or amendment of the minutes of the proceedings of prior meetings
- (3) Report of the President of the Board
- (4) Report of the President of the System
- (5) Reports of standing committees
- (6) Communications, petitions, and memorials

CHAPTER II

OFFICERS OF THE BOARD AND THEIR DUTIES

Section 1. The officers of the Board shall consist of a president, a vice president, a secretary, and such assistant secretaries as the Board from time to time shall determine, and a trust officer and such assistant trust officers as the Board from time to time shall determine.

Mode of Election

Section 2. The officers of the Board shall be elected by ballot at the annual meeting, and shall hold their respective offices for one year and until their successors shall be elected. Their terms of office shall begin immediately after the annual meeting at which they are elected. If there is only one nominee for each office, the election shall be by voice vote.

Duties of the President of the Board

Section 3. The President of the Board shall preside at all meetings, shall appoint the members of all standing and special committees of the Board, shall be an ex-officio voting member of all committees, and shall discharge the ordinary duties of such officer in the pursuance of parliamentary law. The President of the Board shall, with the President of the University System, sign all diplomas and, with the Secretary countersigning, shall sign all contracts and instruments authorized or issued by authority of the Board, except such contracts and instruments as the Board or its Executive Committee may authorize any officer or employee of the University System to sign. The President of the Board shall, with the President of the

University of Wisconsin System, present budget requests to the Governor and the Legislature and shall act as spokesperson for the Board before the Governor and before all legislative groups in matters of educational program planning, the use of existing facilities and personnel, budgetary issues, and building priorities.

Duties of the Vice President of the Board

Section 4. The Vice President of the Board shall be an ex-officio voting member of all committees and shall, in the absence of the President, perform all the duties of the President.

Duties of the President Pro Tem

Section 5. In the absence of the President and the Vice President, the Board may appoint a president pro tem, who shall perform the duties of presiding officer of the Board.

Duties of the Secretary

Section 6. It shall be the duty of the Secretary to give at least ten days' notice of the regular meetings of the Board, to keep a record of the proceedings of the Board at all of its meetings, to keep a separate record of the proceedings of the Executive Committee, and a record of the proceedings of each of the standing committees; to keep the corporate seal and by countersigning execute with the President of the Board instruments and contracts ordered by the Board; and to preserve all documents pertaining to his or her office. The Secretary shall perform such other duties as are imposed on him or her by law and the rules and orders of the Board.

The Secretary shall, as soon as practicable after the record of proceedings of meetings has been perfected, transmit, by mail, to each Regent a copy of the record of the meetings of the Board, and of the committees thereof. The Secretary shall maintain an up-to-date codification of all policy actions of the Board as referred to in Section 1. of Chapter V of the Bylaws.

Assistant Secretaries

Section 7. The Board shall, at the same time and in the same manner as it elects its Secretary, also elect such number of Assistant Secretaries as it shall deem necessary. The duties of the Assistant Secretaries shall be to assist the Secretary in the performance of his or her duties,

and they shall perform such duties as may be assigned to them by the Secretary or the Board of Regents. In the absence of the Secretary, an Assistant Secretary shall act as and perform all the duties of the Secretary.

Trust Officer and Assistant Trust Officers

Section 8. It shall be the duty of the Trust Officer to receive, manage, and maintain records of all trust funds of the University of Wisconsin System and to perform such other duties relating to trust funds as are imposed upon him or her by law and the rules and orders of the Board or the Business and Finance Committee of the Board. The Assistant Trust Officers shall assist the Trust Officer in the performance of his or her duties and shall perform such other duties as may be assigned to them by the Trust Officer, the Board or the Business and Finance Committee of the Board.

The Trust Officer and Assistant Trust Officers are authorized and empowered to do all things necessary to affect the transfer, receipt or other disposition of gifts and bequests (i.e., assets that will become university trust funds) for the sole benefit of the Board of Regents of the University of Wisconsin System.

CHAPTER III COMMITTEES OF THE BOARD

Section 1. There shall be nine standing committees of the Board of Regents as follow:

- a. **Education Committee** consisting of such members as are appointed annually thereto by the President of the Board following the annual meeting. The President and Vice President shall serve as ex-officio voting members and the President shall designate the Chair and Vice Chair of the Committee.
- b. **Business and Finance Committee** consisting of such members as are appointed annually thereto by the President of the Board following the annual meeting. The

President and Vice President of the Board shall serve as ex-officio voting members and the President shall designate the Chair and Vice Chair of the Committee.

- c. **Capital Planning and Budget Committee** consisting of such members as are appointed annually thereto by the President of the Board following the annual meeting. The President and Vice President of the Board shall serve as ex-officio voting members and the President shall designate the Chair and Vice Chair of the Committee.
- d. **Executive Committee** consisting of the President of the Board, who shall serve as Chair; the Vice President of the Board; the Chair of the Education Committee; the Chair of the Business and Finance Committee; the Chair of the Capital Planning and Budget Committee; the Chair of the Research, Economic Development and Innovation Committee; the Chair of the Audit Committee; the member of the Board who shall have most recently been the President of the Board; and one other member of the Board appointed by the President of the Board. In the event that there shall be no member of the Board who shall have previously been President of the Board, such position on the Executive Committee shall be filled by a member of the Board appointed by the President of the Board.
- e. **Personnel Matters Review Committee** consisting of at least three members appointed annually thereto by the President of the Board following the annual meeting. The President and Vice President of the Board shall serve as ex-officio voting members. The President shall designate the Chair of the Committee.
- f. **Committee on Student Discipline and Other Student Appeals** consisting of at least three members appointed annually thereto by the President of the Board following the annual meeting. The President and Vice President of the Board shall serve as ex-officio voting members. The President shall designate the Chair of the Committee.

- g. **Committee on Collective Bargaining** consisting of at least three members appointed annually thereto by the President of the Board following the annual meeting. The President and Vice President of the Board shall serve as ex-officio voting members and the President shall designate the Chair of the Committee.
- h. **Research, Economic Development, and Innovation Committee** consisting of such members as are appointed annually thereto by the President of the Board following the annual meeting. The President and Vice President of the Board shall serve as ex-officio voting members and the President shall designate the Chair and Vice Chair of the Committee.
- i. **Audit Committee** consisting of such members as are appointed annually thereto by the President of the Board following the annual meeting. The President and Vice President of the Board shall serve as ex-officio voting members and the President shall designate the Chair and Vice Chair of the Committee.

Special Regent committees may be created from time to time as necessity demands by an affirmative majority vote of the Board, and the President shall appoint the members thereto and the Chair thereof. A Special Regent Committee shall not be created for any matter which is properly before any of the standing committees.

Meetings of the committees may be called by the Chair or by the Secretary of the Board upon the request of two members, or upon the request of the President of the University System.

Duties of the Education Committee

Section 2. The Education Committee shall have charge of consideration of all matters of an educational nature related to the instruction, research, and public service functions of the University System; the academic personnel; and to student services and welfare.

Duties of the Business and Finance Committee

Section 3. The Business and Finance Committee shall have charge of consideration of all matters related to operating budget, finances, trust funds, business operations, and non-academic personnel.

~~Authority is delegated to the Business and Finance Committee to hire investment counsel, subject to Board approval, and to give discretionary authority to investment counsel in the purchase and sale of securities within guidelines determined by the Committee.~~

~~—————The Business and Finance Committee shall have a Subcommittee on Investments, appointed by the President of the Board. The Subcommittee on Investments shall recommend effective investment policy and practices to the Business and Finance Committee and shall oversee the implementation of investment policies the Board adopts.~~

Duties of the Capital Planning and Budget Committee

Section 4. The Capital Planning and Budget Committee shall have charge of consideration of all matters related to the physical environment of the University of Wisconsin System institutions, as outlined below:

- Establish standards and identify resources to maintain, renew and replace (when needed) existing capital assets
- Promulgate policies related to the development of the biennial capital budget
- Explore innovative funding strategies to help address the facilities needs of university campuses
- Establish policies for the appropriate use of internal and external sources of funds for capital needs
- Review long range development plans, master plans, and transportation plans
- Review campus boundaries and authorize real estate transactions
- Review design reports and authorize construction of capital projects
- Review namings of facilities
- Determine disposition of decommissioned facilities

- Ensure compliance with local, state and federal regulations related to zoning, environmental protection, physical safety and removal of architectural barriers

Duties of the Executive Committee

Section 5. The Executive Committee shall have the powers of the Board, when the Board is not in session, and shall provide for the execution of orders and resolutions not otherwise specially committed or provided for. A separate record of the proceedings of this Committee shall be kept by the Secretary, and the same shall be submitted to the Board for inclusion in the record at the next regular or special meeting.

Duties of the Personnel Matters Review Committee

Section 6. The President of the Board may refer faculty and staff personnel matters involving requests for hearing, petitions for review, and appeals to the Board to the Personnel Matters Review Committee.

- a. Mandatory review. Where an opportunity to be heard, a review or an appeal to the Board is required by s. 36.115(4), Wis. Stats.; by the Board's administrative rules, such as ss. UWS 4.08, 5.14(3) or 11.10, Wisconsin Administrative Code; or under Board policies, the Committee may conduct the hearing, review or appeal. All such proceedings shall be conducted upon the record of the matter created at the institutional or administrative levels. The Committee shall prepare recommended findings and a decision, and shall transmit them to the full Board for final action.
- b. Discretionary review. Where consideration of a matter by the Board is discretionary either under the Board's administrative rules, such as ss. UWS 5.14(2), 6.01(5), 6.02, 11.07, or 12.05(8), Wisconsin Administrative Code, or under Board policies, or on any other basis, it shall first be determined whether the request for Board consideration should be granted. In making the determination, the following factors shall be considered:
 - (1) The case involves substantial constitutional claims;
 - (2) There is a serious concern that the chancellor has abused his/her discretion or exceeded his/her authority;

- (3) The decision made at the institutional level could have systemwide implications; or
 - (4) The final institutional decision is based upon facts not supported by the record, resulting in material prejudice to the individual seeking review.
- c. If the Board determines that a request for Board consideration should be granted, the Committee may conduct the review or hearing. All such proceedings shall be conducted upon the record of the matter created at the institutional or administrative levels. The Committee shall prepare recommended findings and a decision, and shall transmit them to the full Board for final action.

Duties of the Committee on Student Discipline and Other Student Appeals

Section 7. The President of the Board may refer requests for hearing, petitions for review, and appeals involving student discipline or student governance matters or student discrimination complaints under s. 36.12, Wisconsin Statutes, to the Committee on Student Discipline and Other Student Appeals.

- a. Student discipline matters.
 - (1) Under ss. UWS 14.10 and UWS 17.14, Wisconsin Administrative Code, the Board may, at its discretion, grant a review upon the record of the final institutional decision in a student discipline case. In such cases, the Committee on Student Discipline and Other Student Appeals shall make an initial determination and recommendation to the full Board as to whether the request for review should be granted. A written request for review under s. UWS 17.14, Wis. Admin. Code, must be submitted to the Secretary of the Board within 14 days of the final institutional decision. In determining whether to grant a request for review, the following factors shall be considered:
 - (a) The case involves substantial constitutional claims;
 - (b) There is a serious concern that the chancellor has abused his/her discretion or exceeded his/her authority;

- (c) The decision made at the institutional level could have systemwide implications; or
 - (d) The final institutional decision is based upon facts not supported by the record, resulting material prejudice to the individual seeking review.
 - (2) The Committee's recommendation as to whether the request for review should be granted shall be transmitted to the Board for action. If the Board determines that the request for consideration should be granted, the Committee may conduct the review. All such proceedings shall be conducted upon the record of the matter created at institutional or administrative levels. Unless the request for review is withdrawn, the Committee shall prepare findings and a decision, and shall transmit them to the full Board for final action.
- b. Student governance appeals.
- (1) Mandatory review. Where review of a student governance matter is required by the Board's policies, such as by Regent Policy Document 30-3, *Guidelines for Student Governance*, the Committee may conduct the review. All such proceedings shall be conducted upon the record of the matter created at the institutional or administrative levels. The Committee shall prepare recommended findings and a decision, and shall transmit them to the full Board for final action.
 - (2) Discretionary review. Where review of a student governance matter is discretionary under the Board's policies, such as Regent Policy Document 86-4, *Guidelines for Implementation of s. 36.09(5), Wisconsin Statutes*, the Committee shall first consider whether the request for Board review should be granted. In making that determination, the following factors shall be considered:
 - (a) Whether there is a serious concern that the chancellor or the president has abused his/her discretion or exceeded his/her authority; or
 - (b) Whether the decision of the chancellor or the president could have systemwide implications.

- (3) Where the review of a student governance matter is discretionary, the Committee shall prepare a recommendation as to whether the request for review should be granted, and shall transmit it to the full Board for action. If the Board determines that a request for review should be granted, the Committee may conduct the review. All such proceedings shall be conducted upon the record of the matter created at the institutional or administrative levels. Unless the request for review is withdrawn, the Committee shall prepare a recommended decision, and shall transmit it to the full Board for final action.
- c. Appeals of decisions on student discrimination complaints.
- Mandatory review. Section 36.12 *Wisconsin Statutes*, affords students the right to appeal to the Board from institutional decisions on discrimination complaints. In such cases, the Committee may conduct the review. All such proceedings shall be conducted upon the record of the matter created at the institutional level. The Committee shall prepare recommended findings and a decision, and shall transmit them to the full Board for final action.

Duties of the Committee on Collective Bargaining

Section 8. The Committee on Collective Bargaining shall have charge of consideration of all matters relating to collective bargaining under ch. 111, subch. V, Wis. Stats., “State Employment Labor Relations.”

Duties of the Research, Economic Development, and Innovation Committee

Section 9. The Research, Economic Development, and Innovation Committee shall have the following responsibilities:

- Adopt policies and develop strategies designed to strengthen the UW System’s overall contribution to the economic development of the state and to support professional development, outreach, and research at all UW System institutions within the context of their unique missions.

- Consider any matters related to the University's role in enhancing its research enterprise and bolstering the state's economy. Such matters may include the advancement and growth of basic, applied, and clinical research; technology transfer; entrepreneurship; industry partnerships; and the development of intellectual capital for the benefit of the state of Wisconsin.
- Highlight successful research and economic development efforts, partnerships, and innovations involving UW System institutions.
- Focus attention on the Board's statutory responsibilities to report on and ensure accountability for research and economic development activities at UW System institutions.

Duties of the Audit Committee

Section 10. As outlined in the committee's charter as adopted by the Board of Regents, the Audit Committee shall have charge of the oversight of: all audit-related matters, internal and external; compliance with laws and regulations; internal controls; enterprise risk management; and ethics.

CHAPTER IV BYLAWS

Amendments

Section 1. These Bylaws may be added to or amended at any meeting of the Board by an affirmative vote of a majority of the members of the Board provided, however, that proposed amendments shall be specifically set forth in the notice of such meeting.

Suspension

Section 2. The Bylaws or any of them may be suspended at any meeting by an affirmative vote of two-thirds of the total members of the Board and not otherwise.

CHAPTER V

SYSTEM ADMINISTRATION

President of the University of Wisconsin System

Section 1. The President of the University of Wisconsin System has full executive responsibility for the operation and management of the System. He or she shall carry out the duties prescribed in Wisconsin Statutes for this office, and such other duties as may be assigned by the Board or be implicit in policy actions of the Board. The President of the System shall see to the appropriate staffing of System administrative offices, and direct and coordinate the activities of these offices as needed to fulfill his or her responsibilities. All items to be brought before the Board of Regents for action, except matters which come to the Board pursuant to its administrative rules or existing policies and those initiating in the Board itself, should reach the Board through the President of the University of Wisconsin System and carry his or her recommendation. If an item arises at or is related to an institution, the President shall ensure that it has first been through the established institution governance process and carries the Chancellor's recommendation; if it has not been through the institution governance process, the President shall request that it be so considered by the institution. On appeals of matters which have been through the institution governance process, the President shall verify that all institution procedures have been exhausted and will then determine whether, in the President's judgment, the Board of Regents should consider the matter. A decision by the President that the matter should not be considered by the Board can be appealed directly to the President of the Board. If the President of the Board determines that the matter should not be considered by the Board, any member of the Board may request that the matter be considered by the Board. A request that an item be considered by the Board which comes from other than the President or any member of the Board must be in writing. Persons making such requests shall be advised in writing of determinations by the President of the System and President of the Board regarding their requests. Failure by the President of the System or the President of the Board to act on a written request that an item be considered by the Board within sixty days of its receipt shall be deemed a denial of the request.

Vice Presidents

Section 2. The President shall, with the approval of the Board, establish such vice presidential offices as may be necessary to provide administrative direction and coordination for the several major functions of System Administration as these are defined by the President and the Board. The President shall assign such responsibilities to each of the vice presidents as may best promote effective administration of the responsibilities of his or her office, and shall, with the approval of the Board, title each vice presidential office in the way best suited to designate its major area of concern.

Staff Services to the Board of Regents

Section 3. The President shall, with the approval of the Board, designate a vice president as principal staff officer for the Education Committee; Business and Finance Committee; Capital Planning and Budget Committee; Research, Economic Development and Innovation Committee; and Audit Committee of the Board or, in the event of the unavailability of an appropriate vice president, an associate vice president or other major administrative officer to perform this function. The persons so designated shall provide to the committee such materials and papers as may be required for the agenda of the committee, and be prepared to respond to such other requests for information or interpretation as the committee or its members may require. The Vice Presidents shall designate staff to serve as recording secretaries of these five committees.

Rescind and Remove Regent Policy Documents
Related to UW System Trust Funds

BUSINESS AND FINANCE COMMITTEE

Resolution I.2.g.

That, upon the recommendation of the President of the University of Wisconsin System, the Board of Regents rescinds Regent Policy Documents 31-2, "Management and Administration of Trust Funds," 31-3, "Transfer of Securities," 31-10, "Proxy Voting," 31-13, "Social Responsibility and Investment Considerations," and 31-16, "Sudan Divestment," and directs the Executive Director and Corporate Secretary of the Office of the Board of Regents to remove the policies because they are obsolete.

REGENT POLICY DOCUMENT REVIEW TRUST FUNDS MANAGEMENT

EXECUTIVE SUMMARY

BACKGROUND

The University of Wisconsin (UW) System Board of Regents codifies its policies in Regent Policy Documents (RPDs), which it adopts under the authority granted in Chapter 36, Wis. Stats. The RPDs address a wide array of subjects, including academic policies and programs, contracts, student activities, and trust and investment policies. The Regents have adopted RPDs over time, with some dating back to the creation of the UW System.

In November 2017, the Board authorized the transfer of management of the University of Wisconsin Trust Fund assets to the State of Wisconsin Investment Board (SWIB). The effective date of SWIB's investment management responsibility of the University of Wisconsin Trust Fund Assets was April 2, 2018. In response to this change and consistent with the Board's ongoing process for reviewing and updating RPDs, the Board's Business and Finance Committee will consider rescinding five RPDs related to the UW System's management of trust funds.

REQUESTED ACTION

Adoption of Resolutions I.2.g., rescinding and removing RPD 31-2, "Management and Administration of Trust Funds," RPD 31-3, "Transfer of Securities," RPD 31-10, "Proxy Voting," RPD 31-13, "Social Responsibility and Investment Considerations," and RPD 31-16, "Sudan Divestment."

DISCUSSION

The Board of Regents has ultimate fiduciary responsibility for the management of UW System's trust funds. These invested funds consist primarily of bequests from individuals and gifts from living donors, corporations (including matching gift programs), and external foundations and trusts. The total value of the UW System's assets as of June 30, 2018 was approximately \$577 million.

In November 2017, the Board approved the transfer of management for UW trust fund assets from UW System's Office of Trust Funds Management to SWIB. SWIB assumed responsibility of the UW System's Trust Funds Assets on April 2, 2018. The Board adopted a revised Investment Policy Statement (IPS) for the UW System's trust funds reflecting this new contractual relationship at its April meeting.

As a next step in implementing the transfer of trust funds to SWIB, the President of the UW System and the UW System Office of Finance are recommending the repeal and removal of five Regent Policy Documents. Two Regent Policy Documents will remain unchanged: RPD 31-9, “Investment Policy Statement: Key Elements and Process,” and RPD 31-15, “Large Unendowed Bequests or Gifts.”

1. RPD 31-2: Management and Administration of Trust Funds

Resolution 42, now codified as RPD 31-2, was adopted in December 1971 to delegate certain powers related to UW System Trust Funds to the Business, Finance, and Audit Committee. The policy also empowered the Committee to further delegate management and administration responsibilities “to the Trust Officer or other administrative officers....” However, such delegated authority is also similarly provided for in the Board of Regents Bylaws. Chapter III, Section 3 focuses on the delegation of authority to the Business and Finance Committee, while Chapter II, Section 8, notes the powers and duties of the Trust Officer and Assistant Trust Officers.

RPD 31-2 largely duplicates the enumerated and implied duties that are provided under the Bylaws, given that they pertain to responsibilities of a designated committee and officers of the Board. It is therefore recommended that RPD 31-2 be rescinded and removed, and that Chapter III, Section 3 and Chapter II, Section 8 of the Bylaws be amended to further define the Committee’s and Trust Officers’ authorities and responsibilities as deemed appropriate by the Board.

A copy of RPD 31-2 is included as Appendix A.

2. RPD 31-3: Transfer of Securities

Resolution 43, now codified as RPD 31-3, was also adopted in December 1971. This policy authorizes and empowers the Secretary and the Associate Secretary of the Board of Regents, and the Trust Officer and Assistant Trust Officer “to buy, sell, assign, transfer and set over unto any person, persons, or corporation, registered bonds of any description and stock or stock rights or interests therein in any corporation, now or hereafter standing in the name of or held by the Regents either in a corporate capacity or as trustee or as agent, to affix the seal of the Regents to any papers necessary for such purposes, and to designate and direct some person to make the transfer on the books of the Regents when required to so do.”

Although it is not certain as to what specific events or actions were contemplated when this resolution was passed, it would seem that it may have primarily contemplated the following: the acceptance and receipt of gifted stocks or bonds (physically or electronically) and their subsequent sale or transfer; giving direction to a gifting trust or estate to sell or transfer securities; and possibly “internal” investment management in general (i.e., the “in-house” buying and selling of individual securities). Regarding the current applicability of this RPD, the Office of Trust Funds does not presently manage investments internally. As and when actual securities or other interests are to be gifted, rather than cash, the Office of Trust Funds generally directs their immediate sale upon receipt.

It should also be noted here that estate and trust attorneys or trustees frequently request a corporate resolution or other such assurances regarding who is authorized to, for example, sign a bequest receipt, direct that investments be sold so cash can be gifted, or give other direction as to the disposition of a pending gift/bequest. In the past, the Board Office has often tried to satisfy these requests by providing a letter certifying who the Assistant Trust Officer(s) is, and the section of the Bylaws describing the duties of the Assistant Trust Officers.

As with RPD 31-2, RPD 31-3 deals with the authorities and duties of various officers of the Board. It is therefore recommended that RPD 31-3 also be rescinded and removed, and that Chapter II, Sections 6, 7 and 8 of the Bylaws be amended to further define the authorities and responsibilities of relevant Board officers as deemed appropriate.

A copy of RPD 31-3 is included as Appendix B.

3. RPD 31-10: Proxy Voting

Proxy proposals are resolutions voted on at shareholder meetings. There are two general types of proposals: “management proposals” put forward by the company’s management, and “shareholder proposals” put forward by a company’s shareholder(s). Each year, prior to a company’s annual shareholder meeting, proxy statements containing information regarding the topics and proxy proposals to be addressed at the meeting are provided to shareholders. These proxy statements include both binding and advisory resolutions. Proxy voting is an opportunity for individual shareholders of company stock to participate in and influence the decision-making of the company’s board of directors.

UW System first adopted a proxy voting policy for its investments in June 1978. The original policy assigned responsibility for reviewing and developing a position on proxy proposals for non-routine issues to the Vice President and Controller and authority for developing a position on issues where a position was difficult to discern to a Proxy Review Committee. The Proxy Review Committee was also authorized to refer highly controversial issues to the Board of Regents’ Business and Finance Committee for a final decision.

Currently, RPD 31-10 authorizes investment managers to conduct proxy voting for “routine” corporate governance such as election of officers, amendments to corporate charters or bylaws and issuance of common stock. RPD 31-10 authorizes the UW System Trust or Assistant Trust Officer(s) to conduct proxy votes for issues that address some aspect of “social responsibility,” consistent with guidelines that have been incorporated in the policy providing board direction on certain issues. These guidelines mirror SWIB’s [Corporate Governance Guidelines](#).

With the transfer of trust fund management responsibilities to SWIB, the Board has effectively delegated proxy voting responsibilities to SWIB under their Corporate Governance Guidelines, rendering this policy obsolete. Therefore, the Office of Finance recommends the repeal and removal of this policy from the Regent Policy Documents.

A copy of RPD 31-10 is included as Appendix C.

4. RPD 31-13: Social Responsibility and Investment Considerations

Although the issue of “socially responsible investing” (SRI) with regard to UW System trust funds began as early as 1991, the Board first formally adopted principles related to SRI as part of RPD 97-1, “Investment and Social Responsibility,” in 1997. RPD 97-1 was subsequently revised and renumbered as RPD 31-13.

RPD 31-13 affirms that while the primary responsibility of the Board is to maximize financial returns on invested assets, it recognizes the importance of maintaining an awareness about corporate policies or practices that are discriminatory or cause substantial social injury. The policy adopts a procedure for soliciting input from stakeholders regarding matters related to social concerns. RPD 31-13 establishes expectations that companies and other entities in which the university invests will demonstrate a commitment to environmental protection as evidenced by meeting appropriate governmental environmental standards, as well as requiring divestment of investments in companies that discriminate on the basis of race, religion, color, creed, or sex.

With the transfer of trust fund management responsibilities to SWIB, the Board has effectively delegated its authority for investment decisions to SWIB in accordance with their Corporate Governance Guidelines, rendering this policy obsolete. Therefore, the Office of Finance recommends the repeal and removal of this policy from the Regent Policy Documents.

A copy of RPD 31-13 is included as Appendix D.

5. RPD 31-16: Sudan Divestment

The Board of Regents first adopted RPD 31-16, Sudan Divestment, on August 18, 2006 as an effort to join other institutional investors in restricting and discouraging investment in businesses that supported the Sudanese government.

RPD 31-16 was not intended to be a permanent policy and includes a provision that the policy would expire in the event that the “United States revokes its current sanctions against Sudan.” After a cessation of hostilities in Darfur and Sudan’s cooperation with counter-terrorism efforts, former President Obama began efforts to lift sanctions against Sudan at the end of his term. President Trump permanently lifted sanctions against Sudan in October 2017. Since the policy has expired, the Office of Finance recommends rescinding and removing RPD 31-16.

A copy of RPD 31-16 is included as Appendix E.

RELATED REGENT POLICIES

Regent Policy Document 31-9, Investment Policy Statement: Key Elements and Review Process
Regent Policy Document 31-15: Large Unendowed Bequests or Gifts



Board of Regents REGENT POLICIES

Regent Policy Document 31-2 (*formerly 71-4*)

Management and Administration of Trust Funds

The management and administration of University Trust Funds, including the consolidated and segregated funds, is delegated to the Business and Finance Committee. This Committee is authorized and empowered: to do all things necessary within the limitations imposed by law, or by the terms of the specific gifts and bequests accepted by the Board of Regents; and to administer the funds so received and under the control of the Regents in an efficient and prudent manner. The Business and Finance Committee is authorized, with the approval of the Board, to delegate such powers and responsibilities regarding the management and administration of University Trust Funds to the Trust Officer or other administrative officers or employees of the University as the Committee may in its judgment deem appropriate. The Committee is authorized to employ investment counsel. The Trust Officer of the Regents is directed to keep a separate record of the actions taken by the Business and Finance Committee on all matters relating to University Trust Funds and to distribute memoranda of such actions as soon as practicable to all members of the Board of Regents for their confidential information.

History: Res. 42 adopted 12/17/71.

OFFICE OF THE BOARD OF REGENTS

1860 Van Hise Hall
1220 Linden Dr.
Madison, WI 53706

☎ 608.262.2324

✉ board@uwsa.edu



Board of Regents REGENT POLICIES

Regent Policy Document 31-3 (*formerly 71-5*)

Transfer of Securities

Be it resolved, by the Board of Regents of the University of Wisconsin System, a body corporate, created by Chapter 100, laws of 1971, of the Wisconsin Legislature, the successor corporation to The Regents of the University of Wisconsin, a former body corporate, existing under Chapter 36 of the Wis. Stats., 1969, and the successor corporation to The Board of Regents of State Universities, a former body corporate, existing under Chapter 37 of the Wis. Stats., 1969, that the Secretary of the Board of Regents of the University of Wisconsin System, the Associate Secretary of the Board of Regents of the University of Wisconsin System, the Trust Officer of the Board of Regents of the University of Wisconsin System, and any Assistant Trust Officer of the Board of Regents of the University of Wisconsin System, each be, and hereby is authorized and empowered in the name of the Board of Regents of the University of Wisconsin System to buy, sell, assign, transfer and set over unto any person, persons, or corporation, registered bonds of any description and stock or stock rights or interests therein in any corporation, now or hereafter standing in the name of or held by the Regents either in a corporate capacity or as trustee or as agent, to affix the seal of the Regents to any papers necessary for such purposes, and to designate and direct some person to make the transfer on the books of the Regents when required to so do.

History: Res. 43 adopted 12/17/71.

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1860 Van Hise Hall

1220 Linden Dr.

Madison, WI 53706

☎ 608.262.2324

✉ board@uwsa.edu



Board of Regents REGENT POLICIES

Regent Policy Document 31-10 (formerly 92-4)

Proxy Voting

Scope

The policy on proxy voting applies to the invested assets of University of Wisconsin System Trust Funds.

Purpose

The purpose of this policy is to describe who is responsible for identifying, analyzing, and voting various types of shareholder proxies, proposals put to shareholder vote which may impact the future and fortunes of the companies in which University of Wisconsin System Trust Funds are invested.

Policy Statement

The general policy of the UW System Board of Regents is to ensure that the voting of proxies is conducted in a diligent manner that reflects the Board's stewardship and fiduciary responsibilities. To this end, the following guidelines are to be adhered to:

1. Shareholder proxies dealing with "routine" corporate governance and management issues or other issues of a predominately financial or shareholder value/rights nature are generally to be voted by the investment managers, in accordance with each manager's proxy voting guidelines. "Routine" issues generally include such items as the following:

- election of directors;
- election of auditors;
- elimination of preemptive rights;
- amendments to corporate charters or bylaws which might materially affect shareholder rights;
- management recommendations regarding adding or amending indemnification provisions in charters or bylaws;
- authorization to issue common stock under option and incentive plans under most circumstances;
- issuance of additional shares of stock for corporate purposes under most circumstances (e.g., not for expressly preventing a takeover);
- acquisitions and mergers;
- changes to the Board of Directors, proposals relating to cumulative voting, annual election of directors, and staggered Boards; and
- outside director compensation (cash plus stock plans).

2. Shareholder proxies dealing with some aspect of "social responsibility" are generally to be voted (or directed to be voted) internally by the UW System Trust or Assistant Trust Officer(s) in accordance with the following general guidelines:

A. Disclosures Overall

1. UW System will generally support resolutions calling for disclosure of additional information pertaining to a particular issue involving potential social impacts if:

- a. The requested information is believed to be of value to a majority of shareholders when evaluating the company or its managers.

- b. The costs of disclosure are reasonable.
- c. The requested information will not disadvantage the company competitively or economically.

B. Labor and Human Rights

1. UW System will generally support management if the company's position:
 - a. Is not detrimental to the long-term viability of the company or shareholder value.
 - b. Reflects society's values and attitudes on labor and human rights.

C. Health and Safety

1. UW System will review and analyze health and safety proposals from an economic and social perspective on a case-by-case basis based on the following:
 - a. The effect the resolution may have on long-term shareholder value.
 - b. The company's competitiveness and sustainability if the resolution addresses a specific state or federal law.
 - c. The extent to which the resolution reflects society's values and attitudes on health and safety for employees and consumers.

D. Environmental Practices and Animal Welfare

1. UW System will generally support increased environmental reporting if:
 - a. The company's product or service has the potential to affect the environment adversely.
 - b. The company has been the subject of adverse publicity or litigation because of its environmental practices.
 - c. The company has failed to provide adequate information, as determined by UW System staff, about its environmental practices to shareholders.
2. UW System may support proposals requesting disclosure reports of operations, risks, environmental impacts, fines, litigation and policies as it relates to fracking and flaring and other environmental concerns.
3. UW System may support proposals requesting increased disclosure on the treatment of animals in the company's operations and its efforts to provide for more humane treatment.

E. Climate Change

1. UW System may support proposals requesting disclosure regarding operations, decision making, liabilities, and use of resources as they relate to climate change.

F. Sustainability

1. UW System may support proposals requesting disclosure regarding operations, decision making, liabilities, and use of resources as they relate to sustainability.

G. Diversity and Non-Discrimination

1. UW System may support proposals requesting the company to diversify its board.
2. UW System will generally support proposals requesting disclosure reports on diversity and non-discrimination programs and policies.
3. UW System will generally support proposals calling for the adoption of a sexual orientation non-discrimination policy.

H. Political Expenditures

1. UW System may support disclosure of the total amount a company budgets and/or spends on the various types of political expenditures.
2. UW System will generally support political expenditure proposals if:
 - a. Current disclosure on political contributions is insufficient or significantly lacking compared to its peers.
 - b. There are verifiable or creditable allegations of funds mismanagement through donations.
 - c. There is no explicit board oversight or evidence that board oversight on political expenditures is adequate.

I. Cyber Security

1. UW System may support proposals requesting greater disclosure of a company's policies, potential risks, and oversight as these relate to cyber security.

Oversight, Roles, and Responsibilities

The Board of Regents is responsible for the regular review and update of the guidelines provided within this policy for the voting of proxy proposals dealing with some aspect of social responsibility. The Board may request reporting of the proxy voting results. UW System Trust Funds is responsible for identifying and analyzing these types of proxy proposals, and voting or directing the voting of the proxies in accordance with these guidelines.

Related Regent Policies and Applicable Laws

RPD 31-13, Social Responsibility Investment Considerations

History: Res. 6086, adopted 04/10/1992, created Regent Policy Document 92-4; Res. 8534, adopted 04/05/2002, amended Regent Policy Document 92-4; subsequently renumbered 31-10; Res. 10121, adopted 10/05/2012, amended Regent Policy Document 31-10; Res. 10602, adopted 12/11/2015, amended Regent Policy Document 31-10.

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1860 Van Hise Hall
1220 Linden Dr.
Madison, WI 53706

☎ 608.262.2324

✉ board@uwsa.edu



Regent Policy Document 31-13 (*formerly 97-1*)

Social Responsibility and Investment Considerations

Scope

The policy on Social Responsibility and Investment Considerations applies to the invested assets of the University of Wisconsin System Trust Funds and to individuals interested in providing input regarding the corporate policies or practices of the companies and other entities in which the University of Wisconsin System invests.

Purpose

The purpose of this statement is to communicate the Board of Regents' policies and practices for considering the various aspects of the social responsibility of the companies, governments, or other entities in which it invests University of Wisconsin System Trust Funds.

Policy Statement

The Board of Regents of the University of Wisconsin System, in discharging its fiduciary responsibilities for UW System Trust Funds, will take into account concerns about corporate and other security issuers' social responsibility as outlined below.

1. The primary fiduciary responsibility of the Board of Regents is to maximize financial return on invested assets, taking into account an appropriate degree of risk.
2. However, the Board acknowledges the importance of maintaining an awareness of public concerns about corporate policies or other security issuers' policies or practices that are discriminatory [as defined by s. 36.29(1), Wis. Stats.] or cause substantial social injury¹.
3. To enhance the Board's awareness of social concerns the Board of Regents, through the Business and Finance Committee, directs the University of Wisconsin System Trust Funds Office to conduct a proxy review to highlight shareholder proxy resolutions involving some aspect of social responsibility (e.g., those related to discrimination, environmental degradation, or other potential causes of substantial social injury). Such proxy proposals will be voted in accordance with the guidelines provided in Regent Policy Document 31-10, "Proxy Voting."
4. The Regents also wish to solicit input from students, faculty, alumni and citizens on matters related to social concerns. To obtain this input, the Business and Finance Committee of the Board of Regents may schedule a public forum at the request of parties interested in presenting such concerns to the Board. The purpose of this forum is to offer the broadest opportunity for University of Wisconsin System constituencies to present such information to the Board of Regents.
5. Cognizant of the University of Wisconsin System, state, and federal commitments to environmental protection, the Board of Regents Business and Finance Committee, in discharging its responsibility for managing the University of Wisconsin System Trust Funds, does so with the expectation that the companies and other entities in which it invests will evidence a similar commitment in their respective activities. In the event that any persons or group of persons, after careful investigation and evaluation of facts in evidence, concludes that a company in which the University of Wisconsin System Trust Funds has investments appears not to be performing in accord with the Committee's expectations and the appropriate governmental standards in this area, the Committee will afford those persons an opportunity to detail their evidence and concerns to the Committee. The Committee may afford the company or other entity involved an opportunity to respond to the concerns expressed, before deciding what course of action is appropriate.
6. In accordance with s. 36.29(1), Wis. Stats., all investments "...made in any company, corporation, subsidiary, or affiliate that practices or condones through its actions discrimination on the basis of race, religion, color,

creed or sex. . . .” shall be divested in as prudent but rapid a manner as possible. The Board of Regents, to facilitate the application of this statute, interprets the language above as follows:

- a. The words “that practices or condones through its actions” shall be interpreted to mean “employing persons in nations which by their laws discriminate on the basis of race, religion, color, creed or sex.”
 - b. The University of Wisconsin System’s investment counsel and its Trust Officer shall bring to the attention of the Business and Finance Committee reports of the existence of laws in any other country that require companies doing business in such country to practice or condone discrimination on the basis of race, religion, color, creed or sex. The Business and Finance Committee shall investigate such reports with a view toward determining whether this subsection shall be applied to investments in companies employing persons in the country in question.
7. The Regents are aware that a position on social responsibility may affect potential contributors to the University System. For potential contributors who wish their donations to be invested in funds with social concerns as a high priority, University of Wisconsin System Trust Funds staff may explore the use of investment alternatives to meet such objectives.

Oversight, Roles and Responsibilities

The Board of Regents has ultimate fiduciary responsibility for the management and administration of the University of Wisconsin System Trust Funds. The Board’s Business and Finance Committee is delegated oversight of the management and administration of the Trust Funds. The UW System Trust Funds Office is responsible for conducting proxy reviews and exploration of socially responsible investment alternatives. The Executive Director and Corporate Secretary of the Office of the Board of Regents has responsibility for scheduling requested public forums under Section 4 of this policy.

Related Regent Policies and Applicable Laws

RPD 31-2, Management and Administration of Trust Funds
RPD 31-10, Proxy Voting
RPD 31-16, Sudan Divestment
Section 36.29, Wis. Stats.

“Substantial social injury” with regard to corporate or other security issuers’ behavior is defined as the injurious impact on employees, consumers, and/or other individuals or groups resulting directly from specific actions or inactions by a company. Included in this category are actions that violate, subvert, or frustrate the enforcement of rules of domestic or international law intended to protect individuals and/or groups against deprivation of health, safety, basic freedoms or human rights. Only actions or inactions by companies that are proximate to and directly responsible for identifiable social injury will be regarded as falling within these guidelines. (This definition is borrowed from the Stanford University “Statement on Investment Responsibility Concerning Endowment Securities”).

History: Res. 695, adopted 03/08/1974, created Regent Policy Document 74-3(a), subsequently renumbered 31-5. Res. 1590, adopted 02/10/1978 created Regent Policy Document 78-1 and replaced Regent Policy Document 77-4; subsequently renumbered 31-6. Res. 1615, adopted 03/10/1978, created Regent Policy Document 78-2; Res. 6626, adopted 03/11/1994, amended 78-2; subsequently renumbered 31-7. Res. 7406, adopted 03/07/1997, created Regent Policy Document 97-1, subsequently renumbered 31-13; Res. 9505, adopted 06/06/2008, amended Regent Policy Document 31-13; Res. 9909, adopted 04/08/2011, amended Regent Policy Document 31-13; Res. 10119, adopted 10/05/2012, rescinded Regent Policy Documents 31-5, 31-6, and 31-7, and amended Regent Policy Document 31-13 to incorporate portions of the rescinded policies. Res. 10603, adopted 12/11/2015, amended Regent Policy Document 31-13.

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1860 Van Hise Hall
1220 Linden Dr.
Madison, WI 53706



Regent Policy Document 31-16 (*formerly 06-2*)

Sudan Divestment

Scope

The policy on *Sudan Divestment* applies to the invested assets of University of Wisconsin System Trust Funds.

Purpose

The purpose of this policy is to prevent, to the extent possible, making or retaining investments that would provide support to the government of Sudan. The policy was introduced in 2006 due to the ongoing genocide and ethnic cleansing in Darfur sponsored by the Sudanese government and is intended to remain in place as long as such conditions persist.

Policy Statement

The policy of the UW System Board of Regents is to join in concert with other institutional investors, states, municipalities, and the U.S. government in restricting and discouraging business activity that provides support to the current government of Sudan, due to acts of genocide or “ethnic cleansing” which have occurred in that country. The Board’s policy related to Sudan divestment is as follows:

1. The invested assets of the University of Wisconsin System held in *separately managed accounts*, over which the Board of Regents serves as trustees and fiduciaries, shall not be invested in companies (“targeted companies”) which either directly or through an affiliated instrumentality meet the following criteria:
 - a. Provide revenues to the Sudanese government through business with the government, government-owned companies, or government-controlled consortiums.
 - b. Offer little substantive benefit to those outside of the Sudanese government or its affiliated supporters in Khartoum, Northern Sudan and the Nile River Valley; this “outside” population specifically includes the country’s disaffected Eastern, Southern, and Western regions.
 - c. Have either demonstrated complicity in the Darfur genocide or have not taken any substantial action to halt the genocide. Substantial action shall include but is not limited to curtailment of operations or public pressure on the Sudanese government. Simple company statements shall not constitute evidence of substantial action.
 - d. Provide military equipment, arms, or defense supplies to any domestic party in Sudan, including the Sudanese government and rebels.
2. Non-investment in such companies will require divestment of current holdings and the screening out of such companies’ securities so as to prevent future investment in them.
3. *Investment is permissible* in companies which, either directly or through an affiliated instrumentality, provide services clearly dedicated to social development for the whole country. Such entities include, but are not limited to those providing medicine and medical equipment, agricultural supplies and agricultural infrastructure, educational opportunities, journalism-related activities, and general consumer goods.
4. Where invested assets are held in *commingled* or *mutual fund accounts*, letters are to be submitted to the contracted investment management firms requesting that the manager consider either adopting a similar Sudan-free investment policy for the existing fund, or consider creating a comparable separate commingled fund devoid of companies targeted as a result of this resolution. In the event that the manager introduces a comparable separate Sudan-free fund, the Board shall direct that all assets in the existing fund be transferred into the newly available, Sudan-free fund.
5. If it is determined that a company, which had previously been a targeted company, has ceased business operations with Sudan or its instrumentalities, then that company shall no longer be subjected to divestment and/or screening.

6. In the event that the government of Sudan sufficiently halts the ongoing genocide in Darfur for at least 12 months, as determined jointly by the State Department and Congress of the United States, the provisions of this resolution shall expire.
7. In the event that the United States revokes its current sanctions against Sudan, the provisions of this resolution shall expire.
8. The policy established by this resolution will be communicated to the various foundations which support University of Wisconsin campuses, so that the foundations may consider adopting similar policies.
9. Nothing in this resolution shall alter or diminish existing fiduciary or statutory obligations and other terms, conditions, and limitations on the investment of entrusted assets for the exclusive benefit and interest of beneficiaries, participants, and donors.
10. The Board directs University of Wisconsin System Administration staff to annually review the situation in Sudan and the status of U.S. sanctions, and report to the Board if and when there have been changes that would suggest this policy be rescinded.

Oversight, Roles, and Responsibilities

UW System Administration is responsible for ensuring compliance with this policy, monitoring the situation in Sudan/Darfur, and reporting to the Board on any changes that might suggest the policy be expired in accordance with sections 6 and 7. The Regent Business and Finance Committee is responsible for determining if the conditions for expiration have been sufficiently met.

Related RPDs and Applicable Laws

RPD 31-13 (<https://www.wisconsin.edu/regents/policies/social-responsibility-and-investment-considerations/>), *Social Responsibility Investment Considerations*

History: Res. 9237, adopted 08/18/2006, created Regent Policy Document 06-2, subsequently renumbered 31-16. Res. 10120, adopted 10/05/2012. Res. 10835, adopted 03/09/2017, authorized technical corrections.

OFFICE OF THE BOARD OF REGENTS

1860 Van Hise Hall
1220 Linden Dr.
Madison, WI 53706

☎ 608.262.2324

✉ board@uwsa.edu

Rescind and Replace Regent Policy Document 3-2,
“Public Records Management”
with a new Regent Policy Document

BUSINESS AND FINANCE COMMITTEE

Resolution I.2.h.

That, upon the recommendation of the President of the University of Wisconsin System, the Board of Regents rescinds and replaces Regent Policy Document 3-2, “Public Records Management” with a new Regent Policy Document.

**REGENT POLICY DOCUMENT REVIEW PROCESS
RPD 3-2: PUBLIC RECORDS MANAGEMENT**

EXECUTIVE SUMMARY

BACKGROUND

The UW System Board of Regents codifies its policies in Regent Policy Documents (RPDs), which the Board adopts under the authority granted in Chapter 36, Wis. Stats. The RPDs address a wide variety of subjects, including academic policies and programs, contracts, student activities, and trust and investment policies. The Board has adopted RPDs over time, with some dating back to the creation of the UW System.

In February 2011, the President of the Board of Regents formally announced a process to review and update the RPDs. Under this process, the original purpose of each policy is analyzed to determine whether the policy is still relevant and to determine the likely impact of any proposed revision. Policies are also formatted to meet standards established by the Board in RPD 2-3. The Board has revised policies, repealed obsolete policies, and established new policies to meet changing needs and policy priorities under this ongoing process.

At its December 2018 meeting, the Board's Business and Finance Committee will consider revising RPD 3-2, "Public Records Management," to clarify the role for managing public records for UW institutions, UW System Administration, and the Board of Regents; to streamline the policy; and to update the format of the policy to meet standards for Regent Policy Documents.

REQUESTED ACTION

Adoption of Resolution I.2.h., rescinding and replacing Regent Policy Documents 3-2, "Public Records Management" with a new Regent Policy Document.

DISCUSSION

RPD 3-2, "Public Records Management," addresses public records management issues governed under s. 16.61, Wis. Stats., "Records of state offices and other public records," and s. 16.611, Wis. Stats., "State public records; optical disc and electronic storage." For the purpose of this policy, public records management refers to activities related to creating, storing, archiving, and destroying records created or received by UW System employees in connection with the transaction of UW System's public business. The policy does not address the process for fulfilling open records requests, which is governed separately under Chapter 19 of the Wisconsin Statutes.

The Board of Regents first adopted RPD 3-2 in April 2007 to establish retention guidelines and archival processes for the UW System's public records. The purpose of the policy was to "facilitate the effective, transparent conduct of public business, ensure public accountability, and preserve the history of UW System institutions by fulfilling state and federal legal requirements for public records management." A copy of the current policy is included as Appendix A.

Definition and Ownership of Public Records

The policy describes public records as having the meaning found in s. 16.61 (2) (b), Wis. Stats., which describes public records as meaning "all books, papers, maps, photographs, films, recordings, optical discs, electronically formatted documents, or other documentary materials, regardless of physical form or characteristics, made or received by any state agency or its officer or employees in connection with the transaction of public business..." The policy further clarifies that public records include all materials, regardless of physical form or characteristics, created or received by employees in connection with the transaction of public business on behalf of the UW System.

The current policy states that the UW System and the State of Wisconsin own all public records created, received, or retained by UW System employees. The proposed policy more precisely states that the UW System Board of Regents owns all UW System public records.

Public Records Management Program Implementation

Section 15.04(1)(j), Wis. Stats., requires the heads of departments and independent agencies to appoint a records and forms officer to be responsible for compliance with "all records and forms management laws and rules..." Under the current policy, the Board delegates the responsibility to appoint a public records and forms officer for each UW System institution to the institution's chancellor.

Among other duties, the policy requires each public records and forms officer to develop and maintain a public records management program. A public records management program establishes policies and procedures to ensure UW System institutions create, retain, and dispose of public records in compliance with state and federal laws. The proposed policy includes two new provisions related to confidential records and public records training as characteristics of public records management programs. These revisions do not change the existing functions of public records management programs, but simply incorporate current practice into policy.

Regarding confidential records, the proposed policy requires public records programs to protect confidential records and data whenever necessary and required by law. UW System institutions create and hold a vast amount of sensitive information considered confidential under federal and state law. For example, individual student records are subject to federal privacy laws under the Family Educational Rights and Privacy Act (FERPA). This provision highlights UW System's important responsibility for protecting sensitive information and records.

Regarding public records training, the proposed policy incorporates an expectation that public records management programs ensure UW supervisors and employees receive public records training. The current policy requires public records and forms officers to provide public records management training. While records officers may organize or coordinate training, they do not

necessarily provide direct training to employees. This revision maintains the general expectation that employees receive public records training, but provides UW System institutions with the flexibility to determine who should provide the training.

The current policy addresses public records management at UW System institutions. The proposed policy reflects current practice and clarifies that UW System Administration and the Board of Regents also appoint a public records and forms officer to implement a public records management program for UW System Administration and the Board of Regents.

Electronic Public Records

The current policy includes a section establishing standards for managing public records created, generated, sent, communicated, or stored in an electronic form. Many public records management laws and policies were established before technological advances made electronic records common. One of the Board of Regents' goals when adopting RPD 3-2 in 2007 was to provide additional guidance to UW System institutions in response to this changing technology.

The proposed policy streamlines the policy's requirements related to electronic public records by requiring UW System institutions to ensure compliance with Chapter Adm 12, Wis. Admin. Code, "Electronic Records Management-Standards and Requirements." Chapter Adm 12 establishes statewide legal standards for managing electronic records.

Overall Organization and Format

Finally, the proposed policy reorganizes and streamlines RPD 3-2. Certain sections, such as a statement that the records officer may periodically review the public records management program and a provision stating that public records retention schedules must be suspended in response to litigation, audits, or public records requests, are rescinded as unnecessary to restate in policy. Removing these sections does not alter the authority of the records officer to conduct a review or remove the requirement that records retention schedules must be suspended under certain circumstances. The section describing oversight, roles, and responsibilities has been simplified. Finally, RPD 3-2 has been reformatted to meet the standards of Regent Policy Documents found in RPD 2-3. A copy of the proposed policy is included as Appendix B.

RELEVANT REGENT POLICY DOCUMENTS

None

Appendix A

PUBLIC RECORDS MANAGEMENT (Current Policy)

1.0 POLICY

The policy of the University of Wisconsin System is to ensure that public records are properly managed in compliance with relevant state and federal laws.

2.0 SCOPE

This public records management policy applies to all UW System institutions.

3.0 PURPOSE

The purpose of this policy is to facilitate the transaction of business, ensure public accountability, and preserve the history of UW System institutions by fulfilling state and federal legal requirements for public records management.

4.0 PUBLIC RECORDS MANAGEMENT

4.1 Definition and Ownership of Public Records. Public records include all materials, regardless of physical form or characteristics that employees create or receive in connection with the transaction of public business on behalf of UW System institutions. All public records that employees create, receive, or retain are owned by the UW System and the State of Wisconsin.

4.2 Duties of University of Wisconsin Institutions. Each UW System institution shall establish and maintain a public records management program.

4.3 Duties of the Chancellor. The Chancellor of each UW System institution shall designate a public records and forms officer.

4.4 Duties of the Public Records and Forms Officers. The records officer at each UW System institution shall: (1) Develop and maintain a public records management program that fulfills state and federal legal requirements; (2) Provide records management training and assistance to UW System institution employees; (3) Upon request, provide special assistance to UW System institution: legal counsel, legal custodians for public records requests, auditors, and archivists; and (4) Collaborate with UW System institution technology professionals in developing and maintaining information and digitization systems that create, receive, store, destroy, and archive electronic public records in compliance with state and federal legal requirements.

4.5 Characteristics of Public Records Management Programs. Public records management programs facilitate ongoing business activities, ensure public accountability, and preserve the history of UW System institutions. In order to successfully perform these vital functions, public records management programs should be developed and maintained using a collaborative decision-making process involving UW System institution: records and forms officers,

information technology professionals, legal counsel, legal custodians, auditors, and archivists. In some instances, this collaborative decision-making process should involve UW System institution employees from other professional fields, including but not limited to: business officers, administrators, faculty, staff, students, human resource managers, and registrars.

Public records management programs shall: (1) Ensure that public records are created, received, and retained in compliance with this policy and state and federal legal requirements; (2) Properly classify public records, so as to support UW System institution functions and ensure appropriate disposition of these records; (3) Obtain approval for disposition of public records from the State of Wisconsin Public Records Board; (4) Ensure secure storage of public records throughout the lifecycle of these records; (5) Ensure that expired public records are destroyed, paying special attention to the additional steps necessary to destroy expired electronic records; and (6) Preserve the history of the UW System institutions by implementing archival processes that ensure the security, accessibility, accuracy, authenticity, readability, and reliability of public records notwithstanding the passage of time.

4.6 Treatment of Electronic Public Records. Public records management programs shall ensure that throughout their lifecycle, electronic public records are secure, accessible, accurate, authentic, legible, readable, and reliable. These programs shall also ensure that upon disposition, electronic public records are either properly destroyed or archived. Because some information technology systems may retain portions of deleted electronic records, public records management programs must ensure that expired electronic records are actually destroyed.

4.7 Information and Digitization Systems and Business Tools. UW System institutions shall not purchase, support, or utilize information and digitization systems, or business tools, which fail to comply with this policy and state and federal legal requirements for public records management. Therefore, the procurement, development, and maintenance of information and digitization systems should include public records management functions.

4.8 Electronically-Stored Information. Information and digitization systems routinely create electronically-stored information which, in many instances, comprises a public record. Therefore, UW System institution employees and the technology professionals who provide, support, and manage information and digitization systems must ensure that electronically-stored information is only created, received, or retained if it supports UW System institution business functions.

4.9 Review of Public Records Management Programs. The State of Wisconsin Department of Administration has authority to periodically audit the public records management programs at UW System institutions in order to evaluate legal compliance. In order to ensure the success of such an audit or to ensure compliance with this policy, the public records and forms officer at each UW System institution may conduct periodic reviews of public records management programs.

5.0 PUBLIC RECORDS MANAGEMENT ROLES AND RESPONSIBILITIES

5.1 Employee Supervisors. Supervisors of UW System institution employees are responsible for ensuring that the employees under their supervision attend public records management training

sessions and manage public records in compliance with this policy and state and federal legal requirements.

5.2 Employees. UW System institution employees are responsible and accountable for managing public records in compliance with this policy and state and federal legal requirements. Failure to do so may result in loss of access to UW System institution information and digitization systems and business tools, as well as appropriate disciplinary action.

5.3 Use of Business Tools. UW System institution employees shall manage and retain public records using only information and digitization systems and business tools that are supported by the institution.

5.4 Suspension of Public Records Retention Schedules. Record retention schedules must be suspended whenever UW System institution records are relevant to litigation, audit, or public records requests. Any suspension of retention schedules shall be carefully tailored to the scope of the litigation, audit, or public records request. Although UW System institutions will suspend public records retention schedules when reasonably necessary, these institutions shall not be responsible for individual employees acting outside the scope of their authority, or in a manner inconsistent with the suspension of public records retention schedules.

History: Res. 9326 adopted 04/13/07.

Appendix B

3-2 PUBLIC RECORDS MANAGEMENT (Proposed Policy)

SCOPE

This policy addresses the creation, retention, and disposition of UW System's public records. This public records management policy applies to all UW System institutions, to UW System Administration, and to the UW System Board of Regents.

PURPOSE

The purpose of this policy is to facilitate the transaction of business, ensure public accountability, and preserve the history of UW System institutions by fulfilling state and federal legal requirements for public records management.

POLICY

It is the policy of the University of Wisconsin System Board of Regents that public records are properly managed in compliance with relevant state and federal laws and with the provisions of this policy.

Definition and Ownership of Public Records

Public records have the meaning given in s. 16.61 (2) (b), Wis. Stats., and include all materials, regardless of physical form or characteristics, created or received by employees in connection with the transaction of public business on behalf of the UW System. The UW System Board of Regents owns all public records created, received, or retained by UW System employees.

Public Records Management Program Implementation

The Board of Regents, the President of UW System Administration, and the Chancellor of each UW System institution shall designate a public records and forms officer pursuant to s. 15.04(1)(j), Wis. Stats.

Public records and forms officers are responsible for ensuring each UW System institution develops and maintains a public records management program consistent with federal and state law and the provisions of this policy. The public records and forms officer shall, upon request, provide any necessary assistance to administrators, supervisors, and staff to ensure the UW System meets its public records responsibilities.

Characteristics of a Public Records Management Program

A public records management program facilitates ongoing business activities, ensures public accountability, and preserves the history of the UW System. A public records management

program shall provide for the appropriate policies, structure, and directives to comply with applicable federal and state law including:

1. Properly classifying public records, so as to support UW System functions and provide for appropriate disposition of these records.
2. Obtaining approval for disposition of public records from the State of Wisconsin Public Records Board.
3. Providing for secure storage of public records throughout the lifecycle of these records.
4. Arranging for proper destruction of expired public records.
5. Preserving the history of the UW System by implementing archival processes that ensure the security, accessibility, accuracy, authenticity, readability, and reliability of public records notwithstanding the passage of time.
6. Where necessary or required, protect the confidentiality of data and records.
7. Arranging for public records training of employees and supervisors.

Electronic Records

Particular care shall be taken to ensure that electronic records are preserved in such a way that permits them to be retrieved in the future or destroyed when proper to do so. UW institutions should be aware of and maintain compliance with Chapter Adm 12, Wis. Admin. Code.

OVERSIGHT, ROLES, AND RESPONSIBILITIES

It is the responsibility of all UW System supervisors and employees to manage public records in compliance with state and federal legal requirements as well as with this policy. Failure to manage public records consistent with state and federal law and this policy may result in disciplinary action.

RELATED POLICY DOCUMENTS AND APPLICABLE LAWS

- Section 16.61, Wis. Stats., “Records of state offices and other public records.”
- Section 16.611, Wis. Stats., “State public records; optical disc and electronic storage.”
- Chapter Adm 12, Wis. Admin. Code, “Electronic Records Management-Standards and Requirements.”
- Regent Policy Document 25-5, “Information Technology: Information Security.”
- University of Wisconsin System General Records Schedules.

Rescind and Replace Regent Policy Document
2-1, “Emeritus Designation: Regents”
with a New Regent Policy Document titled “Emeritus Designation”

BUSINESS AND FINANCE COMMITTEE

Resolution I.2.i.

That, upon the recommendation of the President of the University of Wisconsin System, the Board of Regents rescinds and replaces Regent Policy Document 2-1, “Emeritus Designation: Regents” with a new Regent Policy Document titled “Emeritus Designation.”

**REGENT POLICY DOCUMENT REVIEW:
RPD 2-1, “EMERITUS DESIGNATION: REGENTS”**

EXECUTIVE SUMMARY

BACKGROUND

The UW System Board of Regents codifies its policies in Regent Policy Documents (RPDs), which it adopts under the authority granted in Chapter 36, Wis. Stats. The RPDs address a wide array of subjects, including academic policies and programs, contracts, student activities, and trust and investment policies. The Regents have adopted RPDs over time, with some dating back to the creation of the UW System.

In February 2011, the President of the Board of Regents formally announced a process to review and update the RPDs. Under this process, the original purpose of each policy is analyzed to determine whether the policy is still relevant and to determine the likely impact of any proposed revision. Policies are also formatted to meet standards established by the Board in RPD 2-3. Under this process, the Board has revised numerous policies, repealed obsolete policies, and established new policies to meet changing needs and policy priorities.

At its December meeting, the Board’s Business and Finance Committee will consider rescinding RPD 2-1, “Emeritus Designation: Regents,” and replacing it with a policy that establishes comprehensive, systemwide standards for granting emeritus status within the UW System.

REQUESTED ACTION

Adoption of Resolution I.2.i., rescinding and replacing Regent Policy Document 2-1, “Emeritus Designation: Regents,” with a new policy titled “Emeritus Designation.”

DISCUSSION

The Board of Regents has had a long-standing practice of granting emeritus status to Regents when they conclude their term of service. In September 1980, the Board approved Resolution 2235, now codified as RPD 2-1, clarifying that Regent Emeritus status would be granted to both ex-officio and appointed members of the Board of Regents. A current version of RPD 2-1 is included as Appendix A.

Although RPD 2-1 addresses the designation of emeritus status to Regents, emeritus status can be issued to a variety of other positions throughout the UW System, including the UW System president, UW chancellors, faculty, and staff.

Emeritus Status for the UW System President and UW System Chancellors

Until recently, guidelines for conferring emeritus status upon a chancellor were found in s. 2.05 (3) of UW System Administration's Unclassified Personnel Guideline (UPG) #2. The guidelines, in effect until July 1, 2015, allowed either the Board of Regents or the UW System President to confer emeritus status upon a chancellor "upon completion of the individual's service as chancellor." Currently, no Regent policies or UW System policies address the process for granting emeritus status to UW Chancellors or the UW System President.

The proposed policy revision, included as Appendix B, codifies the UW System Board of Regents practice for granting emeritus status to UW System Board members, the UW System President, and UW Chancellors, and requires Board approval for the designation of emeritus status for UW System Presidents and UW Chancellors. The proposed policy also: 1) clarifies the authority for designating emeritus status for other types of positions; 2) establishes standards for eligibility and for privileges associated with the emeritus status; and 3) identifies conditions under which emeritus status may be revoked. If adopted, the proposed RPD would provide a framework to ensure the emeritus status is granted appropriately and equitably throughout UW System.

Delegating Authority to Grant Emeritus Status to Faculty and Staff

Higher education institutions commonly grant emeritus status to faculty and many institutions also grant emeritus status to other eligible employees. However, the approval process varies. For example, at the University of Texas System, South Dakota University System, Indiana University, and University of Michigan, the Board must approve the designation of emeritus status to faculty and academic staff. Conversely, university presidents or chancellors are authorized to grant emeritus status to faculty and academic staff at the University of Nebraska System, Minnesota State Colleges and Universities, Penn State University, Michigan State University, University System of Georgia, and University of Illinois.

The proposed policy codifies, expands, and clarifies the delegated authority of UW Chancellors and of the UW System President to grant emeritus status to retiring employees. It also establishes conditions that, at a minimum, must be met before an employee may be granted an emeritus title.

Eligibility Criteria

The proposed policy revision articulates the Board of Regents' expectation that emeritus status is a special honor and requires a record of distinguished service to the UW System. The policy stipulates that an emeritus title is not to be issued just for years of service, although the policy requires that a recipient must have worked for the institution for a significant period of time. The policy requires that an emeritus title may only be granted to employees who are retiring and that the designation must be approved by the UW chancellor for faculty or staff at a UW System institution or by the UW System President for UW System Administration staff.

The proposed revisions to RPD 2-1 require each UW Chancellor or his or her designee to develop a policy to establish criteria and procedures consistent with the standards established in RPD 2-1 for granting emeritus status at the institution. Similarly, the UW System President or his or her designee is responsible for creating eligibility standards for UW System Administration employees.

Most UW System institutions have already established policies describing the process for granting an emeritus title. Table 1 describes each UW System institution's eligibility criteria and shows that eligibility requirements for granting an emeritus title vary widely throughout UW System.

Table 1: Employee Groups and Criteria for Granting an Emeritus Title

UW Institution	Eligible Employee Groups	Service Criteria	Retirement Criteria
Eau Claire	Faculty, academic staff, and classified staff*	Length of employment is the sole criterion.	Faculty and academic staff nominees must be permanently retired. Classified staff nominees must be permanently retired and eligible to activate an annuity from the Wisconsin Retirement Service.
Green Bay	Faculty, academic staff, university staff, and limited appointees	Length of employment, professional accomplishment, and service record.	Faculty must be retired from the institution. Academic and university staff and limited employees may be granted emeritus status in their appointment after 10 or more years.
La Crosse	Faculty and academic staff	Policies require a distinguished record of service, but distinguished service is measured in terms of length of employment only.	Designation is granted only at the time of retirement.
Madison	Faculty, academic staff, and classified staff*	Policy requires distinguished service in addition to length of employment.	Designation is conferred upon retirees.
Milwaukee	Faculty and academic staff	Policy requires sustained excellence in past contributions.	Nominees must be retired and an annuity from the Wisconsin Retirement Service must have been activated.
Oshkosh	Faculty and academic staff	Policies require a record of distinguished service in addition to length of employment.	Status is granted to retired faculty and academic staff.
Parkside	Faculty, academic staff, and university staff	Policies require meritorious achievement.	Nominees must be retiring.
Platteville	Faculty and academic staff	Policies require excellence of past contributions.	Nominees must be officially retired from the UW System and have activated a Wisconsin Retirement System annuity.
River Falls	Faculty and academic staff	Policy requires excellent contributions and quality of service.	Nominees must be retired.
Stout	Faculty and academic staff	Policy requires that service be in an exemplary manner.	Nominees must be retiring.
Stevens Point	Faculty and academic staff	Policy requires meritorious service in addition to length of service.	Policy does not specify.
Superior	Faculty, academic staff, limited appointees, and university staff	Length of employment is the sole criterion.	Nominees must be retiring. Status designation begins on the date of official retirement.
Whitewater	No institutional policy found.		

Source: Review of UW System institution policies, Office of Board of Regents, 2016.

*Classified staff are now designated as university staff within the UW System.

Privileges

A review of UW System institutional policies found that privileges granted to a person holding an emeritus title vary from institution to institution, with examples including access to university facilities, library privileges, parking privileges, and access to a university email account.

Under the proposed revisions to RPD 2-1, UW System institutions will continue to maintain the flexibility to provide benefits for retired faculty and staff holding an emeritus title as each institution deems appropriate. However, the policy establishes the Board's expectation that, in general, an individual granted an emeritus title shall not receive any salary, emolument, or special privilege that would exceed the privileges available to active employees in the same classification. Within these general guidelines, each institution may determine the specific privileges, if any, associated with the emeritus designation.

Provisions for Revocation of an Emeritus Title

Rarely, circumstances may require that an emeritus title, along with any associated privilege, should be revoked to protect the safety of the campus community and the reputation of the UW System. RPD 2-1, UW System Administration policies, and most UW System institutional policies do not currently establish guidelines or procedures for revocation or termination of emeritus or emerita privileges. The proposed policy authorizes the Board of Regents, the UW System President, and UW chancellors to establish conditions and procedures for the revocation of any emeritus title issued under their authority.

RELATED REGENT POLICIES

None.

Appendix A

RPD 2-1: EMERITUS DESIGNATION: REGENTS (Formerly 80-6)

Regent Emeritus status is granted to ex-officio members as well as to appointed members of the Board of Regents.

History: Res. 2235 adopted 9/5/80.

Appendix B

RPD 2-1: EMERITUS DESIGNATION – *Proposed Policy*

Scope

This policy applies to the Board of Regents, the UW System President, UW Chancellors, and UW System faculty and staff. For the purposes of this policy, an emeritus title refers to either an emeritus or emerita title.

Purpose

This policy describes standards and procedures related to the designation of emeritus status within the UW System, including eligibility requirements, standards for privileges extended to individuals who hold an emeritus title, and the conditions and procedures for the revocation of an emeritus title.

Policy Statement

It is the policy of the Board of Regents that designation of emeritus status is a special honor in recognition of a record of distinguished service to the UW System.

Both ex-officio and appointed members of the Board of Regents shall be granted emeritus status upon completion of their terms as Regents.

The Board of Regents may grant an emeritus title to a UW System President or UW Chancellor upon his or her retirement from the position within UW System. The title shall be awarded in recognition of exceptional, distinguished service to the UW System and shall not be awarded as a matter of due course.

Designation of Emeritus Status for Faculty and Staff

The UW System President is authorized to grant an emeritus title to any UW System Administration staff member and each UW Chancellor is authorized to grant an emeritus title to any faculty or staff member at their respective institution under the following conditions:

- a. The designee has engaged in exceptional, distinguished service to the UW institution. The title shall not be awarded as a matter of due course and shall not be granted automatically upon retirement.
- b. The designee has held a permanent position with the institution for a minimum of ten years, or another significant length of time as determined by the UW System President or UW Chancellor.
- c. The designee is retiring from his or her position with the UW institution.

- d. The designee meets all other conditions for an emeritus title as established by the UW System President or UW Chancellor.

The UW System President and each UW Chancellor or their designee shall establish criteria and procedures, consistent with this policy, for granting an emeritus title to faculty and staff at their respective institution.

Privileges

In general, a UW System institution may not provide an individual granted an emeritus title any salary, emolument, or special privilege that would exceed the privileges available to active employees in the same classification at the institution. Each institution may determine the privileges, if any, associated with the emeritus designation.

Revocation of Emeritus Status

An emeritus title is generally awarded for a lifetime but may be terminated for cause. The UW System President and each UW Chancellor shall establish guidelines and procedures for revoking the emeritus or emerita status designated under their authority.

Oversight, Roles, and Responsibilities

The UW System President and each UW Chancellor shall be responsible for developing and implementing policies related to granting emeritus status, identifying privileges provided to those holding an emeritus title, and conditions under which emeritus status may be revoked.

Related Regent Policies and Applicable Laws

None.

History

Res. 2235 adopted 9/5/80 and codified originally as RPD 80-6. Policy subsequently renumbered RPD 2-1.

Removal of Regent Policy Document
26-1, “University Insurance Association”

BUSINESS AND FINANCE COMMITTEE

Resolution I.2.j.

That, upon the recommendation of the President of the University of Wisconsin System, the Board of Regents authorizes the Executive Director and Corporate Secretary of the Office of the Board of Regents to remove Regent Policy Documents 26-1, “University Insurance Association” because the policy does not meet the standards and protocols for a Regent Policy Document.

**REGENT POLICY DOCUMENT REVIEW:
RPD 26-1: UNIVERSITY INSURANCE ASSOCIATION**

EXECUTIVE SUMMARY

BACKGROUND

The UW System Board of Regents codifies its policies in Regent Policy Documents (RPDs), which it adopts under the authority granted in Chapter 36, Wis. Stats. The RPDs address a wide array of subjects, including academic policies and programs, contracts, student activities, and trust and investment policies. The Regents have adopted RPDs over time, with some dating back to the creation of the UW System.

In February 2011, the President of the Board of Regents formally announced a process to review and update the RPDs. Under this process, the original purpose of each policy is analyzed to determine whether the policy is still relevant and to determine the likely impact of any proposed revision. Policies are also formatted to meet policy standards established by the Regents in RPD 2-3. The Board has revised numerous policies, repealed obsolete policies, and established new policies to meet changing needs and policy priorities under this process.

At its December 2018 meeting, the Board's Business and Finance Committee will consider removing RPD 26-1, "University Insurance Association," from the Regent Policy Documents.

REQUESTED ACTION

Adoption of Resolution I.2.j., authorizing the Executive Director and Corporate Secretary of the Office of the Board of Regents to remove Regent Policy Document 26-1, "University Insurance Association," from the Regent Policy Documents.

DISCUSSION

Regent Policy Document 26-1, "University Insurance Association," addresses the University Insurance Association (UIA) group life insurance plan, a term life insurance plan with a decreasing death benefit, to eligible UW System employees. UW System employees who have a faculty, academic staff or limited appointment and whose rate of compensation is at least 50% of the average instructor's salary for the previous year are required to participate in this insurance plan. The UIA life insurance plan is managed by a nine-member Board of Directors and underwritten by the Minnesota Life Insurance Company.

The University Insurance Association, originally known as the University of Wisconsin Faculty Employees Benefit Association, originated in 1939 at UW-Madison to provide low-cost insurance protection to young faculty members. Coverage was expanded in 1969 to include employees with academic staff appointments. The Board adopted Resolution 1754, in 1978, extending coverage to all UW institutions, and Resolution 3458, in 1986, requiring mandatory participation by all faculty and academic staff who met eligibility requirements.

The UIA life insurance program is one of several benefits offered to UW System employees, but Regent Policy Documents do not specifically address these other benefit programs. This proposal would remove RPD 26-1 from the Regent Policy Documents because the policy does not accomplish the goals of Regent Policy Document 2-3, “Standards and Protocols for Regent Policy Documents.” For example, RPD 26-1 fails to establish a fundamental principle as a basis and guide for later action or serve as an enduring statement rather than responding to a short-term issue, as required under RPD 2-3. If needed, UW System Human Resources and UW-Madison’s Office of Human Resources could establish formal operational policies to address the issues currently included in RPD 26-1.

Approval of Resolution I.2.j. would remove RPD 26-1 from the Regent Policy Documents but would not alter the provisions of the Board of Regents Resolutions 1754 and 3458, including the requirement that employees holding faculty, academic staff or limited appointments participate in the University Insurance Association program. Approval of Resolution I.2.j. is a small step toward making the Regent Policy Documents a more cohesive set of policies that provide broad, strategic and enduring statements of the Board’s expectations.

RELEVANT REGENT POLICY

Regent Policy Document 26-1, University Insurance Association

26-1 UNIVERSITY INSURANCE ASSOCIATION (Formerly 86-1)

Any person now or hereafter holding an appointment by the Board of Regents of the University of Wisconsin System, and a member of the faculty, academic, or limited staff, unless excluded by the provisions below, shall be a member of the University Insurance Association.

- A. Membership in the University Insurance Association and participation in its plan of group life insurance shall be a condition of employment for all those persons specified in the membership paragraph who are on the October payroll (payable in November), and whose current rate of compensation is at least the minimum established by the Board of Directors of the Association, in cooperation with the University of Wisconsin System Administration, on an academic year basis, or on an annual basis with the following exceptions:
1. Persons employed in the former Wisconsin State Universities System who make written Election of Non-participation not later than March 16, 1979. Filing of an Election of Non-participation is irrevocable, meaning that membership in the Association and participation in its plan of group life insurance is waived forever;
 2. Persons whose part-time status is included as a part of their appointment titles;
 3. All categories of graduate student members of the academic staff as identified by the appropriate University of Wisconsin System office responsible for staff benefits;
 4. All categories of interns, externs, residents, and any other groups or titles that by intent relate to similar positions or functions; and
 5. Faculty members who refused membership on one of the two occasions in 1959 and 1966 when the classes eligible for membership were enlarged.
- B. Regular membership begins on the twentieth day of September of each year, and the appropriate payroll offices shall deduct the annual premium as determined by the Board of Directors of the Association for the year during which employment occurs from the October payroll (payable in November). The effective date of coverage for persons employed in the former Wisconsin State Universities System who have not filed an Election of Non-participation shall be March 1, 1979. Duration of employment is not considered in making this deduction. Refunds for parts of years of employment are not allowed because coverage continues for the balance of the year. When a member terminates, coverage may be beyond September 20 at the option of the member by direct payment to the insurance company under contract with the Board of Directors of the Association.
- C. To avoid undue financial hardship, new employees whose current earnings are less than 50% of the average salary of University of Wisconsin System instructors are not eligible to participate in this program. No current member shall be dropped from membership in the Association because of this provision. The Board of Directors, with the concurrence of the University of Wisconsin System Administration, shall have authority to change the 50% figure if deemed to be in the best interests of the members of the Association.

History: Res. 3458 adopted 2/7/86; replaces 78-8.

Removal of Regent Policy Document 30-4, “Mandatory Refundable Fee Policies and Procedures for Student Government Organizations”

BUSINESS AND FINANCE COMMITTEE

Resolution:

That, upon the recommendation of the President of the University of Wisconsin System, the Board of Regents directs Executive Director and Corporate Secretary of the Office of the Board of Regents to remove Regent Policy Document 30-4, “Mandatory Refundable Fee Policies and Procedures for Student Government Organizations,” from the Regent Policy Documents because it has been nullified by state statutes.

**REGENT POLICY DOCUMENT REVIEW:
REMOVAL OF RPD 30-4, “MANDATORY REFUNDABLE FEE
POLICIES AND PROCEDURES FOR STUDENT GOVERNMENT
ORGANIZATIONS”**

EXECUTIVE SUMMARY

BACKGROUND

The UW System Board of Regents codifies its policies in Regent Policy Documents (RPDs), which it adopts under the authority granted in Chapter 36, Wis. Stats. The RPDs address a wide array of subjects, including academic policies and programs, contracts, student activities, and trust and investment policies. The Regents have adopted RPDs over time, with some dating back to the creation of the UW System.

In February 2011, the President of the Board of Regents formally announced a process to review and update the RPDs. Under this process, the original purpose of each policy is analyzed to determine whether the policy is still relevant and to determine the likely impact of any proposed revision. Policies are also formatted to meet standards established by the Board in RPD 2-3. Under this process, the Board has revised numerous policies, repealed obsolete policies, and established new policies to meet changing needs and policy priorities.

At its December 2018 meeting, the Board’s Business and Finance Committee will consider removing RPD 30-4, “Mandatory Refundable Fee Policies and Procedures for Student Government Organizations,” as statutory changes nullified this policy.

REQUESTED ACTION

Adoption of Resolution I.2.k., authorizing the Executive Director and Corporate Secretary of the Office of the Board of Regents to remove Regent Policy Document 30-4, “Mandatory Refundable Fee Policies and Procedures for Student Government Organizations.”

DISCUSSION

In 1980, the Board of Regents adopted a policy that governed the collection and distribution of a nominal student fee, known as the Mandatory Refundable Fee (MRF), to support an organization engaged in lobbying and activities related to issues of importance to UW System students. Between 1980 and 2012, the policy was revised several times to increase the amount of the fee (most recently \$3.00 per student per semester) or change the procedures.

RPD 30-4 describes the process for initiating or discontinuing the MRF for an eligible organization through a student referendum. If a majority of students approved the assessment of the MRF, this additional fee was collected by UW institutions at the start of each semester from every student, along with tuition and segregated fees, and remitted to the eligible organization. Although any organization with an inter-institutional governance support purpose could have sought MRF funding, the United Council of UW Students (UC) was the only group to seek and obtain these funds.

Since July 2013, state law has prohibited the UW System from requiring students to pay a fee to support an inter-institutional student government organization. Section 36.27(6)(b), Wis. Stats., effective July 1, 2013, states:

The board may provide students with the opportunity to pay an additional fee to support an inter-institutional student government organization. The board may not require students to pay the fee.

Because this statutory change has nullified RPD 30-4 and the collection of a mandatory fee to fund an inter-institutional student government organization, the System President is recommending the removal of this Regent policy.

RELATED REGENT POLICIES

None.

30-4 MANDATORY REFUNDABLE FEE POLICIES AND PROCEDURES FOR STUDENT GOVERNMENT ORGANIZATIONS

****Effective July 1, 2013, Regent Policy Document 30-4 is superseded by s. 36.27(6)(b), Wis. Stats.****

Scope

This policy applies to any student organization(s) with a University of Wisconsin System inter-institutional governance support purpose that are funded or wish to be funded by the mandatory refundable fee (MRF) mechanism.

Purpose

The purpose of this policy is to describe procedures for student organizations that are funded and seek a change in the level of the MRF, or that wish to be funded by the MRF. In addition, the purpose of this policy is to provide students with the opportunity to determine if the MRF will be used to fund student organizations with an inter-institutional governance support purpose, or change the level of the MRF funding.

Policy Statement

The availability of the mandatory refundable fee mechanism shall be limited to Board-recognized student organizations with a University of Wisconsin System inter-institutional governance support purpose, and of which all students of the relevant institutions are members.

Student segregated fees are the primary and preferred means for funding student organizations and membership fees. The United Council of University of Wisconsin Student Governments and other such Board-recognized organizations will be eligible for approval of a mandatory refundable fee (MRF) from the Board of Regents in accordance with this policy. The MRF is a fee collected by the university with tuition and segregated fees as a condition of enrollment, which may be refunded to students upon request.

After the Board approves a MRF, the students may conduct referenda as to whether to begin such a fee, and once initiated, may conduct referenda on the question whether the fee should continue. A referendum to initiate or terminate the MRF may be called for by a majority of the campus student government body or by a petition with signatures representing ten (10) percent of the enrolled student body. Written notification of the referendum must be received by all organizations that wish to be funded by the MRF, by letter postmarked thirty (30) calendar days in advance of an upcoming referendum at any member or non-member institution. The result of the referendum is determined by a simple majority of students voting. Results of the binding referendum shall be implemented with the start of the next academic term, excluding summer session. Campus referenda are limited to one per academic year. The fee may be adjusted, as provided in section 2 below, or reviewed by the Board of Regents.

1. Referendum Language: The referendum shall be limited to the following language:

The students at the University of Wisconsin _____ agree to support _____ with a mandatory refundable fee of _____ per _____ and _____ per summer session. The amount plus postage is refundable upon written request to the _____, postmarked within 45 days of the first day of class. The fee may be adjusted or reviewed by the Board of Regents.

2. Changes in the Level of the MRF: The following procedure shall be used for consideration of changes in the level of the Mandatory Refundable Fee (MRF):
 - a. The organization seeking a change in the MRF level will first gain approval by its Board of Directors by a 2/3 vote of the members. The proposal for the change will then be taken back to each individual student senate and must be passed by 2/3 of the student senates by a majority vote in each senate. The proposed change will return to the Board of Directors to be passed by a 2/3 vote of the members. The student votes necessary to increase the MRF must all occur in one academic semester.
 - b. The request for the change in funding level will be forwarded to the University of Wisconsin System Administration Senior Vice President for Administrative and Fiscal Affairs to be considered for inclusion in the annual report to the Board of Regents on the segregated fee budgets.
 - c. The changed level, if any, will be implemented in the following term. Referenda indicating the new amount will be held in the normal time-frame after the change is approved by the Board.

Oversight, Roles & Responsibilities

The UW System Office of Administrative and Fiscal Affairs may request reports and budgets of student organizations funded by the MRF, prior to submission to the Board of Regents.

Related Regent Policies and Applicable Laws

Financial and Administrative Policy F44: Tuition and Fee Policies for Credit Instruction, UW System Administration

History: RPD 30-4 (formerly 87-3) amended by Res. 10017 (2/10/2012), which amended Res. 6873 (3/10/1995), which amended Res. 5732 (3/8/1991), which amended Res. 3764 and RPD 87-3 (4/10/1987), which rescinded Res. 2217 and RPD 80-4 (7/11/1980).

Review and Approval of
UW-Madison Non-resident,
Graduate and Professional
School Tuition Proposals

BUSINESS AND FINANCE COMMITTEE

Resolution I.2.1:

That, upon the recommendation of the President of the University of Wisconsin System and the Chancellor of the University of Wisconsin-Madison, the Board of Regents approves the proposed non-resident, graduate and professional school tuition proposals as detailed in the attached executive summary.

**REVIEW AND APPROVAL OF
UW-MADISON NON-RESIDENT, GRADUATE, AND PROFESSIONAL SCHOOL
TUITION PROPOSALS FOR 2020-2021**

EXECUTIVE SUMMARY

BACKGROUND

The 2015-17 Biennial Budget (Act 55) restricted the Board of Regents' authority to increase the tuition for resident undergraduate students during the biennium. The Board of Regents subsequently passed resolutions (Resolution 10767 and 11069) extending the tuition freeze into the 2017-18 and 2018-19 fiscal years, making 2018-19 the sixth year in which resident undergraduate tuition will be frozen.

However, neither Act 55 nor the Board limited tuition authority for non-resident, graduate, and professional school students. Acknowledging this, the UW System Vice President for Finance invited institutions to submit, for Board consideration, tuition proposals that reflect their unique missions, market sensitivities, and costs incurred in providing a quality education.

The UW System has continued to accelerate the timeline for consideration of nonresident, graduate and professional school tuition. While this was previously addressed in the summer as part of the annual budget process, it was accelerated to April when these tuition rates were set for the 2015-16 and 2016-17 academic years and, starting with the 2017-18 academic year, has now been addressed as early as December. This allows students and families additional time to plan.

REQUESTED ACTION

Approval of Resolution I.2.1., approving the two-year tuition plan at UW-Madison as detailed in the attached plan.

DISCUSSION AND RECOMMENDATIONS

The following proposals are presented as a multi-year strategic plan for institutional financing. The Board is asked to approve the direction of the plan for two years. The Board fully retains the authority to revisit the plan at any time in the future.

This executive summary includes brief information on each of the tuition changes being proposed. Please see the attached proposals for full information and specific details on each of the proposed changes. A summary of proposed tuition rates is provided in Table 1 of the attached.

Non-resident Undergraduate

In recent years UW-Madison has steadily moved to bring its non-resident tuition up to market level rates and, as the accompanying chart shows, now finds itself well positioned relative to its Big Ten and Association of American Universities (AAU) peers. To maintain this position, and to help keep pace with rising costs, UW-Madison proposes non-resident tuition increases of 2.3% over each of the next two years, which aligns with the current ration of inflation*. These increases will add \$810 and \$828 respectively to the cost of non-resident tuition over the next two years.** As a point of comparison, the average non-resident tuition increase among the other Big Ten schools between FY18 and FY19 was 3.4%.

UW-Madison is confident that these rate increases can be managed without adversely impacting its ability to recruit top students. Even with steady annual increases in out-of-state tuition in the last four years, UW-Madison has still experienced substantial increases in the number of non-resident applications received, growing from 15,371 in fall 2016 to 22,278 in this most recent enrollment cycle.

Moreover, the non-resident students UW-Madison admits carry strong academic credentials. This is evidenced by the average ACT scores of 30 for these students in the fall of 2018, which compares favorably to the average ACT of 29 achieved by its Wisconsin resident new freshmen that same year. These scores demonstrate the very high quality of both resident and non-resident students who attend UW-Madison.

If this rate increase is approved, it will generate approximately \$16 million of base incremental gross tuition. Of this total, approximately 20%-25% will be used for need-based scholarship assistance to support access to UW-Madison for all qualified students. Any remaining revenue beyond what is needed to help offset inflationary increases will be used to provide additional resources to meet growing student demand in STEM (Science, Technology, Engineering, and Math), support faculty retention efforts, and improve the educational experience by providing funding to install modern classroom infrastructure and to utilize new technologies for delivering instructional content.

* Current inflationary rates based on CPI through September 2018

** Because international students' tuition will continue to be set at a level \$1,000 greater than domestic non-resident students, their overall rate of increase ends up at a slightly lower percentage increase than 2.3%.

School of Business Graduate Programs

The School of Business proposes a 9.8% increase in each of the next two years for its full-time MBA, Masters of Accountancy, and Masters of Applied Securities Analysis degree programs. These programs are priced significantly below peer programs and are respected for their high quality.

If approved, these tuition increases will generate approximately \$850,000 per year in new revenue. This revenue will help maintain the quality of our programs by supporting new faculty in high demand areas and provide student scholarship support.

Doctor of Pharmacy

Like the School of Business, the Doctor of Pharmacy program is priced well below peer programs despite its high quality. UW-Madison's School of Pharmacy tuition rate for the PharmD. is 2nd lowest among peers and neighboring programs for resident tuition, and 3rd lowest for non-residents. The School of Pharmacy proposes a \$2,000 tuition increase per year for two years.

If approved, the proposed increases will generate additional tuition revenue of approximately \$1.1 million in FY20, and \$2.2 million cumulative over two years. The additional revenue will fund critical new faculty and staff positions, as well as provide funds for high quality programs and experiences for students.

Medical School - Doctor of Medicine

UW-Madison's School of Medicine and Public Health's medical student (MD) tuition level persistently lags that of competing schools and is among the lowest tuition among peer institutions for both residents and non-residents. The School of Medicine and Public Health proposes a 5% increase in tuition for residents and an 8% increase in tuition for non-residents in the MD program in each of the next two years. Funds from this increase will be used to provide increased funding to affiliated training partners, increased scholarship aid for needy students, and support important educational initiatives aligned with program accreditation requirements.

Medical School – Health Professional Programs

The School of Medicine and Public Health also offers four Health Professional programs including Doctor of Physical Therapy (DPT); Masters of Physician Assistant Studies (MPAS); Master of Genetic Counseling Studies (MGCS); and Master of Public Health (MPH). These programs have among the lowest tuition for both residents and non-residents.

The School of Medicine and Public Health proposes a 5% increase in tuition for the Health Professions Programs in each of the next two years.

If approved, the tuition increase would generate approximately \$1.5 million per year in new revenue. New resources will be applied to student training needs such as increasing capacity at clinical training sites, the development of online education modules to support more flexible learning programs, scholarship aid and other needs.

Doctor of Veterinary Medicine

UW-Madison's tuition rate for the Doctor of Veterinary Medicine (DVM) is the 3rd lowest Resident tuition and 4th lowest non-resident tuition among national peers and neighboring schools of Veterinary Medicine. At the same time, the UW-Madison's veterinary school is one of the most highly ranked. The School of Veterinary Medicine proposes a tuition increase of 3% in each of the next two years.

If approved, the tuition increase would generate approximately \$400,000 per year in new revenue. These resources will be used to hire additional clinical and tenure track faculty.

Doctor of Nursing Practice

The School of Nursing proposes a tuition increase to help build a strong pipeline for nursing faculty roles and offset the growing cost of maintaining program quality in the Doctor of Nursing Practice (DNP). The UW-Madison DNP ranks 11th among 14 peer institutions for resident tuition, and 6th for non-resident tuition. The School of Nursing proposes a \$2,000 tuition increase for residents and a \$1,000 tuition increase for non-residents per year for two years.

If approved, the tuition increase would generate approximately \$110,000 per year in new revenue. These resources will help the School of Nursing maintain its high educational standards and continue its commitment to building a well-educated nursing workforce to meet the health care needs of the State of Wisconsin.

Doctor of Law

The Law School proposes a tuition increase for the Doctor of Law (JD), Master of Laws (LLM) and Master of Laws – Legal Institutions (LLM-LI) on a current tuition rate that is the lowest among the Law School's peer group for both residents and non-residents. The Law School proposes a tuition increase of \$2,000 in each of the next two years.

If approved the tuition increase would generate approximately \$1,150,000 per year in new revenue. These funds will be used to maintain quality and access.

RELATED REGENT POLICIES

Regent Policy Document 32-5, *Tuition Policy Principles*

UW-Madison

Table 1. Proposed Tuition Increases for 2019-20 and 2020-21*

	Current Tuition	Proposed			
		2019-20		2020-21	
		Increase	Tuition	Increase	Tuition
Undergraduate					
Non-resident	\$ 35,523	\$ 810	\$ 36,333	\$ 828	\$ 37,161
International	\$ 36,523	\$ 810	\$ 37,333	\$ 828	\$ 38,161
School of Business					
Full Time Masters Programs					
Resident	\$ 19,162	\$ 2,004	\$ 21,166	\$ 2,199	\$ 23,365
Non-resident	\$ 38,777	\$ 3,926	\$ 42,703	\$ 4,310	\$ 47,013
School of Pharmacy					
Doctor of Pharmacy					
Resident	\$ 21,711	\$ 2,000	\$ 23,711	\$ 2,000	\$ 25,711
Non-resident	\$ 39,554	\$ 2,000	\$ 41,554	\$ 2,000	\$ 43,554
Medical School					
Doctor of Medicine					
Resident	\$ 34,478	\$ 1,788	\$ 36,266	\$ 1,877	\$ 38,143
Non-resident	\$ 46,387	\$ 3,814	\$ 50,201	\$ 4,118	\$ 54,319
Medical School					
Health Professional Programs					
Resident	\$ 11,728	\$ 806	\$ 12,534	\$ 931	\$ 13,465
Non-resident	\$ 25,054	\$ 1,722	\$ 26,776	\$ 1,892	\$ 28,668
School of Veterinary Medicine					
Doctor of Veterinary Medicine					
Resident	\$ 29,626	\$ 889	\$ 30,515	\$ 915	\$ 31,430
Non-resident	\$ 47,769	\$ 1,433	\$ 49,202	\$ 1,476	\$ 50,678
School of Nursing					
Doctor of Nursing Practice					
Resident	\$ 15,731	\$ 2,000.00	\$ 17,730.56	\$ 2,000.00	\$ 19,730.56
Non-resident	\$ 32,858	\$ 1,000.00	\$ 33,858.40	\$ 1,000.00	\$ 34,858.40
Law School					
Resident	\$ 22,235	\$ 2,000	\$ 24,235	\$ 2,000	\$ 26,235
Non-resident	\$ 40,932	\$ 2,000	\$ 42,932	\$ 2,000	\$ 44,932

*Includes tuition only. In order to provide accurate peer comparisons, segregated fees at the FY19 rate of \$1,282.16 were added to tuition rates in the supplemental peer comparison information that follows.

2018-19 Tuition and Fees at Public AAU Institutions			
Rank	Institution	Non-Resident Tuition and Fees	Big Ten
1	Michigan	\$49,350	√
2	Virginia	\$49,148	
3	UC Davis	\$43,394	
4	UC Santa Barbara	\$43,383	
5	UC Berkeley	\$43,149	
6	UC San Diego	\$42,953	
7	UC Irvine	\$42,670	
8	UCLA	\$42,193	
9	Michigan State	\$39,765	√
10	Texas	\$37,480	
11	Colorado	\$37,286	
12	UW-Madison	\$36,805	√
13	Texas A&M	\$36,636	
14	Washington	\$36,588	
15	Arizona	\$36,366	
16	Oregon	\$35,478	
17	Indiana	\$35,455	√
18	Maryland	\$35,216	√
19	North Carolina	\$35,170	
20	Penn State	\$34,858	√
21	Georgia Tech	\$33,020	
22	Illinois	\$32,574	√
23	Pittsburgh	\$32,052	
24	Rutgers	\$31,282	√
25	Iowa	\$31,233	√
26	Ohio State	\$30,742	√
27	Minnesota	\$30,371	√
28	Purdue	\$28,794	√
29	Florida	\$28,658	
30	Kansas	\$27,358	
31	SUNY-Buffalo	\$27,324	
32	SUNY-Stony Brook	\$27,295	
33	Missouri	\$26,677	
34	Nebraska	\$24,949	√
35	Iowa State	\$23,392	

Wisconsin School of Business
Tuition Request for Business Masters Programs¹
Fall, 2018

The Problem

The Wisconsin School of Business masters programs currently have very low tuition compared to peer groups. For our Full-time MBA (FTMBA) program, our resident tuition is \$17,418 below the average tuition of our peer group, and our non-resident tuition is \$11,468 below the average of our peer group (see Table 1a below). Similarly, in the Master of Accountancy program, the resident tuition is \$10,121 below our peer group, and our non-resident tuition is \$5,499 below our peer group (see Table 1b below).² Among our peer schools, Wisconsin has the lowest resident and non-resident tuition for the FTMBA program. The FTMBA resident tuition at the University of Minnesota – one of our immediate peers in terms of geography and ranking – is more than *twice* as high as our resident tuition.

Table 1a. Wisconsin School of Business MBA Tuition & Fees Peer Comparison

Institution	State Resident	Tuition & Fees Rank (descending)	Non-Resident	Tuition & Fees Rank	US News Ranking
UW-Madison	\$20,444	17	\$40,059	17	37
Purdue	\$22,408	16	\$42,174	15	53
Iowa	\$23,657	15	\$42,177	14	NR
Penn State	\$27,460	14	\$43,506	13	31
Illinois	\$28,602	13	\$40,806	16	48
Indiana	\$29,224	12	\$52,126	7	27
Rutgers	\$29,689	11	\$49,507	11	44
Ohio State	\$31,139	10	\$53,643	5	31
Michigan State	\$31,824	9	\$50,440	9	37
U Texas -Austin	\$32,892	8	\$44,044	12	17
Washington	\$34,323	7	\$50,046	10	22
Minnesota	\$41,279	6	\$52,247	6	9
Maryland	\$42,443	5	\$50,603	8	48
North Carolina	\$49,011	4	\$64,134	2	19
UC-Los Angeles	\$56,909	3	\$58,588	4	16
UC-Berkeley	\$60,960	2	\$61,415	3	7
Michigan	\$63,974	1	\$68,974	1	7
Average without UW-Madison	\$37,862		\$51,527		

¹ Including Full-time Masters of Business Administration, Masters of Accountancy, Masters of Applied Securities Analysis.

² The Masters of Applied Securities is a unique program that does not have an immediate peer group.

Table 1b. Wisconsin School of Business Masters of Accountancy Tuition & Fees Peer Comparison

Institution	State Resident	Tuition & Fees Rank (descending)	Non-Resident	Tuition & Fees Rank	PAR Ranking ^a
UW-Madison	\$ 20,444	8	\$ 40,059	8	17
Indiana University	\$ 22,860	7	\$ 40,768	7	7
University of Texas at Austin	\$ 24,855	6	\$ 43,138	4	1
Arizona State University	\$ 27,200	5	\$ 46,000	3	24
University of Illinois	\$ 28,302	4	\$ 41,622	6	2
Michigan State University	\$ 28,785	3	\$ 51,855	2	19
University of Virginia	\$ 34,298	2	\$ 42,870	5	16
University of Michigan	\$ 47,654	1	\$ 52,654	1	5
Average without UW-Madison	\$ 30,565		\$ 45,558		

^a2017 Top 50 Master's Accounting Programs from the Public Accounting Report (PAR)

As is often the case among our peers, the costs of our FT MBA program at the Wisconsin School of Business currently exceed the revenues generated by the program. However, the fact that our tuition is lower than the tuition of our peers makes this situation especially problematic at Wisconsin and poses a challenge for the School's overall budget situation. As such, it would be very helpful for us to have permission to increase our business masters program tuition to be closer to that of our peers.

There is the additional concern that students may psychologically correlate cost with the quality of the program. While we deliver a high quality and differentiated experience, communicating this quality to our applicants can be a challenge, given that our tuition rate is such an outlier on the lower end. We therefore believe that an increase in our tuition will not only put the program onto a more solid financial foundation, but will also allow us to increase the perceived quality of our program.

It is important to consider whether our student population will be able to afford an increase in tuition. We believe that we can remain affordable for our students, and avoid pushing them into much further debt, while increasing our tuition. A recent (2017) US News report shows the average student debt in our FT MBA program as \$15,481. According to the same report, the average student debt among all our peers is much higher, e.g., Indiana University (\$70,146), University of Illinois (\$56,491), Michigan State (\$55,666) and Iowa (\$43,355). 87% of our FT MBA students have received job offers within three months of graduation, with an average base starting salary of \$97,237. We therefore believe that our students will be well-positioned to repay the relatively low debt they may incur as a result of this proposed increase in tuition.

The Proposal

Our current resident tuition amounts to \$19,162 (+ fees of \$1,282 = \$20,444). We propose to increase our resident and non-resident tuition by 9.8% each per year for the next two years for business masters programs, to \$22,448 for residents and \$43,985 for non-residents in 2019, and to \$24,647 for residents and \$48,295 for non-residents in 2020.

This increase in tuition will keep our tuition significantly lower than the average among our peer schools. If we keep increasing our tuition by 9.8% a year, while our peers increase their tuition by only 3.3% a year, it will take about 11 years for our residential tuition to catch up with our peers in the FT MBA and be on par with the average resident tuition among our peers (the non-residential tuition will catch up in just 3 years). Nevertheless, we believe this number to be adequate for two reasons. Sixty-six percent (66%) of our students in the FT MBA program are non-residents, and thus adjusting the non-resident tuition is of high importance.

Table 2. Proposed Tuition Increase for Business Masters Programs

Academic Year	Resident Tuition	% Increase	Non-Resident Tuition	% Increase
2018-19	\$20,444		\$40,059	
2019-20	\$22,448	9.80%	\$43,985	9.80%
2020-21	\$24,647	9.80%	\$48,295	9.80%

The Impact

We estimate that the proposed increase in tuition over the next two years should generate a total of \$1.7 million (or about \$850K per year). Increases in tuition are needed to maintain the quality of our programs and increase the educational outcomes of the programs (especially leadership training for students), to increase brand awareness (especially to better reflect our differentiated product in the marketplace), to hire new faculty in high demand areas such as business analytics, and finally, but no less important, to provide student scholarship support.

School of Pharmacy

Proposal for a two-year tuition increase for Doctor of Pharmacy Degree Program
Submitted by Dean Steven M. Swanson
November, 2018

The problem

The UW-Madison School of Pharmacy is proposing a revision to the tuition for our Doctor of Pharmacy (Pharm.D.) degree program over a two-year period. In comparing tuition rates of UW-Madison School of Pharmacy with 9 peer institutions that have a pharmacy school, UW-Madison ranks 9th for resident and non-resident cost for two semesters (Table 1). Yet, in terms of quality, the UW-Madison School of Pharmacy ranks 9th out of 132 programs in the US by *US News and World Report*, 2nd by the Smart Index, and was selected as the Best Pharmacy Educational Institution in the world by the World Education Congress in 2012.

Table 1. UW-Madison School of Pharmacy FY19 Tuition & Fees Peer Comparison

University	Resident		Non-Resident		USN&WR ^a Rank
	Tuition	Tuition Rank (descending)	Tuition	Tuition rank	
Wisconsin	\$22,993	9	\$40,836	8	9
Purdue	\$22,016	10	\$40,276	9	9
Ohio State	\$23,361	8	\$47,057	2	6
Maryland (Baltimore)	\$27,397	7	\$44,810	4	9
Iowa	\$27,187	6	\$44,812	3	17
Minnesota	\$29,029	5	\$41,581	7	2
Illinois-Chicago	\$29,240	4	\$44,680	5	6
Michigan	\$30,530	3	\$36,666	10	3
UC - San Francisco	\$35,034	2	\$47,279	1	3
Medical College of Wisconsin	\$42,646	1	\$42,646	6	NR
Mean (w/out UW-Madison)	\$27,585		\$42,978		

^aUSN&WR: *US News and World Report*.

The funds we fail to bring in with a competitive tuition rate jeopardize our ability to compete with our peers for the best faculty and students. We are less able to maintain and enhance classroom and laboratory technology and equipment, and we are less able to support the needs of our students in terms of advising, teaching and professional development. In fact, our low tuition is viewed nationally not as *good* for the students, but bad for our reputation and our brand strength. This was articulated in November, 2014 in an article published in the *Wisconsin State Journal* entitled "On professional school tuition, UW needs freedom to compete on price." In addition, cuts to the School's budget between 2004 and 2016 totaled \$2M and 8.25 FTEs.

These cuts and reductions-in-force had a decidedly negative impact on our teaching, research, service, and practice missions. For a period of time, we were potentially facing a situation where our accreditation status was in doubt. While we have moved past this risk, we still need to act to maintain and expand our margin of excellence.

Proposal

The total cost for two semesters of our PharmD degree is currently \$22,993 for resident students and \$40,836 for non-resident students. We propose to increase tuition for resident and non-resident students by \$2,000 per year for two consecutive years (see Table 2 for a year-by-year breakdown). The increases would apply to new, incoming students only. Students currently enrolled in the Pharm.D. program will be held harmless for this proposed increase. The cost to residents for two semesters of our PharmD program by 2020-21 (\$26,993) will still be below the mean resident cost established by our peers for *this year* (\$27,585). The cost of \$44,836 for non-resident students will be \$1,858 more than the mean *this year* for our peer institutions' non-resident costs for two semesters (\$42,978). The tuition revision was discussed extensively with students, staff, faculty, and alumni, many of whom are parents of current students. Immediately after approval, we will implement our communication plan with our future students (and their parents) to fully inform them about the 2019-2021 tuition levels. This will include extensive email contact over the summer and offer one-on-one meetings to discuss the revision and answer questions.

Table 2. Projected Change in Cost for two semesters of the PharmD Degree

Academic Year	Resident Tuition	Increase	Non-Resident Tuition	Increase
2018-19	\$22,993		\$40,836	
2019-20	\$24,993	\$2,000	\$42,836	\$2,000
2020-21	\$26,993	\$2,000	\$44,836	\$2,000

Impacts and uses of the tuition increase

A tuition increase for the School of Pharmacy was approved by the Board of Regents in the last biennium budget. The School experienced neither a decline in applications nor admissions to the Pharm.D. program. The additional revenues have allowed us to hire and retain outstanding faculty, increase the number of staff positions to support students and provide much needed upgrades to our facilities. These efforts have helped our students attain the third highest first-time pass rate in the country for the national pharmacy licensure exam (NAPLEX) this past year.

The proposed increases will generate additional tuition revenue of approximately \$1.1 million in FY20, and \$2.2 million cumulative over two years. This new revenue will be used for key strategic priorities, including but not limited to:

- a) Student support staff in academic advising and career development services
- b) Hiring faculty in lines that have been vacant due to previous budget cuts
- c) Student support for events, awards, and diversity initiatives

- d) Classroom technology and instructional laboratory equipment
- e) Educational innovation projects designed to enhance student learning
- f) Participation in campus interprofessional education programs
- g) Need and merit based scholarships and financial aid

We will be strongly committed to good stewardship of the new resources that this initiative will generate. The combination of frugal resource management and strategic focus of our vision will allow us to maintain our margin of excellence in the years to come.

UW School of Medicine and Public Health MD Tuition Proposal Fall, 2018

The problem

The University of Wisconsin School of Medicine and Public Health continues to be recognized for delivering high-quality, low-cost medical education, which was noted during our recent national accreditation review. The cost of maintaining our quality continues to rise and outstrip our available resources.

Our medical student tuition level continues to lag that of competing schools, both on a regional and national level. Table 1 shows FY 2019 SMPH tuition and fees compared to other Big 10 and national schools. The School of Medicine & Public health has one of the lowest tuition rates. Data from the Association of American Medical Colleges (AAMC) Medical School Profile System demonstrate that the UW-SMPH ranked 111th out of 147 schools for first year resident total cost of attendance in 2018.

Table 1. UW School of Medicine and Public Health FY19 Tuition & Fees Peer Comparison

Institution	State Resident Tuition & Fees	Resident Tuition & Fee Rank (descending)	Non-Resident Tuition & Fees	Non-Resident Tuition & Fee rank	US News Rankings (research, primary care)
UW-Madison	\$35,760	11	\$47,669	15	(26, 21)
Texas	\$20,268	17	\$34,031	17	(NR, 100)
Ohio State	\$30,637	16	\$53,325	12	(32, 26)
Nebraska	\$34,401	15	\$79,901	2	(62, 18)
Illinois-Chicago	\$35,292	14	\$66,744	4	(52, 67)
Indiana-IUPUI	\$35,318	13	\$60,549	6	(50, 46)
UC-San Francisco	\$35,340	12	\$47,585	16	(5, 2)
UC-Los Angeles	\$36,688	10	\$48,933	14	(8, 4)
Washington	\$36,801	9	\$66,753	3	(11, 3)
Iowa	\$37,659	8	\$58,434	7	(32, 21)
Michigan	\$37,868	7	\$56,968	10	(15, 7)
Minnesota	\$40,744	6	\$57,553	8	(46, 12)
Rutgers	\$42,377	5	\$64,246	5	(72, 90)
Michigan State	\$46,047	4	\$87,099	1	(89, 61)
Virginia	\$46,658	3	\$57,464	9	NR?
Penn State	\$50,534	2	\$50,534	13	NR, NR
Medical College of WI	\$54,612	1	\$54,612	11	(72, 43)
Average (without UW-Madison)	\$38,828	Average (without UW-Madison)	\$59,046		

We struggle to meet the need for upgrading and modernizing our MD program. Competition from other medical schools that are seeking clinical training sites in Wisconsin continues to be a threat and drives our training costs higher, especially at our state-wide campuses. To meet the evolving accreditation standards for medical schools, we have created a highly innovative, learner-centered curriculum, which also carries higher costs due to the shift from large capacity lectures to more small group active learning, more online core content, and expanded clinical training. Without expanded funding from tuition increases, the quality of our education program and our accreditation will be placed at risk. We also want to continue to attract the best and brightest students. Currently our program is ranked 14th in primary care by U.S. News and World Report and 28th in research out of 144 American medical schools. Maintaining our national reputation requires the resources that will be provided by the proposed tuition increases.

The proposal

Annual medical student tuition and fees is currently \$35,760 for resident students and \$47,669 for non-resident students. Our proposal is to increase *resident* tuition by 5.0% per year for the upcoming two years, FY 2020 and FY 2021. Our non-resident tuition trails other schools by even a wider margin, so we propose to increase *non-resident* tuition by 8% each year to help close the gap. We propose similar increases to the tuition rate for combined MD/PhD students. Table 2 shows the proposed new tuition levels for resident and non-resident students over four years.

By FY 2021 this would increase tuition by \$3,665 and \$7,932 to rates of \$39,425 and \$55,601 for resident and non-resident students respectively. With these increases, SMPH tuition would still be below the average of the comparison schools, assuming they maintain modest tuition increases (3%). In FY 2021 for example, even with the proposed increase, UW-Madison's tuition would remain \$1,767 below the average of peer institutions' resident tuition rates, estimated to be \$41,192. Similarly, even with the proposed increase, UW-Madison's non-resident tuition would remain \$7,041 below the average of peer institutions' non-resident tuition rates, estimated to be \$62,642.

Table 2. Proposed Changes in Tuition for the next two years

Academic Year	Resident Tuition + Fees	% Increase	Non-Resident Tuition + Fees	% Increase
2018-19	\$35,760		\$47,669	
2019-20	\$37,548	5.00%	\$51,483	8.00%
2020-21	\$39,425	5.00%	\$55,601	8.00%

The impact

As in the past, these potential increases will be discussed with our students and faculty and with our applicants.

The proposed increases will generate additional tuition revenue of approximately \$1.2 million in FY 2020 and \$2.4 million cumulative over two years. A portion of these dollars will be used to provide increased funding to our affiliated training partners, as required by our contractual agreements. Another portion will be applied to increased scholarships for our most needy students. The remainder will fund priorities that directly support education initiatives and are designed to explicitly meet national accreditation requirements, including:

- Increased capacity at state-wide clinical training sites, as required by our new curriculum
- Development of enduring online education modules to support more flexible and blended learning across health professional programs, especially within dual degree programs
- Augmented support for research opportunities for medical students, as required by our national accreditation body
- Investment in IT infrastructure and analytics
- Career counseling, advising capacity and wellness programming
- Diversity recruitment and pathway programs
- Mandated MD curriculum changes:
 - Enhanced interprofessional education and increased use of standardized patients and clinical simulation
 - Movement from large group lectures to small groups and interactive problem-based learning
 - Increased use of clinical simulation technology
 - Movement to proficiency-based teaching and evaluation

The School of Medicine and Public Health will continue to exercise strong financial discipline. The proposed tuition increases will allow us to provide exceptionally high value to our students while maintaining our high educational standards.

UW School of Medicine and Public Health
Health Profession Programs Tuition Proposal
 November, 2018

The problem

The University of Wisconsin School of Medicine and Public Health oversees four Health Profession programs which have a distinct common tuition rate: Doctor of Physical Therapy (DPT); Master of Physician Assistant Studies (MPAS); Master of Genetic Counselor Studies (MGCS); and Master of Public Health (MPH). When a specific tuition schedule was established for these programs, the initial rate was set at normal graduate student levels plus \$500. That differential has remained steady. Similar to our MD program, these programs have experienced increasing and costly curriculum demands to meet accreditation standards, as well as competition to maintain sufficient training sites across the state. The cost of maintaining our quality and meeting the evolving accreditation requirements continues to rise and outstrip available resources.

Specific demands vary across the programs, but common themes are:

- Increased requirements for interdisciplinary professional training
- Expanded use of the simulation center
- Increased need for small group experiences as opposed to large classroom experiences
- Expanded career advising and counselling needs

The market demands for graduates of all four programs remain extremely high. We have expanded class sizes, and have utilized distance education technology for the MPAS program expansion and enhanced flexible curriculum delivery for other programs.

Analysis of tuition levels shows our rates are particularly low for the DPT and MPAS programs, which have significant competitors. Our MGCS and MPH programs have fewer competing peer programs, but are also below the mean of their peers. We have concentrated on reviewing the DPT and MPAS tuition levels to illustrate the need for tuition increase in our Health Profession programs.

Table 1. UWSMPH DPT Program FY 19 Tuition and Fee Comparison

School	Resident Annual Tuition & Fees	Tuition and Fee Rank (Descending Order)	Non-Resident Annual Tuition & Fees	Tuition and Fee Rank (Descending Order)
University of Wisconsin Madison (Includes Fees)	\$17,722	9	\$36,047	8
University of Wisconsin-Milwaukee	\$16,112	12	\$34,038	11
University of Michigan-Flint	\$16,260	11	\$24,312	12
University of Wisconsin-LaCrosse	\$16,653	10	\$34,649	10
Indiana University	\$19,180	8	\$35,442	9
University of Iowa	\$20,426	7	\$39,781	6
Ohio State University	\$20,797	6	\$49,356	1
University of Nebraska	\$22,977	5	\$40,425	5
University of Illinois	\$24,150	4	\$41,745	4
Rutgers University	\$26,216	3	\$36,116	7
University of Maryland-Baltimore	\$26,660	2	\$45,540	3
University of Minnesota	\$27,489	1	\$45,996	2
Mean Tuition excluding UW-Madison	\$21,538		\$38,855	

Table 2. UWSMPH MPAS Program FY 19 Tuition and Fee Comparisons

	Program Duration	Resident Annual Tuition	*Resident Full Program	Tuition and Fee Rank (Descending Order)	Non-Resident Annual Tuition	*Non-Resident Full Program	Tuition and Fee Rank (Descending Order)
UW Madison (includes seg fees)	24 months	\$17,722	\$35,445	9	\$36,025	\$72,050	9
UW LaCrosse	24 months	\$17,756	\$35,512	8	\$36,538	\$73,075	8
University of Iowa	28 months	\$20,839	\$49,242	7	\$41,419	\$97,872	4
University of Colorado	35 months	\$17,450	\$52,350	6	\$37,783	\$113,349	2
Indiana University/Purdue University	27 months	\$28,009	\$58,661	5	\$40,382	\$84,575	5
Western Michigan	24 months	\$30,950	\$61,900	4	\$40,818	\$81,636	6
Central Michigan	27 months	\$37,173	\$74,345	3	\$53,014	\$106,029	3
Penn State	24 months	\$37,310	\$74,620	2	\$37,310	\$74,620	7
Eastern Michigan	24 months	\$45,009	\$84,654	1	\$73,715	\$147,429	1
Mean Tuition excluding UW-Madison		\$29,312	\$61,411		\$45,122	\$97,323	
<i>*Since MPAS programs have various durations, a comparison of total tuition for degree was used for that program</i>							

As noted in the tables, for the DPT program, Madison ranks 9th out of 12 programs, ahead of only the other UW System campuses and the University of Michigan – Flint for resident tuition and fees. The MPAS program ranks lowest, 9th out of 9 for Midwest programs. Because MPAS programs have various durations, a comparison of total tuition for degree was used for that program. While we want to maintain attractive tuition levels, the added costs incurred by the programs and their current low levels argue for tuition increases.

The proposal

Each of the health profession programs charge semester and summer tuition when appropriate. Annual tuition, including summer tuition and fees, is currently \$17,722 for resident students and \$36,025 for non-resident students. Our proposal is to increase both resident and non-resident tuition by 5.0% per year for the upcoming two years, FY 2020 and FY 2021. Table 3 shows the proposed new tuition levels for both categories of students each year. For the coming 2020 academic year, tuition would increase by \$886 and \$1,801 per year to rates of \$18,608 and \$37,826 for resident and non-resident students respectively. The proposed tuition increase will generate additional annual revenue of approximately \$255,000. This increase would apply to the full portfolio of four health professions programs.

Table 3. Change in Tuition and Fees for the next two years with a 5.0% Yearly Increase Applied- DPT & MPAS (including summer)

Year	Resident Tuition	% Change	Non-Resident Tuition	% Change
FY 2019 Current Year	\$17,722	0.0%	\$36,025	0.0%
FY 2020	\$18,608	5.0%	\$37,826	5.0%
FY 2021	\$19,539	5.0%	\$39,718	5.0%
<i>Includes Segregated Fees</i>				

With these increases to tuition, we expect each program to move up two positions on the comparison table, although the actual impact would depend on the increases in the comparator programs.

The impact

These new funds will be applied to general student training needs that are consistent with those of our medical student program:

- Increased capacity at state-wide clinical training sites to provide enough clinical rotations for learners
- Development of enduring online education modules to support more flexible and blended learning across health professional programs, especially within dual degree programs
- Additional scholarships and financial aid for students, especially those from traditionally underrepresented populations
- Expanded and enhanced career counseling, advising capacity and wellness programming
- Diversity recruitment and pathway programs
- Increased use of clinical simulation technology

There are additional needs that are specific for each health professions program:

- Mandated MPH curriculum changes to meet new accreditation guidelines
- Mandated DPT curriculum changes:
 - Increased time allotted to scholarly work and clinical department demands
- Needed expansion of the MGCS and MPAS programs to help address significant workforce shortages
- Continued development of online components for the MPH program

The School of Medicine and Public Health will continue to grow these needed programs, while maintaining our high educational standards and meeting the challenges we face as a national leader. We believe it is important for UW-Madison and the School of Medicine and Public Health to offer a broad range of health profession programs to meet the growing demand for interdisciplinary teams that will meet the evolving healthcare needs of our state.

**Proposal for FY20-21 Tuition Increase in the School of Veterinary Medicine
Submitted by Dean Mark D. Markel
December 2018**

The Problem

Prior to FY16, the Doctor of Veterinary Medicine (DVM) Nonresident and Resident tuition rates for the UW-Madison School of Veterinary Medicine (SVM) were among the lowest in the country among all the accredited schools of veterinary medicine. Table 1 shows the current FY19 tuition levels for our Public Peer and Neighboring Schools of Veterinary Medicine, the mean tuition, and also the mean tuition for all of the Big Ten schools of veterinary medicine. Table 2a shows the SVM tuition rates for FY19.

While the 4 year plan did indeed bring us closer to the mean of these schools, we still lag behind. The SVM currently has the 6th lowest Nonresident tuition nationwide, and 7th lowest Resident tuition among our Peer institutions. In order to maintain our high national rankings (currently #5 among accredited schools), it is imperative we have the resources to invest to maintain our excellence.

Table 1. UW School of Veterinary Medicine FY19 Tuition and Fee Comparision

Institution	State Resident	Resident Tuition & Fees Rank (descending)	Non-Resident	Non-Resident Tuition & Fees Rank	US News Ranking
UW-Madison	\$30,908	7	\$49,051	6	5
North Carolina State	\$19,438	9	\$26,239	9	3
Iowa State	\$27,319	8	\$56,191	4	13
Illinois	\$31,794	6	\$53,618	5	19
Michigan State	\$32,539	5	\$59,115	2	12
UC-Davis	\$33,184	4	\$45,429	8	1
Colorado State	\$33,866	3	\$58,272	3	3
Minnesota	\$34,980	2	\$62,877	1	9
Ohio State	\$36,430	1	\$46,216	7	5
Average (excluding UW-Madison)	\$31,194	Average (excluding UW-Madison)	\$50,995		

The Proposal

The SVM proposes to increase tuition by 3% per year for FY20 and FY21. During the 4 year period FY16-19, our peers increased tuition an average of 3%. The proposed increase will allow us to keep our tuition level in line with the mean of our peers, and provide additional resources to invest in the school. Table 2a. shows the proposed tuition levels for the SVM, and Table 2b. shows where we expect our tuition to be relative to our peers in FY21.

Table 2a. Proposed Change in Tuition for Doctor of Veterinary Medicine (DVM)

Academic Year	Resident Tuition	Flat Increase	Non-Resident Tuition	Flat Increase
2018-19	\$30,908		\$49,051	
2019-20	\$31,797	3.00%	\$50,484	3.00%
2020-21	\$32,712	3.00%	\$51,961	3.00%

Table 2b. Projected Tuition of UW-Madison DVM of Public Peers and Neighboring Schools (assuming increase of 3%) in FY2021*

Institution	<u>Resident Tuition FY21</u>	<u>Non-Resident FY21</u>
UW-Madison	\$32,712	\$51,961
North Carolina State	\$20,622	\$27,837
Iowa State	\$28,983	\$59,613
Illinois	\$33,730	\$56,883
Michigan State	\$34,521	\$62,715
UC-Davis	\$35,205	\$48,196
Colorado State	\$35,928	\$61,821
Minnesota	\$37,110	\$66,706
Ohio State	\$38,649	\$49,031
Mean without UW-Madison	\$33,093	\$54,100

*=Tuition rates for some institutions are variable over the 4 year curriculum. Ohio State and NC State allow non-residents to switch to resident tuition after year 1. Non-resident tuition rates for these two institutions represents the mean of non-resident rates for year 1 and resident rates for years 2-4.

The Impact

The SVM tuition increase for FY18-19 had a tremendous impact in the following areas: Student Financial Aid, New Faculty, Research Support, Facility and IT Support and Upgrades, and the University of Wisconsin Veterinary Care. The demand for our program has not been impacted. In fact, we received 1,339 applications last year for 96 slots – one of the highest number of applications we have ever received. The previous tuition increase also allowed us to expand our class size from 80 slots in FY12 to 96 students.

One of the facts *we are very proud of is UW-Madison DVM students graduate with the second lowest debt load among all schools of veterinary medicine in the country.* A large reason is the use of the tuition funds for Student Financial Aid (≈\$1 million by 2021), but also we have been very successful in fund raising for student scholarships. We also offer education to our students throughout the program on how to manage their finances and take responsibility of their debt.

The proposed 3% tuition increase for FY20 and FY21 will generate approximately \$400,000 in additional revenue per year. We will use these funds mainly to hire additional Clinical and Tenure Track Faculty to adequately staff all of the services in our UW Veterinary Care teaching hospital. This is critical as we expand the capacity of the hospital with the SVM building addition. This directly impacts the teaching and educational experience of our students, but also will allow us to better serve the citizens of Dane County and the state of Wisconsin, as there is more demand for our excellent services that our current facilities and faculty can meet.



School of Nursing

UNIVERSITY OF WISCONSIN-MADISON

Doctor of Nursing Practice (DNP) Tuition Adjustment Proposal Linda D. Scott, Dean

November 16, 2018

The Problem

The UW-Madison School of Nursing (SoN) Doctor of Nursing Practice (DNP) program addresses critical needs in health systems and society and builds a strong pipeline for nursing faculty roles. Tuition rates for the UW-Madison School of Nursing's Doctor of Nursing Practice remain below peer median, despite adjustments to the tuition in the last two fiscal years. See the chart below for comparison to peers and median tuition and fee rates for the 2018-19 academic year.

Table 1. UW-Madison Doctor of Nursing Practice FY19 Tuition & Fees Comparison

Institution	Resident Tuition and Fees Rate	Resident Tuition and Fees Rank	Non-Resident Tuition and Fees	Non-Resident Tuition and Fees Rank
UW-Madison	\$17,013	11	\$34,140	6
University of Texas	\$12,278	14	\$22,908	11
Ohio State University	\$15,504	13	\$15,514	14
University of Nebraska	\$15,629	12	\$26,677	10
University of North Carolina	\$18,518	10	\$35,729	5
University of Minnesota	\$19,079	9	\$19,079	13
Michigan State University	\$19,356	8	\$19,956	12
University of Virginia	\$19,790	7	\$31,204	9
University of Iowa	\$21,115	6	\$41,192	2
Rutgers University	\$22,311	5	\$31,719	8
University of Michigan	\$24,176	4	\$48,492	1
University of Illinois at Chicago	\$27,016	3	\$39,734	4
University of Washington	\$27,306	2	\$40,014	3
University of Pittsburgh	\$27,638	1	\$32,840	7
Median tuition w/o UW-Madison	\$19,790		\$31,719	

Salary pressures have also become a major challenge for academic nursing in Wisconsin. Competitive salaries for professional nurses with graduate education have increased much faster than the SoN's capacity to generate new revenue. Even with focused efforts to expand revenue, salaries for clinical faculty qualified to teach in the DNP program (\$70,000) remain below annual salaries that an advanced practice registered nurse (APRN) could receive in major health care systems across the state:

- Nurse Practitioner \$ 97,990
- Nurse Midwife \$104,400
- Nurse Anesthetist \$172,000

As the faculty shortage deepens and as opportunities for APRNs expand in a changing health care system, competitive salary offers will continue to rise and resources are needed to mitigate salary discrepancies.

The Proposal

In order to remain competitive with our peers, ***the School of Nursing requests an increase to tuition in the Doctor of Nursing Practice (DNP) program of \$2,000 per year for residents and \$1,000 per year for non-residents for FY20 & FY21.***

Table 2. Proposed Change in Tuition for Doctor of Nursing Practice Program

Academic Year	Resident Tuition Increase	Resident Tuition and Fees	Non-Resident Tuition Increase	Non-Resident Tuition
2019-20	\$2,000	\$19,013	\$1,000	\$35,140
2020-21	\$2,000	\$21,013	\$1,000	\$36,140

The tuition increase will generate essential new revenue to support vital simulated and clinical learning for quality education, access to critical clinical placements for students, and availability of financial aid for adult learners who are managing personal and professional commitments in conjunction with the demands of graduate education. Even after these increases, the School of Nursing's resident DNP tuition and fees would remain lower than most peer institutions.

The Impact

This plan will generate approximately \$110,000 in additional tuition revenue each year. This tuition increase will help the School of Nursing maintain its high educational standards and continue its commitment to building a well-educated nursing workforce to meet the health care needs of the state. Continuing to exercise strong financial discipline, the school will continue to refine its business model to expand programming and identify new ways to maximize revenue without compromising quality.

The growing need for quality healthcare nationwide – driven by an aging and more diverse population, stipulations in the Affordable Care Act, and technological change – is in turn driving an increased

demand for nurses with higher levels of nursing education. A recent report on the Wisconsin nursing workforce (Wisconsin Center for Nursing, 2016) projects that the supply of critical advanced practice nurses will need to increase significantly to meet the needs and challenges of a changing landscape in health care in Wisconsin.

Our DNP program graduates experienced, highly trained advanced-practice nurses that the state needs desperately at this time and into the future. Equally important, UW-Madison is the only nursing school in the 26-campus UW system that offers a specialty track that prepares individuals to become psychiatric-mental health nurse practitioners, the demand for which is growing and an area in which enrollment could be scaled up with additional resources.

Moreover, preparation of nurses for faculty roles can help offset a deepening nursing faculty shortage in Wisconsin and nationwide. Recent projections from the Bureau of Labor Statistics (BLS) indicate that the national RN workforce will need to expand from 2.71 million to 3.24 million (a gain of 19%, or 526,800 workers) between 2012 and 2022.

Across the UW System, 50-85% of qualified applicants to baccalaureate and graduate nursing programs are turned away each year, primarily because of a lack of well-qualified faculty. In addition to preparing advanced-practice nurses, the DNP program trains nurse educators, and in fact added a Nurse Educator Certificate Program in 2015, which can be earned simultaneously with the UW-Madison DNP curriculum.

Despite some new funds from the last tuition increase, there continues to be problems with morale, as well as recruitment and retention efforts. Without additional faculty, the School of Nursing will not be able to increase enrollment in current academic programs or implement new initiatives in a timely manner.

Therefore, we submit this request to address current and anticipated needs, such as:

1. Competitive salaries to recruit and retain top nursing faculty;
2. Financial aid to help offset the tuition increase, focused on lower-income students and students from rural areas who enroll in our program;
3. Rising administrative and agency costs associated with clinical placement of students;
4. Required elements in the curriculum including expansion of clinical simulation and developing competency-based performance assessments that can be used to evaluate students across a range of clinical specialty areas.

Even with the current request, the resident tuition at the UW-Madison School of Nursing will remain significantly lower than its peers. The School of Nursing needs more resources to grow its program in response to market needs, and increasing tuition is an essential part of that strategy. We will continue to advocate for resources with the intention of achieving a level at the median of our peers.

**UW-Madison Law School
Tuition Proposal
JD, LLM-LI and LLM Degrees
Fall 2018**

The Problem

The years 2011-2015 saw an unprecedented decrease in the number of applicants to law schools nationwide. The decrease was even greater in our region, where applications declined 42%, and applicants declined 35%. Our law school experienced that decrease as well. Our response, consistent with our peers, was to reduce enrollment to ensure quality and continued strong employment outcomes for our graduates.

The 2017-2018 admissions cycle marked the first year we experienced a turnaround as we saw a sharp increase in application volume. This increased interest, along with more competitive scholarship offers and a rankings reshuffling, meant our yield also increased dramatically, including increased yield among our non-resident cohort.

Our in-state tuition rate for the JD program is at the bottom of our cohort, as is shown in Table 1 below. Our non-resident tuition is closer to other institutions in our peer group but still at the low end. The result is that our budget exceeds our generated tuition revenue. Law schools have been under tremendous pressure in recent years and this pricing position has helped us maintain quality and access during a difficult period. But as we are seeing an increase in demand, we need to address the budget problem. This request proposes a modest increase in tuition levels to address that concern.

Furthermore, in 2012, the decision was made to set tuition for the Master of Laws – Legal Institutions (LLM-LI) and Master of Laws (LLM) programs at the Combined Law and Graduate Rate. A factor in this decision was to keep financial aid levels reasonable while still offering students tuition competitive with our peers. Currently our LLM-LI and LLM tuition is one of the lowest in the *US News* top 50, with only five schools offering a rate lower than ours. There is also great diversity among LLM tuition rates, with some charging less than the JD tuition, some setting those tuitions at the same level, and some charging more for LLM tuition than JD tuition. Accordingly, we believe we can increase our graduate program tuition to the JD tuition rate without disrupting our competitive position.

Table 1 – Law School Peer Comparisons of JD and LLM Tuition & Fees, with Rankings

Institution	JD Resident Tuition & Fees	Tuition & Fees Rank (descending)	JD Non-Resident Tuition & Fees	Tuition & Fees rank	LLM Tuition	US News Ranking
UW-Madison	\$23,517	7	\$42,213	7	\$33,775	27
Iowa	\$27,344	6	\$46,824	5	\$29,188	27
Ohio State	\$30,854	5	\$45,806	6	\$45,806	32
Maryland	\$33,848	4	\$48,938	4	\$29,317	49
Indiana	\$35,588	3	\$55,338	1	\$44,949	32
Illinois	\$39,301	2	\$49,301	3	\$53,852	37
Minnesota	\$44,919	1	\$53,607	2	\$53,607	20
Mean w/out UW-Madison	\$35,309	Mean w/out UW-Madison	\$49,969	Mean w/out UW-Madison	\$42,787	

The Proposal

We propose a flat JD tuition increase for both resident and nonresident students of \$2,000 per year in each of the next two years (Table 2). Because our nonresident tuition is close to that of our counterparts, we believe that a flat, rather than percentage, increase to our nonresident tuition is appropriate; it is how the most recent increases in Law School tuition have been calculated. Even after these increases, our tuition will still remain below the current mean within our peer school cohort (see Table 1 above).

In addition, we propose that tuition for the LLM-LI and LLM programs be set at the same level as the tuition rates for the JD program for the Fall 2019 semester and moving forward (Table 2). We believe we can increase our graduate program tuition to the JD rate without disrupting our competitive position.

Table 2 – Proposed UW Law School Tuition Rate for JD, LLM-LI and LLM Programs

Academic Year	Resident Tuition	Flat Increase	Non-Resident Tuition	Flat Increase
2018-19	\$23,517		\$42,214	
2019-20	\$25,517	\$2K	\$44,214	\$2K
2020-21	\$27,517	\$2K	\$46,214	\$2K

The Impact

The proposed increase will generate approximately \$1,150,000 in additional tuition revenue in each year, assuming constant enrollment. We anticipate that our proposed increase will have little to no impact on application volume, and will allow us to continue supporting student aid, a key element in recruiting students and controlling debt levels. We would allocate twenty-five percent of this tuition increase toward these efforts.

Even after this increase, our rack rate tuition will be lower than that of our peers. However, given the complexity of recruiting students in the current competitive environment for law schools (which at some of our competitor schools includes substantial discounting), the feasibility of further increases will be analyzed as we monitor how this increase affects our ability to recruit and retain excellent students and its impact on student debt loads.

The Law School continues to strive to maintain quality and access, and these modest tuition increases will bring us closer to our peers and enable us to achieve these goals while remaining competitive in the current market.

Approval of Salary Ranges for Senior Executives

BUSINESS AND FINANCE COMMITTEE

REVISED: Resolution I.2.m.

WHEREAS, pursuant to s. 20.923(4g), Wis. Stats., the Board of Regents has the authority to set salary ranges for specified UW System senior academic leaders, and

WHEREAS, pursuant to Regent Policy Document 6-5, amended October 11, 2013, salary ranges should be brought into compliance with Regent policy on a biennial basis,

NOW, THEREFORE, BE IT RESOLVED

That, upon the recommendation of the President of the University of Wisconsin System, the Board of Regents adopts the attached salary ranges 1 through 8 for senior executives effective July 1, 2019 for the 2019-21 biennium.

UNIVERSITY OF WISCONSIN SYSTEM APPROVAL OF SALARY RANGES FOR SENIOR EXECUTIVES

BACKGROUND

In accordance with Wis. Stat. § 36.116(3m), the Board of Regents has the authority to establish salary ranges for the UW System President, Senior Vice Presidents, Vice Presidents and all Associate and Assistant Vice Presidents for UW System; and all Chancellors, Provosts/Vice Chancellors (deputy), Associate and Assistant Vice Chancellors, Administrative Directors and Associate Directors at all UW System institutions.

New Senior Executive Salary Ranges are typically submitted in December of even-numbered years for the ensuing biennium. The attached Senior Executive Salary Ranges are submitted for Board of Regents approval, effective July 1, 2019 for the 2019-2021 biennium.

REQUESTED ACTION

Approval of Resolution I.2.m.

DISCUSSION

As noted in the attached materials, proposed changes to Senior Executive Salary Ranges are being submitted to the Board of Regents approval. The action requested will bring all senior executive ranges up to date with the most currently available market data. According to RPD 6-5, *after review of peer salary survey information, salary ranges shall be adopted for the ensuing biennium by resolution of a majority of the full membership of the Board of Regents in open session by roll call vote at a regularly scheduled meeting.* Since ranges have not been updated since 2013, we are thereby requesting an effective date of July 1, 2019. The midpoint of the ranges, if approved, will increase from between 6.63% on the low end to 26.63% on the high end.

RELATED REGENT POLICIES

RPD 6-5 Executive Salary Structure

**2019-21 UW System Executive Salary Ranges
Current State and Proposed effective July 1, 2019**

Executive Salary Range	Authority to Change	Position(s)	Current - Approved: 10/11/2013			2017-18 Peer Median*	Adjusted Peer Median (95%)	Proposed: 12/6/2018			
			Effective Date: 10/11/2013					Proposed Effective Date: 7/1/2019			
			Minimum	Midpoint	Maximum			Minimum	Midpoint	Maximum	% Change
9	Board of Regents	UW System President	\$399,000	\$498,750	\$598,500	\$559,831	\$531,839	\$425,472	\$531,839	\$638,207	6.63%
8	Board of Regents	UW-Madison Chancellor	\$389,500	\$486,875	\$584,250	\$649,000	\$616,550	\$493,240	\$616,550	\$739,860	26.63%
7	Board of Regents	UW-Milwaukee Chancellor	\$304,000	\$380,000	\$456,000	\$450,000	\$427,500	\$342,000	\$427,500	\$513,000	12.50%
6	Board of Regents	UW-Madison Provost/Vice Chancellor (deputy)	\$295,369	\$369,212	\$443,054	\$475,000	\$451,250	\$361,000	\$451,250	\$541,500	22.22%
5	Board of Regents	UW System Senior Vice Presidents	\$203,456	\$254,320	\$305,184	\$314,585	\$298,856	\$239,085	\$298,856	\$358,627	17.51%
4	Board of Regents	UW-Milwaukee Provost/Vice Chancellor (deputy)	\$240,798	\$300,997	\$361,196	\$360,000	\$342,000	\$273,600	\$342,000	\$410,400	13.62%
3	Board of Regents	Non-Doctoral Chancellors	\$205,046	\$256,308	\$307,570	\$300,000	\$285,000	\$228,000	\$285,000	\$342,000	11.19%
2	Board of Regents	UW System Vice Presidents	\$176,252	\$220,315	\$264,377	\$275,626	\$261,845	\$209,476	\$261,845	\$314,214	18.85%
1	Board of Regents	Non-Doctoral Provosts	\$145,397	\$181,746	\$218,096	\$232,404	\$220,784	\$176,627	\$220,784	\$264,941	21.48%

*Peer salary information from 2018 CUPA Administrative Compensation Survey.

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UW-Madison Chancellor

2017-18 Peer Median* \$649,000 Adjusted Peer Median (95%) \$616,550		Approved Range	Proposed Salary	% Change
	Minimum	\$389,500	\$493,240	
	Midpoint	\$486,875	\$616,550	26.63%
	Maximum	\$584,250	\$739,860	

UW-Madison Provost/Vice Chancellor (deputy)

2017-18 Peer Median* \$475,000 Adjusted Peer Median (95%) \$451,250		Approved Range	Proposed Salary	% Change
	Minimum	\$295,369	\$361,000	
	Midpoint	\$369,212	\$451,250	22.22%
	Maximum	\$443,054	\$541,500	

*Peer salary information from 2018 CUPA Administrative Compensation Survey.

**2019-21 UW System Executive Salary Ranges
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UW-Milwaukee Chancellor

		Approved Range	Proposed Salary	% Change
2017-18 Peer Median*				
\$450,000	Minimum	\$304,000	\$342,000	
Adjusted Peer Median (95%)	Midpoint	\$380,000	\$427,500	12.5%
\$427,500	Maximum	\$456,000	\$513,000	

UW-Milwaukee Provost/Vice Chancellor (deputy)

		Approved Range	Proposed Salary	% Change
2017-18 Peer Median*				
\$360,000	Minimum	\$240,798	\$273,600	
Adjusted Peer Median (95%)	Midpoint	\$300,997	\$342,000	13.62%
\$342,000	Maximum	\$361,196	\$410,400	

*Peer salary information from 2018 CUPA Administrative Compensation Survey.

**2019-21 UW System Executive Salary Ranges
Current State and Proposed effective July 1, 2019**

Non-Doctoral Chancellors

2017-18 Peer Median* \$300,000 Adjusted Peer Median (95%) \$285,000		Approved Range	Proposed Salary Range	% Change
	Minimum	\$205,046	\$228,000	
	Midpoint	\$256,308	\$285,000	11.19%
	Maximum	\$307,570	\$342,000	

Non-Doctoral Provosts/Vice Chancellors (deputy)

2017-18 Peer Median* \$232,404 Adjusted Peer Median (95%) \$220,784		Approved Range	Proposed Salary Range	% Change
	Minimum	\$145,397	\$176,627	
	Midpoint	\$181,746	\$220,784	21.48%
	Maximum	\$218,096	\$264,941	

*Peer salary information from 2018 CUPA Administrative Compensation Survey.

**2019-21 UW System Executive Salary Ranges
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UW System President

		Approved Range	Proposed Salary Range	% Change
2017-18 Peer Median*				
\$559,831	Minimum	\$399,000	\$425,472	
Adjusted Peer Median (95%)	Midpoint	\$498,750	\$531,839	6.63%
\$531,839	Maximum	\$598,500	\$638,207	

UW System Senior Vice Presidents

		Approved Range	Proposed Salary Range	% Change
2017-18 Peer Median*				
\$314,585	Minimum	\$203,456	\$239,085	
Adjusted Peer Median (95%)	Midpoint	\$254,320	\$298,856	17.51%
\$298,856	Maximum	\$305,184	\$358,627	

UW System Vice Presidents

		Approved Range	Proposed Salary Range	% Change
2017-18 Peer Median*				
\$275,626	Minimum	\$176,252	\$209,476	
Adjusted Peer Median (95%)	Midpoint	\$220,315	\$261,845	18.85%
\$261,845	Maximum	\$264,377	\$314,214	

*Peer salary information from 2018 CUPA Administrative Compensation Survey.