



Board of Regents

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DATE: May 31, 2018 (REVISED June 4, 2018)
TO: Members of the Board of Regents
FROM: Jess Lathrop, Executive Director and Corporate Secretary

PUBLIC MEETING NOTICE
Meeting of the UW System Board of Regents
to be held at UW-Milwaukee Union, 2200 East Kenwood Blvd., Milwaukee, Wisconsin
on June 7-8, 2018

Wednesday, June 6, 2018

- 3:00 p.m. – 5:00 p.m. Campus Tour and Review of UWM’s Capital Budget Requests
UWM staff will lead Regents on a campus tour starting at the UW-Milwaukee Union (room 220, 2200 E. Kenwood Blvd., Milwaukee). Tour will pass the site for the Lubar Entrepreneurship Center enroute to the Chemistry Building (2114 E. Kenwood Blvd., Milwaukee) and conclude at Chapman Hall (room 202, 2310 E. Hartford Avenue, Milwaukee).
- 5:30 p.m. – 7:30 p.m. Welcome Reception hosted by Chancellor Mone
3435 N. Lake Drive, Milwaukee
Event is by invitation only. Please contact Lynn Wilk at lcwilk@uwm.edu for more information.
A quorum of the Board of Regents may be present; no Board business will be conducted.

Thursday, June 7, 2018

- 8:00 a.m. – 8:55 a.m. Joint meeting of the Audit Committee and the Business & Finance Committee – 1st Floor, Fireside Lounge
- 9:00 a.m. – 10:30 a.m. Business and Finance Committee – 1st Floor, Ballroom West
- 9:00 a.m. – 10:30 a.m. Education Committee – 2nd Floor, Wisconsin Room
- 10:45 a.m. – 12:00 p.m. Audit Committee – 1st Floor, Fireside Lounge
- 10:45 a.m. – 12:00 p.m. Capital Planning and Budget Committee – 1st Floor, Ballroom West
- 10:45 a.m. – 12:00 p.m. Research, Economic Development and Innovation Committee – 2nd Floor, Wisconsin Room
- 12:00 p.m. Lunch – 1st Floor, Ballroom East
A quorum of the Board of Regents may be present; no Board business will be conducted.

1:00 p.m. All Regents – 2nd Floor, Wisconsin Room

1. Calling of the roll
2. Introduction of newly-appointed Regent: Ms. Cris Peterson
3. Other updates and introductions
4. Resolution of Appreciation for Regent Emeritus Margaret Farrow’s service on the UW System Board of Regents
5. Restructuring update
 - Overview of restructuring efforts
 - UW-Extension units moving to UW-Madison
6. Host-campus presentation by UW-Milwaukee Chancellor Mark Mone: “UWM’s Impact: Progress, Partnerships and Paths Forward”
7. Sexual Violence and Harassment Priorities Working Group
8. Employee Personnel Files and Reference Checks
[Resolution 8.]
9. Closed Session – 1st Floor, Fireside Lounge
Move into closed session to: (a) deliberate regarding a recommendation for dismissal with cause of a UW-Platteville faculty member, as permitted by s. 19.85(1)(a) and (b); (b) consider a student request for review of a UW-Madison disciplinary decision, as permitted by ss. 19.85(1)(a), (f), and (g), Wis. Stats.; (c) consider a student request for review of a UW-Stevens Point disciplinary decision, as permitted by ss. 19.85(1)(a), (f), and (g), Wis. Stats.; (d) 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.; (e) 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) and potential litigation, as permitted by s. 19.85(1)(g), Wis. Stats.; and (f) discuss ongoing personnel matters, as permitted by s. 19.85(1)(f).

The closed session agenda also may be considered on Friday, June 8, 2018, as the Board’s needs may dictate. In addition, the Board may reconvene in open session regarding matters taken up in the closed session, including voting, where applicable.

5:30 p.m. Reception—Peck School of the Arts
2400 E. Kenwood Blvd., Milwaukee, Wisconsin
A quorum of the Board of Regents may be present; no Board business will be conducted.

Information about agenda items can be found during the week of the meeting at <https://www.wisconsin.edu/regents/meetings/> or may be obtained from Jess Lathrop, Executive Director, Office of the Board of Regents, 1860 Van Hise Hall, Madison, WI 53706, (608)262-2324. Persons with disabilities requesting an accommodation to attend are asked to contact Jess Lathrop in advance of the meeting. The meeting will be webcast at <http://www.wisconsin.edu/regents/board-of-regents-video-streaming/> on Thursday, June 7, 2018, from 1:00 p.m. to approximately 3:30 p.m. and on Friday, June 8, 2018, from 9:00 a.m. to approximately 12:15 p.m.

UW COLLEGES AND UW-EXTENSION RESTRUCTURING: JUNE 2018 PROGRESS REPORT

BACKGROUND

In October 2017, UW System President Ray Cross announced a proposal to restructure UW Colleges and UW-Extension, integrating UW Colleges campuses with UW four-year institutions, and assigning divisions within UW-Extension to UW-Madison and UW System Administration. The impetus for President Cross's restructuring proposal included declining enrollment projections due to Wisconsin's changing demographics, as well as the need for closer alignment between research and practice.

In November 2017, the Board of Regents approved President Cross's restructure proposal with a majority vote in favor of Resolution 10956. This resolution joined each of the UW Colleges' 13 campuses with a four-year UW System institution, and joined the UW-Extension's Cooperative Extension Division and the UW-Extension Conference Centers with UW-Madison. The remaining divisions within UW-Extension – the Division of Business and Entrepreneurship, the Division of Broadcasting and Media Innovations, and the Division of Continuing Education, Outreach, and E-Learning, as well as UW Colleges Online – were moved to UW System Administration.

Since that initial resolution, the Board of Regents, through its Executive Committee, approved additional restructuring actions. In January 2018, all UW institutions were authorized to offer the Associate of Arts & Sciences degree in the online format effective July 1, 2018, as a Collaborative Online Degree Program. In addition, UW-Milwaukee was authorized to offer the Associate of Arts & Sciences degree in the UW Flexible Option format. In February 2018, the Executive Committee approved moving Wisconsin Public Radio, Wisconsin Public Television, and UW-Extension's Department of Labor Education to UW-Madison, effective July 1, 2018.

At the Board's June meeting, President Cross and Vice President Rob Cramer will review the restructuring timeline as submitted to the Higher Learning Commission (HLC) in January, provide a progress report on key areas of the restructuring efforts, and preview restructuring-related actions that the Board will be asked to consider at the June meeting.

REQUESTED ACTION

Information only.

DISCUSSION

If UW System's January 2018 application to HLC is approved, the UW Colleges and UW-Extension restructuring project will begin formal implementation on July 1, 2018. As outlined in the application, restructuring Phase 1 begins on July 1, 2018 and ends June 30, 2019. During this phase, the two-year branch campuses will be joined with the receiving four-year institutions. Many functions will continue to be provided centrally to ensure continuity of operations to students and employees in 2018-19. The longer-term state of certain functions, such as human resources, information technology, and procurement, will be designed in 2019 as part of the Commitment to Operational Reform and Excellence (CORE) initiative, an element of the 2020*FWD* strategic framework.

During the planning and design phase of the project, a detailed project timeline was developed with collaboration from across the UW System. Planning teams have been working diligently to meet these objectives and are ready to fulfill key transition activities, pending HLC approval, including:

- Change in reporting for UW Colleges and UW-Extension employees,
- Necessary reconfiguration of student information systems, and
- Launch the revised EApp for the 2019-20 academic year (applications open August 1, 2018).

At the June meeting, President Cross will provide the Board with an overview of restructuring-related items resulting from systemwide and regional planning efforts, including the fiscal year 2019 budget, the transfer of UW Colleges faculty tenure, a branch campus name change request from UW-Eau Claire, and the creation of new colleges at UW-Milwaukee and UW-Whitewater. UW-Madison Chancellor Becky Blank will provide an overview of the planning efforts around the UW-Extension units moving to UW-Madison.

RELATED BOARD OF REGENTS ACTIONS

- Resolution 10956, Approval of Restructuring of UW Colleges and UW-Extension
- Resolution 10961, Amendment of Resolution 10956, "Approval of Restructuring of UW Colleges and UW-Extension"
- Resolution 10982, Associate of Arts & Sciences Degree Online and Associate of Arts & Sciences Degree in the Flex Format
- Resolution 11010, Transfer of Wisconsin Public Radio and Wisconsin Public Television to UW-Madison
- Resolution 11011, Transfer of the Department of Labor Education to UW-Madison

**UNIVERSITY OF WISCONSIN SYSTEM
PRESIDENT'S SEXUAL VIOLENCE AND HARASSMENT PRIORITIES
WORKING GROUP**

BACKGROUND

In December 2016, President Cross adopted the Report and Recommendations of the UW System Task Force on Sexual Violence and Harassment (Task Force).

President Ray Cross identified a three-fold purpose to guide the work of the Task Force: (1) ensure compliance with the new and existing requirements established by state and federal laws and the expectations of enforcement agencies related to this area; (2) advance continued efforts on campus to promote a culture of prevention, timely reporting, and effective response to allegations of sexual misconduct; and (3) serve as a clearinghouse for resources concerning training, research, and best practices.

In order to ensure compliance with the remaining Task Force recommendations and to establish additional expectations, the President's Sexual Violence and Harassment Priorities Working Group has been created and endorsed. This working group will provide recommendations to President Cross on the ongoing UWSA and institutional commitment to enacting the Task Force's recommendations and those additional priorities identified by President Cross, including ongoing training guidelines. The working group will be comprised of System administrators and institutional representatives.

REQUESTED ACTION

For information.

DISCUSSION

The President's Sexual Violence and Harassment Priorities Working Group is sponsored on the Executive level of UWSA by Shenita Brokenburr, UW System Human Resources, and Quinn Williams, Office of General Counsel, and chaired and led by Christopher Paquet, Assistant Vice Chancellor-Policy & Compliance at UW-Green Bay.

The scope of work and deliverables include several items beginning with a review of the current state of sexual harassment and sexual violence claims for UW System. The working group will compile training completion rates for both employees and students and begin initial development of advanced training for those staff who are directly involved in this work (e.g. investigators, coordinators, intake specialists, etc.). Current institutional policies will be analyzed for both compliance with the 2016 UW System Task Force Report on Sexual Violence and Harassment and for potential standardization across the system. A review of the data collection process for sexual harassment and sexual violence claims across UW System will be conducted and analyzed. Current process flows for each institution related to reporting, investigating and tracking of claims will be conducted. Identifying a potential standardized process flow system-wide with the support of technology will be included in the scope of work. Finally, the working group will develop a summary report with the findings and recommendations for UW System's next steps.

Employee Personnel Files and Reference Checks

BOARD OF REGENTS

Resolution 8.

That, upon the recommendation of the President of the University of Wisconsin System and the President of the University of Wisconsin System Board of Regents, the Board of Regents directs that University of Wisconsin System Administration develop policies that require:

- (1) all UW institutions to share personnel files of all current or former employees with other UW institutions and to the State of Wisconsin Department of Administration's Division of Personnel Management when a current or former employee is being reviewed for employment in any UW institution or state agency; and
- (2) all UW institutions to document allegations or investigations of sexual harassment involving an employee appropriately in personnel files of any employee accused of sexual harassment and the ultimate disposition of the allegation or investigation (i.e., accused employee found not responsible, resigned, disciplined, or terminated); and
- (3) all UW institutions to have appropriate reference check procedures regarding allegations or investigations of sexual harassment for any current or former employee being hired by, or that transfers from, another UW institution or outside employer.

UW SYSTEM EMPLOYEE PERSONNEL FILES AND REFERENCE CHECKS

BACKGROUND

The UW System Board of Regents is committed to promoting a campus environment free from incidents of sexual violence and sexual harassment. To meet this goal, the Board of Regents adopted Regent Policy Document 14-2, "Sexual Violence and Sexual Harassment," directing UW institutions to adopt policies, practices, and educational programs that serve to prevent, respond to, and redress incidents of sexual violence and sexual harassment.

The Board's authority for adopting personnel policies is found in s. 36.115, Wis. Stats., which requires the UW System to establish and maintain personnel systems separate and distinct from Wisconsin's civil service system as established under Chapter 230, Wis. Stats. Regent Policy Document (RPD) 20-21, "University Personnel Systems," further defines the Board's authority over both the UW System and UW-Madison personnel systems. UW System Administration and UW-Madison have adopted a series of operational human resource policies to implement the personnel system.

The UW System has an ongoing commitment to assessing its policies and revising them as necessary to ensure that campus communities are safe and welcoming places to live, learn and work.

REQUESTED ACTION

Adoption of Resolution I.8., which would require UW System to develop or modify certain human resource policies for all UW institutions regarding sexual harassment allegations and investigations.

DISCUSSION

The proposed resolution would require UW System to develop or modify certain human resource policies to require UW System institutions to share personnel files of current or former employees with other UW System institutions or with Wisconsin's Department of Administration Division of Personnel Management where those current or former employees are being reviewed for employment at that UW System institution or any Wisconsin state agency. This requirement would align the UW System's personnel system for personnel file transfer with current practices in place for employee hiring and transfer between and among all State of Wisconsin agencies.

The proposed resolution would also require UW System to develop or modify certain human resource policies that would require that personnel files for all UW institutions include appropriate documentation for allegations or investigations of sexual harassment against the employee. Personnel files typically include but are not limited to a wide variety of documentation more fully covered in UPS Operation Policy HR 13. The proposed resolution

will require institutions to appropriately document the allegation or investigation, along with appropriate documentation of the ultimate disposition of any allegation or investigation of sexual harassment, including but not limited to whether the employee was found not responsible, resigned, was disciplined or terminated.

Finally, the proposed resolution would require UW System to develop or modify certain human resource policies to ensure that UW institutions have appropriate procedures for reference checks or hires made by UW institutions. Procedures would include provisions to determine whether an applicant for a position has been subject to an allegation or investigation of a sexual harassment charge. In addition, the resolution would require UW System institutions to have appropriate procedures when providing reference check responses to other UW institutions or outside hiring entities regarding a current or former UW employee that has been or is subject to an allegation or investigation of a sexual harassment charge.

RELATED REGENT POLICY DOCUMENTS

RPD 14-2, Sexual Violence and Sexual Harassment
RPD 20-21, University Personnel Systems