

MINUTES OF THE REGULAR MEETING
of the
BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

Held at UW-La Crosse Student Union
Room 2120
521 East Avenue N
La Crosse, Wisconsin

Thursday, December 6, 2018
1:00 p.m.

REMARKS BY REGENT AND GOVERNOR-ELECT TONY EVERS	2
UPDATES AND INTRODUCTIONS	4
REGENT SCOTT BEIGHTOL.....	4
REGENT TORREY TIEDEMAN	4
DR. JOHN KOKER, PROVOST AND VICE CHANCELLOR FOR ACADEMIC AFFAIRS, UW-OSHKOSH	5
JOHN HAVEN III, VICE CHANCELLOR OF FINANCE AND ADMINISTRATION, UW-EAU CLAIRE.....	5
HOST CAMPUS PRESENTATION BY UW-LA CROSSE CHANCELLOR JOE GOW: "SUSTAINING EXCELLENCE"	6
INTRODUCTION.....	6
ADVANCING TRANSFORMATIONAL EDUCATION.....	7
INCREASING COMMUNITY ENGAGEMENT.....	9
ACHIEVING EXCELLENCE THROUGH DIVERSITY AND EQUITY	9
INVESTING IN PEOPLE	10
2019-21 PAY PLAN REQUEST.....	11
<i>Approval of 2019-21 Pay Plan Request for UW-Madison and UW System</i>	<i>14</i>
CLOSED SESSION – ROOM 2120, STUDENT UNION.....	14
<i>Closed Session Resolution</i>	<i>14</i>
<i>Approval of 2017-19 Legislatively Approved State Pay Plan Adjustments for Individuals with Salaries that Exceed 75% of the President’s Salary.....</i>	<i>15</i>
<i>Consideration of Recommended Salary Adjustments for Chancellors</i>	<i>15</i>

MINUTES OF THE REGULAR MEETING

of the

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

Held at UW-La Crosse Student Union
Room 2120
521 East Avenue N
La Crosse, Wisconsin

Thursday, December 6, 2018
1:00 p.m.

-President Behling presiding-

PRESENT: Regents Robert Atwell, John Behling, Scott Beightol, José Delgado, Tony Evers, Michael Grebe, Eve Hall, Mike Jones, Tracey Klein, Regina Millner, Janice Mueller, Drew Petersen, Cris Peterson, Jason Plante, Ryan Ring, Torrey Tiedeman, and Mark Tyler

UNABLE TO ATTEND: Regent Gerald Whitburn

Before considering any items on the agenda, President Behling asked if any Board members wished to declare any conflicts of interest as per Regent Policy Document 2-4, "Ethics and Conflict of Interest Policy for the UW System Board of Regents." No conflicts of interests were declared with any items included on the open session agenda.

REMARKS BY REGENT AND GOVERNOR-ELECT TONY EVERS

After welcoming everyone to the Board of Regents' December meeting, President Behling noted that in the past month two sitting members of the Board had been elected to higher office: Regent Tony Evers and Regent Bryan Steil. He offered the Board's congratulations to both colleagues.

President Behling indicated that Congressman-elect Steil had stepped down from the Board and would be recognized at a future meeting.

President Behling then invited his colleagues to join him in welcoming Regent and Governor-elect Tony Evers, who shared some remarks with the Board of Regents.

Governor-elect Evers thanked President Behling and welcomed the new Regents. He also thanked his colleagues during the 9 ½ years of his service on the Board for their work on behalf of the state of Wisconsin.

Governor-elect Evers said the university system is one of the most important economic drivers – and drivers of democracy – in the state. Calling the UW System a value-added enterprise, he expressed his hope that, as they move forward collectively as Governor and Board of Regents, they can continue to make sure that value is being recognized. Adding that the UW System has strong research opportunities on all campuses that also need to be valued, he encouraged the Board of Regents to stay true to not only teaching and learning, but also the research and learning that goes along with that.

Governor-elect Evers said he had learned a great deal over the past 9 ½ years from each of the Regents and the staff of all the campuses and the UW System. Noting that sometimes they have respectfully disagreed, he said there is nothing wrong with that in a democracy.

Stating that the most important job of the Board of Regents is to advocate for the UW System and the students who participate in learning at a very high level, Governor-elect Evers said that is where the Board's compass should be directed. To achieve that goal, he said the Board of Regents needs independence from his administration. When appointing Board of Regents members to the Board, he indicated that he would seek and forward people who share his mindset but will not feel that they are acting as his employee. He said Board members who exercise the best judgement and recommend policies and laws that help students, faculty, and staff, will succeed better when they have that kind of independence.

Recognizing that the Regents serve on the Board because they believe what they do for the university system is in the best interest of the State of Wisconsin, Governor-elect Evers thanked his colleagues for their service. He said he looked forward to working together with the Regents and that his administration would be open to the Board's needs.

Governor-elect Evers concluded that he was looking forward to the challenge as he transitions into his new role. Indicating that his administration is in the process of developing a budget, he stated that the UW System's budget is extraordinarily important to the people of Wisconsin. He thanked his colleagues again and said he looked forward to having a good working relationship with all of the Regents.

President Behling thanked Governor-elect Evers and lead the Board in a round of applause.

- - -

UPDATES AND INTRODUCTIONS

President Behling thanked Chancellor Gow and his team for welcoming the Board of Regents to UW-La Crosse, saying it was great to be back on the campus.

President Behling then introduced two new colleagues on the Board: Regent Scott Beightol and Regent Torrey Tiedeman.

Regent Scott Beightol

President Behling said Regent Beightol, of Wales, Wisconsin, will fill the seat vacated by Regent Steil. An attorney with the Michael Best and Friedrich law firm, Regent Beightol represents businesses before federal and state courts and administrative agencies throughout the country in all areas of employment law, including employment discrimination, non-compete and trade secrets, as well as labor arbitrations before the National Labor Relations Board. He represents a variety of industries, but is particularly experienced in advanced manufacturing, transportation, healthcare, and financial services. Regent Beightol earned his law degree from the University of Wisconsin Law School and his bachelor's degree from College of the Holy Cross in Massachusetts.

President Behling welcomed Regent Beightol and invited him to say a few words.

Regent Beightol said he was pleased to be a member of the Board of Regents and to work with President Behling, the other Regents, the leadership and the staff of the UW System and the universities. He noted that his educational background has been in Illinois, North Carolina, Wisconsin, and Massachusetts, and that his professional life now takes him across the country as well as into Asia and Europe. He said his classmates were the children of the working class, of educators, and even of the Kennedys. He learned in different school settings – Montessori, the Socratic Method in law school, and the Jesuits – but most of his schooling was in the public system: “I’m a firm believer in public education and all it offers to the citizens of our democracy.”

Saying he looked forward to working with everyone, Regent Beightol noted he has much to learn. He said he would strive to make sure the UW System is accessible, affordable and relevant to as broad a sector of the state as possible. At the same time, he indicated that he hoped to work to provide linkages from the universities into communities to strengthen the fabric and culture of our societies, and into the workforce and businesses to grow Wisconsin’s economy and maximize opportunities for all.

Regent Torrey Tiedeman

President Behling introduced Regent Tiedeman as the Board’s new non-traditional student Regent. A native of Rochester, Minnesota, Regent Tiedeman is a third-year student at UW-Madison, double-majoring in economics and political science. Looking ahead, he intends to pursue a career in patent law and intellectual property rights.

Regent Tiedeman is a U.S. Marine with nearly four years of service, including deployment in Afghanistan, where he was part of Operation Enduring Freedom. Regent Tiedeman has served as vice-president of the UW-Madison VETS group and currently works in the university's Division of Student Life in the Office of the Registrar.

President Behling welcomed Regent Tiedeman and invited him to say a few words.

Regent Tiedeman expressed his profound gratitude for the opportunity to serve his fellow non-traditional students in this capacity. He said he looked forward to learning from and working with each and every one of his new colleagues.

President Behling again welcomed Regent Beightol and Regent Tiedeman, saying the Regents looked forward to working with them both.

President Behling then turned the floor over to President Cross for some additional introductions.

Dr. John Koker, Provost and Vice Chancellor for Academic Affairs, UW-Oshkosh

Introducing “a familiar face in a new role,” President Cross said Dr. John Koker had been named the Provost and Vice Chancellor for Academic Affairs at UW-Oshkosh, after serving in that role on an interim basis.

Provost Koker is a professor of mathematics and has been a member of the UW-Oshkosh faculty since 1991. He has received a number of prestigious honors over the years, including in 2006 when he received the Board of Regents Teaching Excellence Award. Provost Koker also previously served as Dean of the College of Letters and Science at UW-Oshkosh. He received his Ph.D. in Mathematics from UW-Milwaukee, an M.S. from Purdue University, and his bachelor's degree from St. Norbert College.

President Cross congratulated Provost Koker, saying his colleagues looked forward to working with him in this new role.

John Haven III, Vice Chancellor of Finance and Administration, UW-Eau Claire

President Cross also introduced John Haven, III, who joined UW-Eau Claire earlier that fall as Vice Chancellor of Finance and Administration.

Vice Chancellor Haven has extensive experience in the areas of finance and leadership in both the public and private sectors, working in higher education and with two Fortune 500 companies. At the University of Florida, he served as the Chief Financial Officer of the teaching hospitals and, more recently, the Executive Director for Administration and Chief Financial Officer of the College of Veterinary Medicine. He has managed multiple IT implementation projects, and has constructed several building projects, including a \$56 million teaching hospital. Vice Chancellor Haven has a master's degree in accounting with a specialty in information

systems and is a Florida-licensed Certified Public Accountant. He is also a veteran of the U.S. Air Force.

President Cross welcomed Vice Chancellor Haven to the UW System.

- - -

HOST CAMPUS PRESENTATION BY UW-LA CROSSE CHANCELLOR JOE GOW: “SUSTAINING EXCELLENCE”

President Behling said the Board of Regents would next hear from its host, UW-La Crosse Chancellor Joe Gow.

Chancellor Gow welcomed everyone to the UW-La Crosse campus and remarked on the historic occasion of having the Governor-elect present as a member of the Board of Regents. Noting that the meeting was being held in a brand-new building which did not exist when UW-La Crosse previously hosted Board meetings five and 10 years earlier, he thanked the Regents for helping the campus to build facilities as excellent as its people.

Chancellor Gow also extended a special welcome to Senate Minority Leader Jennifer Shilling and State Assembly Representative Jill Billings, who were present in the gallery. He thanked local legislators for all they do for the university.

Introduction

Chancellor Gow indicated that he would share some information about the past, present and future of UW-La Crosse, then focus on their strategic plan for ensuring the university continues to prepare students to meet the challenges of the 21st century.

Chancellor Gow explained that UW-La Crosse began as the La Crosse Normal School, a training institute with an emphasis on teacher education and physical education. Over 100 years later the university continues to achieve great things with the mind and the body – he pointed to UW-La Crosse’s excellent athletic programs and its student athletes’ GPAs, which are consistently higher than those of non-student athletes.

From its humble beginnings, UW-La Crosse now enrolls 10,569 students – the largest enrollment in the history of the university. Students come to UW-La Crosse to study programs in the arts and humanities, health and sciences, education, and business administration, as well as a robust array of graduate programs, which include two doctoral degrees in student affairs administration and physical therapy. Chancellor Gow indicated that UW-La Crosse receives good rankings in U.S. News and Kiplinger’s lists of best values in public higher education.

Citing budget challenges, Chancellor Gow said UW-La Crosse is constantly looking at how to secure the resources needed to enable its people to do the great things that they are capable of. Recent austere times led to strategic planning about what priorities will guide UW-

La Crosse going into the future. He said he would illustrate the four pillars or areas of emphasis within UW-La Crosse's strategic plan – advancing transformational education, increasing community engagement, achieving excellence through diversity and equity, and investing in people – through a series of videos.

Advancing Transformational Education

The first video illustrated how UW-La Crosse is transforming education in its College of Science and Health. On October 24, 1966, the Wisconsin State University at La Crosse opened a new Hall of Science, filled with high-tech features and equipment of the day – a library, museum and planetarium; a new audio tutorial method of instruction; AV support equipment, including overhead projectors; and an analog computer – but today's world of science and science education is very different.

In the video, Scott Cooper, Professor of Biology, explained that there has been a lot of research and scholarship about the best ways to teach students and the best ways for students to learn the material. Today's faculty in the College of Science and Health have moved away from teaching science by showing to teaching science by doing – a “hands-on/minds-on” approach.

Research activity has also increased over the past two decades and is now an expectation for new faculty. Jack Radenz, a UW-La Crosse senior, said in the video that he has traveled many places with his faculty mentor, Dr. Niti Mishra, where they have used drones to map quarries or the tree-line vegetation in Nepal.

As the role of faculty has expanded to include research mentorship, the way they teach in the classroom is also transforming. In UW-La Crosse science classrooms, students are actively learning, solving complex research questions, applying knowledge, using critical thinking, and interacting with one another.

Jennifer Kosiak, Professor of Mathematics and Statistics, explained in the video that her students work in pods, use the latest technology, and teach the rest of the classroom about what they have learned. These kinds of practical, hands-on, experiences gained through research and teaching are what employers tell UW-La Crosse faculty and staff they expect in their future workforce – and that workforce is growing.

UW-La Crosse offers programs in areas that are projected to experience up to 37-percent increases during the next eight years. UW-La Crosse student enrollment has expanded to accommodate this growth. Over the last 50 years, enrollment has more than doubled, with much of that growth in the College of Science and Health.

When Cowley Hall opened, 56 instructional faculty members worked in the college – today there are nearly 150. In that same time, most departments in the college have nearly tripled in size. Biology, UW-La Crosse's most popular major, quadrupled in size in the last 20 years with over 1,200 declared majors this fall.

Three departments within the College of Science and Health have earned the UW System Regents Teaching Excellence Awards. Two professors in the College have been named Wisconsin Professor of the Year. Faculty and staff have been awarded \$11.1 million in external grant funding since 2010.

The physics program graduates more students than any undergraduate physics program in the state and has become a model for undergraduate physics education nationwide. The College's graduates have a 98 percent job placement rate, and have long maintained a more than 96 percent average pass rate on professional certification exams.

Biochemistry student Gina Wade and two other UW-La Crosse biochemistry students recently earned an award at a national conference for the presentation of their research. In the video, Ms. Wade describes her research on a protein called hpmA: "A lot of students learn more actually doing an experiment and seeing results and proving to themselves that a theory is supported, rather than just listening and hearing a professor tell them that something is true."

UW-La Crosse's growth, along with the evolution of how its faculty teach and do research, created the intense need for a modern laboratory building. In the video, Jennifer Docktor, Professor of Physics, described the challenges of teaching in outdated classrooms: "Our ideas about how students learn and the best ways to teach them are shifting. I think we need facilities that are going to support what faculty want to do in their classes."

The Prairie Springs Science Center opened in fall 2018, featuring 36 teaching and 23 research laboratories; however, the center does not include classrooms or faculty offices, which are part of Phase II of the building project. Building Phase II of the Prairie Springs Science Center will provide state-of-the-art classroom spaces that are critical to improve science education at UW-La Crosse and support the way the university prepares Wisconsin's future workforce.

After the video, Chancellor Gow expressed his appreciation for the support from the Board of Regents and the state for the Prairie Springs Science Center. He said that Phase II of the building project, which was included as one of the top priorities of the UW System's capital budget request, is vitally important to the future of the university.

One of the main activities that occurs in the Prairie Springs Science Center is collaborative faculty-student-staff research. Chancellor Gow said one example is Professor Rob McGaff's work in chemistry and biochemistry. Professor McGaff has received over \$183,000 over the years in support from WiSys; he is also a participant in the Wisconsin Alumni Research Foundation's Accelerator Program.

One way UW-La Crosse funds research activity is through the scholarships provided by the "Share the La Crosse Experience" fundraising campaign, which met its \$15 million goal one year early. Chancellor Gow said donors are excited about supporting students, their educational experience, and particularly research collaborations with faculty and staff. In 2010 UW-La Crosse awarded \$467,000 to students for scholarships; in 2018 UW-La Crosse awarded \$1.2

million. The chancellor thanked UW-La Crosse's University Advancement team for leading this effort.

Chancellor Gow added that this campaign also brought in the biggest gift in the history of UW-La Crosse: a \$2 million gift from the Prairie Springs: Paul Fleckenstein Charitable Trust. Indicating that this gift would go a long way toward funding the great research and learning that happens in the new Prairie Springs Science Center, the chancellor recognized Jay Scott, a relative of the late Mr. Fleckenstein and an alumnus of UW-La Crosse, who was present in the gallery.

Increasing Community Engagement

Chancellor Gow stated that these kinds of research experiences are very important in terms of community engagement. He then showed a second video about a long-term oral history project in the College of Arts, Social Sciences and Humanities which has gained national recognition.

"Hear, Here" is an audio documentary project in downtown La Crosse. People can call the phone number listed on orange street level signs to hear a story about the exact space where they stand. "Hear, Here" includes first-person narratives from Hmong refugees, civil rights and environmental activists, Native Americans, and other citizens who offer unique historical perspectives.

In the video, Dr. Ariel Beaujot, Executive Director of "Hear, Here" and associate professor of history at UW-La Crosse, explained that this project is about the social history of the town and its daily life: "It's important for us to think about ourselves as part of history, so we can not only think about history as in the past, but as something we can affect and change."

Dr. Beaujot also described how the project brings community members into the classroom and brings students and faculty from different departments together. For example, she partnered with Kathleen Hawkes, assistant professor in the art department, to teach parallel classes on narrative photography. This collaboration resulted in a "Hear, Here" photography exhibit at the La Crosse airport that will draw people into the project as they arrive in town.

Dr. Beaujot noted that students are getting real world experience in these classes, creating a national award-winning project that will affect and change their community while writing term papers and taking exams.

After the video, Chancellor Gow encouraged everyone to check out the "Hear, Here" project the next time they visit downtown La Crosse.

Achieving Excellence through Diversity and Equity

Chancellor Gow noted that the previous video also underscored another priority in UW-La Crosse's strategic plan: achieving excellence through diversity and inclusion. He said another one of the many great programs on campus is the First Year Research Exposure (FYRE)

program, which exposes first-year under-represented students of color to science, technology, engineering and math fields. The FYRE program received the 2018 Program Achievement Award from the Governor's Council on Affirmative Action.

Chancellor Gow said over the years UW-La Crosse has carefully looked for opportunities to maximize the effectiveness of its diversity and inclusion programs, culminating in the creation of an entire Division of Diversity and Inclusion at the start of the 2018-19 academic year. The new division is led by Barbara Stewart, the university's first Vice Chancellor for Diversity and Inclusion.

The primary role of the Division of Diversity and Inclusion is to ensure that diversity in its many forms is understood, represented, and valued. The division advocates for access, equity, and inclusion while encouraging critical thinking, dialogue, and meaningful educational interactions on campus and in the community. Offices within the division include Campus Climate, the Access Center, Diversity and Inclusion, Multi-Cultural Student Services, the Pride Center, Student Support Services, and Upward Bound.

Chancellor Gow introduced a third video showing how these programs help support students and their success. The video focused on the experience of Ryan John Crane, a member of the Ho-Chunk Nation and a 2018 graduate of UW-La Crosse.

In the video, Mr. Crane described some of the challenges he faced early in life that led up to his decision to attend UW-La Crosse. An admissions advisor helped Mr. Crane map out a plan to first attend Western Technical College, where he earned a 4.0 GPA three times and was named All-Academic/All-Conference in basketball three times, before transferring to UW-La Crosse, where he majored in business management.

Mr. Crane said the first semester at UW-La Crosse was overwhelming and some of his courses were very challenging, but he was able to visit all of his professors during office hours to receive additional help. He made the Dean's List, completed an internship with the Ho-Chunk Nation, and became a founding member and president of the honors fraternity Lambda Chi Alpha, which is dedicated to community service. Shortly after graduating from UW-La Crosse in May 2018, he accepted a job offer from Northwestern Mutual and got married.

In the video, Mr. Crane indicated that he has been asked to speak at public schools. He expressed hope that after hearing his story, some students will be inspired to consider college as a possibility.

After the video, Chancellor Gow recognized Mr. Crane and his wife Cassidy, who were seated in the gallery.

Investing in People

Chancellor Gow said these stories are a reminder of why the university exists. He said it is fulfilling to be a part of the continuing evolution of the educational process, and to help people prepare to do the next great thing and establish relationships that last forever: this is why UW-La

Crosse is so invested in sustaining excellence through its strategic plan. He expressed appreciation for the support given by the Board of Regents as UW-La Crosse continues to make a difference in the future of Wisconsin and beyond.

President Behling thanked Chancellor Gow for his presentation.

- - -

2019-21 PAY PLAN REQUEST

President Behling announced that the Board of Regents would consider a pay plan proposal for the 2019-21 biennium. By way of background, he recalled that one of the driving issues behind the Board's efforts to reform tenure policies in 2015-16 was to create a better budget scenario for the UW System. At that time, whether real or perceived, the UW System was suffering from an accountability issue. The System's fiscal fate was tied to that accountability issue until it changed its policies and won back trust from legislative stakeholders.

Under then-Regent President Millner's leadership, the Board changed the UW System's tenure policies. Later, under Regent Vice President Petersen's leadership, the Board changed its hiring policies for chancellors. With these changes, President Behling said he and President Cross were now comfortable asking the Board of Regents to approve a significant pay increase – the largest pay increase that he or Regent Millner have seen during their seven years on the Board.

President Behling said he believed this pay increase, if approved by the Board, would be a substantial step towards putting the chancellors in a position to keep their most talented employees in the UW System, as well as increase their ability to recruit the best and the brightest into Wisconsin.

President Behling turned the floor over to President Cross to present the request.

President Cross said the UW System is asking Governor-elect Evers and the legislature for a 3% + 3% pay plan. Both UW-Madison, which has a separate HR system, and the remaining UW System institutions are seeking a 3-percent base pay increase in July of 2019, and an additional 3-percent increase in July of 2020 for all UW employees covered by the plan – faculty, academic staff, university staff, and limited appointees. Further, the UW System requests that the 3% + 3% pay plan be fully funded from the State's Compensation Reserve, just as it is for most other state agencies.

President Cross explained the factors behind this request. First, the market reality is that the gap between UW employees' compensation and that of their peers has widened in recent years. That gap will continue to grow unless the State of Wisconsin takes action to fund the UW System's pay plan request. Faculty salaries at UW System institutions are now more than 12 percent below the national average; when adjusted for cost of living, the gap jumps to about 16.5 percent. President Cross recognized that such a sizeable gap cannot be closed in one budget

cycle – “it was not created in one” – but said the State must at least begin to mitigate the size of that gap, or Wisconsin will pay the price in lost talent and sliding reputation.

A second factor to consider is market competition. Wisconsin’s unemployment rate currently sits at about 2.9 percent, and demographic trends point to a shrinking workforce. President Cross noted that sustained and historically low unemployment levels generate greater competition for available talent in all positions. UW System institutions must compete nationally – even globally – for the best talent, particularly among faculty.

When the compensation that the UW System provides lags behind what others are offering, UW employees are more likely to scout the competition for a better situation or be open to discussion when another institution tries to recruit them. President Cross said the proposed 3% + 3% pay plan should help put the UW System in a stronger position to compete.

A third factor is market correction. In addition to growing inflationary pressure, UW employees in recent years have been asked to make larger contributions towards the cost of benefits. President Cross indicated that the proposed 3% + 3% pay plan will better help the UW System at least stay even.

Returning to the importance of being fully funded, President Cross acknowledged that this would be a break from tradition – but added that there is a good reason for that. Traditionally, 70 percent of compensation for UW System employees has been funded by the state using general purpose revenue – with the remaining 30 percent funded by tuition revenue. With the current tuition freeze expected to continue through the 2019-21 biennium, however, UW System institutions will mark eight years without a tuition increase for resident undergraduates. For the former UW Colleges, tuition will have been frozen for 12 years. President Cross explained that this limits the UW System’s ability to fund a significant share of a pay plan, and so the System is asking for the State to fully fund it just as they do for other state agencies.

In closing, President Cross pointed out that, despite some disadvantages, UW employees continue to perform and achieve at levels that make the UW System the envy of its peers: “We should all be incredibly proud of their dedication.” With the state’s current economic landscape starting to look more promising, he reiterated that improved compensation for UW employees has been, and will continue to be, a very high priority for 2019-21 and beyond. This issue impacts not only the UW System’s 39,000 employees statewide, but also the ability of the UW System to fuel a stronger workforce and stronger businesses in Wisconsin, and the quality of the education its 174,000 students receive.

With all this in mind, President Cross said the UW System will advocate vigorously for a just and fair state pay plan for the coming biennium: a 3% + 3% base pay increase.

Regent Petersen moved for the adoption of Resolution 11118, “Approval of 2019-21 Pay Plan Request for UW-Madison and UW System.” The motion was seconded by Regent Ring, and President Behling opened the floor to discussion.

Regent Atwell said he was supportive of the pay plan request. He asked President Cross what the Regents and the UW System can do to change the discussion about tuition, observing that the tuition freeze is not an effective means of maximizing revenue and preserving access.

President Cross recalled that earlier in the year the Board of Regents approved a budget request which included an increase in the Wisconsin Higher Education Grant (WHEG). Explaining that when tuition is increased it is also important to increase financial aid for students with the most need, President Cross suggested that the Board should continue to approve increases to WHEG funds so the students most in need receive considerable help.

President Cross also suggested that the Board of Regents help the UW System communicate the advantages of the outstanding education it offers and improve people's understanding of how its tuition compares with that of its competitors, both around the country and in Wisconsin. He said an investment in a UW education yields enormous returns, economic and otherwise, to individuals, communities, and to a democratic society.

Finally, President Cross said Regents can help by continuously challenging the UW System and diligently scrutinizing its finances, citing the Board's financial oversight and responsibility to ensure that the System achieves the highest quality at the best price.

Regent Millner noted that programs such as UW-Madison's Badger Promise, which offers students who cannot afford tuition an opportunity to attend the UW System's flagship university, help address the affordability issue.

She also pointed out that the UW Shared Services initiative is an opportunity to minimize expenses at the campuses by sharing the services and using best practices across the UW System – leveraging one of the benefits of being a system.

Finally, Regent Millner said the UW System and the Regents must explain to the public at large that, in addition to the tuition freeze and increased salary needs, the CPI is no longer at zero – which increases the System's expenses through no fault of its own.

Regent Mueller observed that the UW System's pay plan request will be competing with many others. She asked President Cross to explain the fiscal effects of this request over the next biennium.

President Cross said the fully-funded pay plan request would total \$123.4 million over the biennium. Of that amount, the 30-percent portion normally paid by the UW System would total \$36.1 million.

Regent Klein thanked Regent leadership and President Cross for bringing this request forward. Saying national rankings and professors' salaries matter, she indicated that accessibility and affordability are important to students, but so is receiving the very best education the UW System can provide.

Referring to Appendix C-1 of the pay plan request, Regent Klein pointed out that average salaries for full professors at peer institutions are 20 or 30 percent higher than at UW-Madison, making it difficult to attract the best and the brightest: “We need to invest in our professors and the education we are providing to our children.”

Regent Jones stated his support for this pay plan request. While it would not completely close the pay gap, he said this sends a strong signal to employees that the Board of Regents values the work they do and all the contributions they make to the UW System’s students and research efforts, which should be rewarded.

With no further comments, Resolution 11118 was adopted on a voice vote.

Approval of 2019-21 Pay Plan Request for UW-Madison and UW System

Resolution 11118 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 a pay plan request, on behalf of all UW System employees, of: a three-percent increase in fiscal year 2019-20 and a three-percent increase in fiscal year 2020-21, fully funded from the State’s Compensation Reserve; and continued eligibility for retirement, health insurance, and supplemental sick leave conversion benefits for UW System employees, that are no less than benefits provided to other state employees through the state’s compensation plan.

- - -

CLOSED SESSION – ROOM 2120, STUDENT UNION

President Behling called upon Vice President Petersen to read the motion to move into closed session. The motion was seconded by Regent Ring and adopted on a roll-call vote, with Regents Atwell, Behling, Beightol, Delgado, Grebe, Hall, Jones, Klein, Millner, Mueller, Petersen, Peterson, Plante, Ring, Tiedeman, and Tyler voting in the affirmative. There were no dissenting votes and no abstentions.

Closed Session Resolution

Resolution 11119 That the Board of Regents move into closed session to: (a) consider two UW-Madison honorary degree nominations, as permitted by s. 19.85(1)(f), Wis. Stats.; (b) consider a UW-River Falls honorary degree nomination, as permitted by s. 19.85(1)(f), Wis. Stats.; (c) consider a UW-Parkside honorary degree nomination, as permitted by s. 19.85(1)(f), Wis. Stats.; (d) discuss two UW-Milwaukee honorary degree nominations, as permitted by s. 19.85(1)(f), Wis. Stats.; (e) consider compensation and implementation of the 2017-19 legislatively approved state pay plan adjustments for individuals with salaries that exceed 75% of the UW System President’s salary, as permitted by s. 19.85(1)(c), Wis. Stats.; (f) consider compensation adjustments for

chancellors, as permitted by s. 19.85(1)(c), Wis. Stats.; (g) consider taking a personnel action to discipline or terminate a chancellor, as permitted by s. 19.85(1)(a), (b), and (f), Wis. Stats.; (h) confer with legal counsel regarding potential litigation, as permitted by s. 19.85(1)(g), Wis. Stats.; (i) consider personal histories or disciplinary data of specific persons relating to the UW-Oshkosh Foundation matter which, if discussed in public, would be likely to have a substantial effect upon the reputation of such persons, as permitted by s. 19.85(1)(f), Wis. Stats.; and (j) confer with legal counsel regarding pending litigation (Bank First National v. UW-Oshkosh Foundation; Board of Regents v. Sonnleitner and Wells; University of Wisconsin-Oshkosh Foundation, Inc. v. Board of Regents; UW-Oshkosh Foundation, Inc. Chapter 11 Bankruptcy Filing), as permitted by s. 19.85(1)(g), Wis. Stats.

During the closed session, Regent Beightol, Regent Jones, and Regent Tyler recused themselves from discussion of pending litigation.

The following resolutions were approved during the closed session:

Approval of 2017-19 Legislatively Approved State Pay Plan Adjustments for Individuals with Salaries that Exceed 75% of the President's Salary

Resolution 11120 That, upon recommendation of the President of the University of Wisconsin System, the Board of Regents approves a legislatively approved pay plan increase of 2% effective January 1, 2019, for individuals with salaries that exceed 75% of the UW System President's salary, as shown in Appendix A.

Consideration of Recommended Salary Adjustments for Chancellors

Resolution 11121 That, upon the recommendation of the President of the University of Wisconsin System, the annual base salaries for Chancellors be adjusted, as set forth in the attached, in recognition of performance, additional responsibilities due to the restructuring of UW Colleges and UW-Extension, and market considerations, effective January 1, 2019.

- - -

The meeting was adjourned at 5:19 p.m.

- - -

Submitted by:

/s/ Jess Lathrop

Jess Lathrop, Executive Director and Corporate Secretary
Office of the Board of Regents
University of Wisconsin System