

MINUTES OF THE REGULAR MEETING

of the

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

Held at UW-Parkside Student Center
2nd Floor, Ballroom A & B
900 Wood Road
Kenosha, Wisconsin

Friday, October 5, 2018
9:15 a.m.

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-President Behling presiding-

PRESENT: Regents Robert Atwell, John Behling, José Delgado, Tony Evers, Michael Grebe, Mike Jones, Tracey Klein, Regina Millner, Janice Mueller, Drew Petersen, Ryan Ring, Bryan Steil, Mark Tyler, and Gerald Whitburn

UNABLE TO ATTEND: Regents Eve Hall, Cris Peterson, and Jason Plante

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Per Regent Policy Document 2-4, "Ethics and Conflict of Interest Policy for the UW System Board of Regents," the following conflicts or potential conflicts of interests were declared with items included on the open session agenda:

Regent Tony Evers recused himself from discussing or voting on all contracts between the UW System and any outside 3rd parties for the duration of his Gubernatorial campaign.

Regent Bryan Steil recused himself from discussing or voting on all contracts between the UW System and any outside 3rd parties for the duration of his Congressional campaign.

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APPROVAL OF THE MINUTES OF THE AUGUST 2018 MEETING

The minutes of the August 23-24, 2018 Board of Regents meeting had been provided. Regent Petersen moved approval of the minutes. The motion was seconded by Regent Whitburn and adopted on a voice vote.

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REPORT OF THE PRESIDENT OF THE BOARD

Report of the Wisconsin Technical College System Board

The report of the Wisconsin Technical College System Board had been provided. There were no comments or questions.

UW-Parkside's 50th Anniversary

President Behling thanked Chancellor Ford and her team for UW-Parkside's great hospitality, stating that it had been a privilege for the Regents to be part of the 50th anniversary celebrations on campus. He offered his congratulations and best wishes for the next 50 years.

Guardians Initiative Update

Following up on the Guardians Initiative presentation introduced at the Board's August 2018 meeting, President Behling announced that an op-ed on the broad value of higher education and the UW System within Wisconsin, co-authored by Chancellor Ford and Regent Vice President Petersen, would appear in regional media that weekend. Another op-ed by President Behling and Chancellor Van Galen was due to be released the following week.

Stating that the intention is to publish additional op-eds on a regional basis, President Behling encouraged Regents and chancellors interested in participating to contact System President Ray Cross or Executive Director and Corporate Secretary Jess Lathrop.

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REPORT OF THE PRESIDENT OF THE SYSTEM

President Behling turned the floor over to President Cross for his report.

Enrollment Update

President Cross began by reporting on the UW System's preliminary enrollment numbers, noting that this data was not final but did offer an important snapshot of the current landscape. The 13 UW institutions (including the two-year branch campuses) will serve 170,827 students in fall 2018.

President Cross stated that students are the core of what the UW System does, and that the UW System's impact as a public institution of higher education in Wisconsin goes beyond numbers: "We see it in individual stories that change neighborhoods, communities, cities, states, and entire economic sectors."

Enrollment across the UW System is down about 1.5 percent from the previous year's head count. Given Wisconsin's strong economy and record low employment numbers, as well as the shifting demographic trends which directly informed the UW Colleges and UW-Extension

restructuring, President Cross indicated the UW institutions are facing enrollment headwinds better than the numbers might suggest – particularly in contrast to the much larger enrollment drops seen by Wisconsin’s technical colleges, independent colleges, and high schools.

President Cross reminded Regents that net numbers are not the whole picture on enrollment: “Some campuses are up and others are down.” He urged chancellors who face enrollment challenges to continue their work to recruit and retain Wisconsin’s best and brightest students, as well as students from around the country and around the globe. He also advised chancellors whose enrollments are high to share the lessons they have learned about driving numbers up with their fellow chancellors, provosts, and frontline recruitment teams.

President Cross stated, “Wisconsin thrives when our campuses are full of students who drive our state forward.” He welcomed the nearly 171,000 students who are now part of the UW family, and said he looked forward to welcoming even more students in the future. He added that just as important as getting students into UW institutions are the efforts to help students successfully graduate and connect with careers that are professionally and personally rewarding: “Outcomes matter, and we are focusing attention along the entire education pipeline.”

Student Spotlight

President Cross said he was pleased to introduce Siva Shankar, a senior physics major at UW-Parkside. Mr. Shankar was recently voted the best undergraduate presenter at a meeting of the American Physical Society hosted by Ohio State University. His presentation, “Damping of a Simple Pendulum Due to Drag on Its String,” was selected from a field of about 90 presenters from all over the United States, including students from MIT, Caltech, UW-Madison, and UCLA.

Mr. Shankar said that as a Kenosha native, he initially wanted to leave the area for college; though he applied to UW-Parkside, it was not his first choice. He was accepted into several schools, including the biomedical engineering program at UW-Madison, but decided to attend UW-Parkside after a single meeting with professor Dr. Bryan Lewis. Mr. Shankar said that 45-minute conversation convinced him of how much the professors at UW-Parkside care about students and want them to succeed.

Mr. Shankar joined the Office of Admissions and New Student Services as a New Student Orientation Leader in summer 2018. In that position, he had the opportunity to meet and get to know each of the 1,200 incoming students for the fall 2018 semester, including both first year and transfer students.

In 2014, Mr. Shankar was the only physics major on campus; currently there are nearly 30: “The program has grown exponentially.” He credited the faculty for working tremendously hard to make the program as successful as possible. Under the tutelage of his advisor Dr. Pirooz Mohazzabi, Mr. Shankar was able to conduct undergraduate research and publish two peer-viewed articles in different fields of physics – classical mechanics and solid-state computational physics – in one year. He went on to present his research at the April 2018 meeting of the international American Physics Society, where he was voted the top undergraduate presenter.

Mr. Shankar said that as a high school student he would not have thought all these opportunities would be available to him at UW-Parkside. Observing that UW-Parkside “truly is one of the hidden gems of southeastern Wisconsin,” Mr. Shankar said it is thanks to the faculty and staff that students who show some motivation and drive are able to achieve so much at this “amazing university.”

In response to a question from President Cross, Mr. Shankar added that he was excited to see about five physics majors included among the new students in that semester’s orientation.

News from Around the UW System

President Cross next shared some news from around the UW System, through a video presentation.

UW-Parkside Makes Its Mark on Professional Sports

UW-Parkside student Andrea Wagner completed an internship with Ford Field, home of the Detroit Lions, and UW-Parkside alumnus Duane McLean leads business operations for the Detroit Tigers. The school has earned a top five ranking by Schools.com for Sports Management degree programs.

UW-Green Bay Gives Back to the Community

This fall more than 500 new UW-Green Bay students cleaned up Bay Shore County Park. The campus also hosted the region’s annual Back to School Store, helping to provide 1,500 elementary students with free back-to-school essentials.

Pablo Center Opens at the Confluence in Downtown Eau Claire

The recently opened Pablo Center at the Confluence in downtown Eau Claire is the result of the work of innovative public-private partnerships. The center will host UW-Eau Claire performances and exhibits, as well as other community arts events. The creative arts are increasingly driving economic development in the Chippewa Valley, and were one reason Eau Claire was featured in TIME magazine in 2016.

UW-Whitewater Launches New App to Drive Student Engagement

UW-Whitewater is launching a new app called Involvio to help drive student engagement from orientation to graduation. Students will have access to class schedules, campus resources, advising, calendars, and more on their phones. About 300 freshmen are currently piloting the app.

UW-Superior’s New Pruitt Center Promotes Wellness

UW-Superior’s new Pruitt Center for Mindfulness and Well-Being will become a gathering hub to provide resources, expertise, learning projects, and personal and professional

development activities for students and employees. The center also promotes wellness by establishing partnerships and collaboration across the campus and within the community.

UW-Stout Program Helps Wisconsin Companies Move Products Efficiently

UW-Stout's supply chain management program helps Wisconsin companies efficiently move their products through manufacturing and distribution. The College of Science, Technology, Engineering, Mathematics and Management (STEMM) Dean Chuck Bomar says supply chain is about creative, real-time problem-solving. Students Greg Cops and Destiny Vojtik recently had internships at Plexus in Appleton and at Greenheck in Schofield. Students in the program enjoy a 100-percent employment rate after graduation.

UW-Stevens Point Opens New Chemistry Biology Building

The new Chemistry Biology Building at UW-Stevens Point features research and teaching labs with state-of-the-art equipment; lecture halls; classrooms; and even a tropical conservatory. The campus has more than 1,300 students in biology, chemistry, biochemistry, and natural science disciplines. The first major new academic building at UW-Stevens Point in 40 years, this building showcases science and expands research opportunities for students.

UW-River Falls Accepts Over \$3 Million in Grants

This year UW-River Falls accepted over \$3 million in external grants to fund research and academic programming. This year's grant activities involve 77 partners, including five Fortune 500 companies. One ongoing partnership with John Deere, for example, aims to advance emerging technologies that use big data to help farmers make informed decisions.

UW-Platteville Researchers Developing Eco-Friendly 3-D Printing Material

UW-Platteville faculty and undergraduate researchers are developing eco-friendly material for 3-D printing. Dr. John Obielodan, associate professor of mechanical engineering, and Dr. Joseph Wu, associate professor of chemistry, are using wood waste extractions to develop a low-cost biocomposite for 3-D printing applications, creating an eco-friendly substitute to petroleum-based printing products.

UW-Oshkosh MBA Students Establish International Business Partnerships

Students in the UW-Oshkosh Master of Business Administration Executive Program are given the unique opportunity each year to establish international business partnerships. This year's cohort of 24 students visited companies in Stockholm and Prague.

UW-Milwaukee Signs International Co-op Agreement with Foxconn Technology Group

UW-Milwaukee signed an agreement with Foxconn Technology Group to create an international co-op program starting in the fall 2018 semester. UWM engineering students will study at a university and work at a Foxconn facility in Taiwan before returning to UWM to

complete their degrees. Nearly 80 percent of students at UWM will have completed an internship, student teaching, or other work experience before they graduate.

UW-Madison Holds Field Days at Arlington Agricultural Research Center

UW-Madison's Field Days held at Arlington Agricultural Research Center hosted more than 200 farmers, ag extension agents, and industry experts. They learned about the latest research into pest management, fertilizer, drainage, gene editing, and more. The College of Agricultural and Life Sciences regularly holds field days at its 11 research stations around the state to share insight into farming issues.

UW-La Crosse Students Get In-the-Field Experience Right in their Backyard

UW-La Crosse students benefit from hands-on environmental studies classes and internships in the nearby La Crosse River marsh. They even research the impact of potential railway spills on microscopic organisms. Their efforts greatly contribute to the region's vigorous economy and healthy environment.

Former Governor Tommy Thompson Leads UW System Business Council

After the video, President Cross announced that former Governor Tommy Thompson will lead the UW System Business Council. This council, which is comprised of more than two dozen business and industry leaders from across the state, is designed to foster increased dialogue with corporate leaders and to better align the university with the needs and expectations of employers. Gov. Thompson has already chaired his first meeting.

Update on 2020FWD

President Cross indicated Ben Passmore, Associate Vice President for Policy Analysis and Research, would present the second annual report on the 2020FWD strategic framework for the future of the University of Wisconsin System.

President Cross said the 2020FWD plan is focused on how the university can most directly and effectively help the state prepare for the future, reflecting the voices of thousands of Wisconsinites, on campus and off – including individuals, legislators, and community and business leaders – who shared their concerns, needs, ideas, and dreams with the UW System. He added that it was also created with a deep understanding and appreciation of the challenges facing the state.

President Cross stated that the UW System is overall making significant and tangible progress across the plan's four main focus areas: the education pipeline, university experience, business and community mobilization, and operational excellence. He then called on AVP Passmore to present the report on actions taken in the last year and the progress made on operationalizing the 2020FWD plan.

AVP Passmore said the 2020FWD strategic framework is a large, diverse plan with many pieces. To more effectively measure the success of entire plan, he would focus on three topics:

- 1) Areas of special focus within the 2020*FWD*, including 360 advising, seamless transfer, and the CORE initiative;
- 2) Areas of amplified effort, as identified by the people and leaders of Wisconsin; and
- 3) Interlocking accountability systems.

Areas of Special Focus

360 Advising

AVP Passmore said a number of initiatives have taken place related to 360 advising, an area of special focus that is important to the educational pipeline. There are two ways the UW System measures its success in this area:

- 1) Are students moving through efficiently, reflecting good advising?
- 2) Are UW institutions retaining students effectively?

AVP Passmore reported good progress in this area, though it has been slow, incremental, and somewhat uneven across the UW institutions. Over five years, the UW System decreased the average number of semesters in takes to graduate with a bachelor's degree from 9.3 semesters to 9 semesters. He indicated this is part of a longer trend over the last 20 years of trying to make sure students have the tools they need and are directed appropriately in order to move through their degree programs quickly.

Reiterating that not every institution has been equally successful, AVP Passmore said UW-Parkside led by reducing time-to-degree by a full half semester. To help institutions who are struggling in this area, the 360 advising workgroup is focused on developing a policy initiative to bring "15 to Finish" programs to all UW campuses.

AVP Passmore said the UW System has not seen dramatic improvement in retention figures, the second measure for 360 advising. Although the long-term trend is rising, improvements in second-year retention rates have been uneven across the UW institutions. The 360 advising workgroup has addressed this issue directly in the last year by convening advising center directors, conducting peer training by the more successful institutions, and using productive analytics to help further improve retention rates.

Seamless Transfer

AVP Passmore said a second area of special focus related to the educational pipeline is the UW System's seamless transfer initiative.

About 10 years ago, around 13,500 transfers entered the UW System each year. The number of transfer students increased to over 15,000 in 2011-12, then returned to about 13,500 in 2017-18. AVP Passmore explained universities were still seeing increases in enrollment from

freshmen as well as transfers in 2011-12 due to the “baby boom echo,” but as that demographic wave receded, enrollment numbers fell again.

AVP Passmore indicated the UW System uses four- and six-year graduation rates to determine whether transfer students are succeeding. The four-year graduation rate for transfer students has increased more than 2 percent over the last five years, and the six-year graduation rate has increased 2.5 percent.

AVP Passmore noted that this area has seen the most activity over the last year due to the restructuring, which will fundamentally change the way students move from the two-year campuses to the four-year campuses. The seamless transfer workgroup has also been working throughout the year on issues of policy, curriculum alignment, and data and technology in an attempt to eliminate some of the obstacles or misunderstandings related to transferring.

High-Impact Practices

Related to the university experience, AVP Passmore said one of the major areas of special focus is around high-impact practices. The most critical element of high-impact practices are the close interactions students have with faculty members while doing activities that require critical thinking and applied knowledge, such as service learning, learning communities, internships, and research.

The specific goal set within the 2020*FWD* framework is for each student to experience at least two high-impact practices during their time in the UW System. Using survey data from the National Survey of Student Engagement, the UW System found the percentage of students experiencing one of these high-impact practices increased from about 82 percent in 2006 to 89 percent in 2018. The percentage of UW students with two high-impact experiences was 67 percent, according to the most recent data available.

AVP Passmore said the UW System is trying to establish a better method to define, measure, and collect data about participation in high-impact practices. Work on high-impact practices at five UW institutions has been funded through a Taking Student Success to Scale grant from the National Association of System Heads and the Lumina Foundation. With this outside investment, he said the UW System is trying to figure out the best, most efficient approach to scaling up student participation in high-impact practices.

CORE Initiative

AVP Passmore said the UW System’s CORE (Commitment to Operational Reform and Effectiveness) initiative, which falls under the category of operational excellence, is perhaps the single most influential of all the System’s areas of special focus. CORE initiatives include the common use of data, technology, and services in a more standardized and cost-effective way, without losing the individual strengths of the UW institutions. As an example he highlighted UW Shared Services, a new stand-alone unit which will provide common human resources, information technology, and procurement services to the UW institutions.

Noting the UW System does not yet have good measures for the success of the CORE initiative, AVP Passmore said he hoped to have additional information about the level of cost savings and cost avoidance in time for the next year's 2020*FWD* progress report.

Areas of Amplification

AVP Passmore said Wisconsin's workforce needs have been one area of amplification for the UW System related to the educational pipeline. The UW System seeks to increase the number of students graduating with the STEM degrees which are most sought after within the state of Wisconsin, both in terms of developing the workforce and allowing students to move seamlessly into high-paying jobs.

AVP Passmore said another area of amplification related to business and community mobilization, called "Wisconsin Vitality," specifically focuses on meeting workforce needs within the health care area. He noted that meeting these needs is critical to making sure the people of Wisconsin are well served by UW graduates.

Collaborative Flex Option and nursing completion programs are among the array of strategies the UW System has put in place to help drive progress forward in these areas. AVP Passmore reported over 9,700 graduates in STEM disciplines and over 3,400 graduates in health professions in 2016-17, which represents the highest production of graduates in both areas by the UW System.

Interlocking Accountability

AVP Passmore ended by briefly previewing the 2020*FWD* report card that would be available in December 2018. As part of an interlocking system of accountability, the report will include both existing accountability measures and links to the new outcomes-based funding (OBF) measures, which are closely aligned in many instances with the specific efforts listed in the 2020*FWD* strategic framework. AVP Passmore said this progress report is expected to help focus the UW System's efforts going into 2019.

Fund for Wisconsin Scholars

President Cross announced the Fund for Wisconsin Scholars had awarded approximately 580 new four-year UW System students and 324 transfer students with need-based grants. This was the second year in a row that all eligible transfer students were funded.

The Fund for Wisconsin Scholars is a private foundation established in 2007 by a founding gift of \$167 million from John and Tashia Morgridge. It provides need-based grants – which do not need to be repaid – to graduates of Wisconsin public high schools attending Wisconsin public colleges to support their access to and completion of higher education.

Over the last 10 years, the Fund for Wisconsin Scholars has awarded about \$65 million to eligible students through the UW System's four-year schools and \$8 million to Wisconsin Technical College System students. As of 2018, the Fund has decided to provide awards to UW

System students exclusively. President Cross said the UW System is grateful to the Morgridges for this important support.

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REPORT OF THE RESEARCH, ECONOMIC DEVELOPMENT, AND INNOVATION COMMITTEE

President Behling called upon Regent Klein to present the report of the Research, Economic Development, and Innovation Committee.

Regent Klein reported that the committee heard two presentations.

The first presentation was by UW-Parkside Chancellor Debbie Ford, along with a panel of four female students and their faculty representatives. The panelists discussed innovative activities and opportunities at UW-Parkside, focusing largely on undergraduate research. The students also discussed the importance of diversity and inclusion at the university, as well as the importance of other high-impact practices and opportunities, including internships, co-ops, and a wide variety of extracurricular activities.

Regent Klein highlighted how undergraduate research provides students with tremendous experience that helps launch their careers. She indicated that the committee members were “extraordinarily impressed” with the student researchers and the level of faculty involvement.

The second presentation by Jela Trask, Business and Investment Attraction Director for the Wisconsin Economic Development Corporation (WEDC), provided an update on the WEDC’s efforts to assist in the development of Wisconsin Valley. Regent Klein reported that the committee heard about all phases of the Foxconn development, including what is being done to ensure involvement from construction companies across the state. Committee members also learned about Foxconn’s Innovation Centers and the role of the Smart Cities – Smart Future competition hosted by the UW-Parkside campus.

President Behling said he had the opportunity to sit in on the Research, Economic Development, and Innovation Committee’s “fantastic” presentations. He complimented Chancellor Ford on UW-Parkside’s “superstar” student presenters. He said it was also good to hear about the progress with Foxconn, noting that over 2,200 Wisconsin employees have already been hired so far.

Regarding UW-Parkside’s presentation, Regent Tyler said the four student presenters’ accomplishments would have been impressive even if they were mid-career. Noting the youngest student is 19 years old and will be graduating in the spring, having already published multiple peer-reviewed articles, Regent Tyler said the committee was “blown away” by the students’ incredible level of engagement and advanced studies.

President Behling thanked Regent Klein for her report.

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REPORT AND APPROVAL OF ACTIONS TAKEN BY THE BUSINESS AND FINANCE ACOMMITTEE

President Behling called upon Regent Whitburn to present a report of the actions taken by the Business and Finance Committee.

Regent Whitburn reported that Scott Menke, UW-Parkside's Vice Chancellor and Chief Business Officer, provided the committee with a broad and comprehensive look at how the campus assembles \$100 million each year in revenues, as well as how those funds are efficiently expended. Faculty and staff FTEs have been reduced by about 60 positions at UW-Parkside over the last half dozen years. Noting Vice Chancellor Menke had developed an innovative methodology for the distribution of dollars throughout UW-Parkside's programs, Regent Whitburn suggested this could be a template for other campuses to consider.

The committee approved two medical research contracts for UW-Madison. The first contract was with Worcester HIV Vaccine, LLC, doing business with Waisman Biomanufacturing in a \$2 million, five-year service agreement related to FDA-approved clinical trials for HIV infectious drugs.

The second contract is with Cerveau Technologies, a Boston firm working in partnership with UW-Madison's Department of Geriatrics to conduct clinical trial data analysis on Alzheimer's disease research.

Regent Whitburn said the committee also approved a change in the ongoing reporting of gifts, grants, and contracts received across the UW System. Sean Nelson, Vice President for Finance, had recommended a change in the reporting schedule from quarterly reports to one mid-year and one year-end report.

Regent Whitburn reminded his colleagues of the legislature's mandate for the UW System to report annually on the status of its program revenue reserves. The campus-by-campus report on reserves as of the end of FY2018 also provides breakdowns on the level of reserves that are obligated, planned, and/or designated for specific use. Total unrestricted assets in program balances at the end of FY2018 were \$907 million, an increase of \$55 million from the previous year. Of that total, 78 percent were either obligated, planned, or designated for specific use.

The Business and Finance Committee also received the UW System's year-end financial management report. The UW System had \$270 million in actual revenues in FY 2018, stronger than budgeted. FY 2018 expenses were \$22 million below the budgeted levels.

Regent Whitburn said the committee received an update from Interim Associate Vice President Kathy Mayer on the progress made by the information security team in establishing priorities, planning enterprise investments, and ongoing and upcoming initiatives. Regent

Whitburn acknowledged that IT security is an ever-increasing risk across the UW System, but said the committee feels positive about progress made in the past year in this critically important area.

Vice President Nelson shared with the committee some preliminary distribution information about the outcome-based funding provided for the first time in the state budget. Regent Whitburn said the \$26 million is expected to be distributed to various campuses later in October.

Regent Whitburn said Vice President for Administration Rob Cramer also updated the committee on the UW Shared Services project, which is expected to begin offering services starting in July 2019.

Regent Whitburn moved for the adoption of Resolutions 11109 and 11110. The motion was seconded by Vice President Petersen, and the resolutions were adopted on a voice vote. Regents Tony Evers and Bryan Steil abstained from voting, having each recused themselves from discussion or voting on all contracts between the UW System and any outside 3rd parties for the duration of their campaigns for elected office.

UW-Madison Contractual Agreement with Worcester HIV Vaccine

Resolution 11109 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 Waisman Biomanufacturing, and Worcester HIV Vaccine. The agreement is to run from the date of signature through December 31, 2024.

UW-Madison Contractual Agreement with Cerveau Technologies, Inc.

Resolution 11110 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 Cerveau Technologies, Inc. The term of the agreement is to run through completion or sixty months from the effective date, whichever is soonest.

Regent Whitburn then moved for the adoption of Resolutions 11111 and 11112. The motion was seconded by Regent Millner, and the resolutions were adopted on a voice vote.

Modification of Reporting Frequency for Extramural Gifts, Grants, and Contracts

Resolution 11111 That, upon the recommendation of the President of the University of Wisconsin System, the Board of Regents approves modification of Regent Policy Document 13-1, “General Contract Approval, Signature Authority,

and Reporting,” to change the required frequency of reporting for extramural gifts, grants and contracts from a quarterly basis to a semi-annual basis.

Approval of UW System Program Revenue Balances Report, FY 2017-18

Resolution 11112 That, upon the recommendation of the President of the University of Wisconsin System, the Board of Regents approves the UW System report on the 2017-18 year-end program revenue balances as categorized by each institution and the System as a whole. In so doing, the Board approves: (1) the spending plans for institutional balances above 12 percent of total year-end expenditures in Tuition, Auxiliary Operations, General Operations, or Other Unrestricted Program Revenue and (2) the justification and multi-year spending plan submitted by UW System Administration for the entire UW systemwide balances maintained for the System as a whole.

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REPORT AND APPROVAL OF ACTIONS TAKEN BY THE EDUCATION COMMITTEE

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

Regent Millner reported that the committee unanimously approved a bachelor of science degree program in video production at UW-Stout. By elevating an existing minor in photography and video to a major in video production, the program responds to workforce demand for graduates in rapidly expanding fields in which video production is needed for internet and multi-media distribution. In support of the major, UW-Stout received more than 10 letters of support from employers, including representatives of DreamWorks Feature Animation, Film Wisconsin, and the Wisconsin Filmmakers Alliance. Regent Millner noted that this is the video production program not housed within an arts department. UW-Stout’s video production degree is intended for business purposes and responds to a unique market need not being served at any other institution.

UW-River Falls Chancellor Dean Van Galen and Provost David Travis sought the Education Committee’s approval for a revised mission statement. The revisions were unanimously approved by the UW-River Falls faculty senate, student senate, academic affairs council, and university staff council. On August 24, 2018, the Board of Regents completed its first reading of the revised statement. On September 13, 2018, Regent Mark Tyler facilitated a public hearing on the revised mission statement, which was featured in a news story published by the *River Falls Journal*. Regent Millner indicated the Education Committee commended Chancellor Van Galen and Provost Travis on their excellent work and unanimously approved the revised mission statement.

Interim Vice President for Academic and Student Affairs Karen Schmitt provided the Education Committee with an update on the UW System's restructuring initiative. Regent Millner noted Interim Vice President Schmitt was scheduled to present to the full Board on the restructuring later that morning with Vice President for Administration Rob Cramer.

Regent Millner said the Education Committee spent a considerable amount of time discussing its teacher education initiative and the creation of a taskforce that will examine the implications of Wisconsin's teacher shortage and possible solutions. The Education Committee heard a series of presentations on this topic at previous meetings which helped to frame the discussion. Committee members considered steps to increase the enrollment in UW schools and colleges of education; reduce student loan debt and time-to-degree; meet workforce demands for teachers, especially in high needs schools; raise public esteem for the teaching profession in Wisconsin; and increase retention of teachers in the profession. They also discussed increasing certification of teachers in specialized areas and decreasing the need for emergency certification in Wisconsin by offering more summertime and online professional development opportunities for teachers.

Finally, the Education Committee heard a presentation from UW-Parkside Provost Rob Ducoffe entitled, "Recommitting to Our Vision: Renewing the Academic Plan to Lead UW-Parkside to 2020."

Regent Millner moved for the adoption of Resolutions 11113 and 11114. The motion was seconded by Regent Tyler, and the resolutions were adopted on a voice vote.

Program Authorization (Implementation) Bachelor of Science in Video Production, UW-Stout

Resolution 11113 That, upon the recommendation of the Chancellor of UW-Stout and the President of the University of Wisconsin System, the Chancellor is authorized to implement the Bachelor of Science in Video Production at UW-Stout.

Proposed Select Mission Change, UW-River Falls

Resolution 11114 That, upon the recommendation of the President of the University of Wisconsin System, final approval be granted to change the select mission at UW-River Falls.

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

President Behling called upon Regent Steil to present a report of the actions taken by the Capital Planning and Budget Committee.

Regent Steil reported that the Capital Planning and Budget Committee approved two resolutions:

- Resolution 11115, brought forward by UW System on behalf of UW-Madison, requests authority to complete the design and construct the \$1.1 million gift-funded UW-Madison College Library Restroom Remodel project, which would expand and remodel the restrooms on the three floors that house the College Library in Helen C. White Hall to meet modern building code requirements. Regent Steil noted the College Library is one of the busiest libraries on campus, and its restrooms presently do not have enough capacity to serve faculty, staff, students, and library patrons.
- Resolution 11116, also brought forward by UW System on behalf of UW-Madison, requests authority to complete the design and construct the \$1.4 million gift-funded UW-Madison Memorial Library and UW Press Remodel project. Regent Steil explained the remodeling would allow UW-Madison to relocate UW Press back to campus, and thus reduce future costs by eliminating the need for a lease.

Regent Steil said the Capital Planning and Budget Committee also heard a presentation from UW-Parkside entitled, “Capital Planning and Budgeting for Student Success,” and an update from Associate Vice President Alex Roe about cost containment measures.

Regent Steil moved for the adoption of Resolutions 11115 and 11116. The motion was seconded by Regent Ring, and the resolutions were adopted on a voice vote.

Authority to Complete the Design and Construct the UW-Madison College Library Restroom Remodel Project, UW System

Resolution 11115 That, upon the recommendation of the President of the University of Wisconsin System, authority be granted to complete the design and construct the UW-Madison College Library Restroom Remodel project for a total project cost of \$1,110,000 Gift Funds.

Authority to Complete the Design and Construct the UW-Madison Memorial Library and UW Press Remodel Project, UW System

Resolution 11116 That, upon the recommendation of the President of the University of Wisconsin System, authority be granted to complete the design and construct the UW-Madison Memorial Library and UW Press Remodel project for a total project cost of \$1,424,000 Gift Funds.

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UW COLLEGES AND UW-EXTENSION RESTRUCTURING

When the Board of Regents approved the restructuring of UW Colleges and UW-Extension, President Behling committed to making progress reports a standing agenda item for

the Board's next six meetings. Noting that much had been accomplished since the Board's last meeting, he invited Karen Schmitt, Interim Vice President for Academic and Student Affairs, and Rob Cramer, Vice President for Administration, to provide the sixth report on the restructuring effort.

Update

Fall 2018 semester classes have started on the branch campus which are now administered under the academic and administrative oversight of the seven receiving institutions. After the Board approved branch campus names in August 2018, Interim Vice President Schmitt said several campuses held ceremonies to celebrate the beginning of the new semester, the arrival of new signs and school colors, and new opportunities for engaging with the branch campus communities.

As reported at the Board's August 2018 meeting, UW System Administration is preparing for a six-month report and follow-up visit by the Higher Learning Commission (HLC) to evaluate progress toward the goals and objectives outlined in the UW System's restructuring application. Led by Associate Vice President Carleen Vande Zande, UW System Administration is working with the HLC accreditation liaison officers at the receiving institutions to prepare content for the written report which will be submitted on October 15th, in advance of the site visit scheduled for December 3rd and 4th in Madison.

Interim Vice President Schmitt said the report to HLC will include restructuring progress information on areas such as support services to students, planning and budgeting, and continuity of educational programs. The HLC visit in Madison will provide an opportunity for the UW System to demonstrate in a single visit its progress toward the full integration of all the branch campuses.

Interim Vice President Schmitt indicated the UW System Office of Academic and Student Affairs continues to monitor and support the faculty transitions that have resulted from the restructuring of UW Colleges and UW-Extension. In June 2018, the Board of Regents formally memorialized the transfer of faculty tenure from UW Colleges to the receiving institutions in Resolution 11049. This resolution preserves and recognizes the tenure UW College faculty had earned prior to their employment being transferred to the receiving institutions on July 1, 2018.

UW Colleges tenure-track faculty members were also transferred to the receiving institutions. Interim Vice President Schmitt explained tenure-track faculty members hold a probationary appointment until there is an institutional decision on tenure. Since the restructuring moved forward on July 1, 2018, staff from the UW System Office of Academic and Student Affairs and the Office of General Counsel have met with each of the provosts on the receiving institutions to discuss the institutional transition plan for tenure-track branch campus faculty members. Each receiving institution now has a plan in place for the tenure and promotion criteria by which their branch campus tenure-track faculty will be evaluated.

Similarly, Interim Vice President Schmitt said the Office of Academic and Student Affairs is now working with UW Colleges services and the receiving institutions to identify and develop a transition plan for UW Colleges emeritus faculty, allowing recognition of these appointments to be transferred to the receiving institution as a result of the restructuring.

Interim Vice President Schmitt said the planning for the UW-Extension faculty tenure transition continues at UW-Madison. The UW-Madison faculty senate began considering a resolution related to the transition of tenure for the faculty of UW-Extension in October 2018.

UW System Administration offices are involved in significant efforts to implement the integration of UW-Extension personnel and programs. Programming units transitioning into the UW System Administration structure include the Division of Continuing Education, Outreach, and E-Learning, the Institute for Business and Entrepreneurship, the Wisconsin Humanities Council, the Wisconsin Institute for Public Policy and Service, and the Instructional Communication Systems team. Interim Vice President Schmitt said leadership teams are actively working with the restructuring project management teams to ensure the smooth and successful transition of these units into UW System Administration by July 1, 2019.

The UW System's January 2018 application to the HLC indicated services to branch campuses would be provided under an MOU in Phase 1 of the restructuring. Vice President Cramer said this took effect July 1, 2018, and several services have already transitioned to the receiving institutions. He indicated the UW System is working to expedite a number of other services, with a goal to continue providing uninterrupted services to students, faculty and staff during this transition year.

Looking forward, the UW System has started planning to sunset the remaining administrative operations of UW Colleges and UW-Extension. Vice President Cramer said this planning is organized around assets, financials, compliance and records, and staffing. Over the next three months the UW System will identify owners for each area, identify key communication needs, and complete implementation plans for all categories of activities. He indicated that the HLC submission and MOU will guide and inform this work.

As an example, Vice President Cramer said work in the area of assets is being organized into three categories: real estate, information technology, and property equipment. Each category will have an owner who is responsible for the complete and orderly sunsetting of activities and who will ultimately sign off on the conclusion of all the work.

Discussion

Observing the restructuring has gone smoothly, President Behling expressed appreciation for how the receiving chancellors have reached out to their regional communities. He noted this was the final scheduled report and asked what the Board's preference would be regarding additional updates.

Regent Delgado stated his preference for continued updates throughout the transition period, explaining that he would like to know how well the restructuring is going.

Regent Millner said she agreed with having brief periodic updates and giving Regents an opportunity to ask additional questions. Observing that this is one of the biggest structural reorganizations the UW System has done in a very long time, she said it is important for the Board and the public at large to know what is happening.

President Behling said he would make the commitment to include restructuring updates on the Board's future meeting agendas throughout the transition period.

President Behling thanked President Cross, Vice President Cramer, and Interim Vice President Schmitt for their presentation.

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PERSONNEL FILES AND REFERENCE CHECKS POLICY IMPLEMENTATION

President Behling said the Board of Regents would next hear a report on the progress being made in developing policies related to personnel files and reference checks. At its June 2018 meeting, the Board unanimously approved a resolution calling for the UW System to develop or modify human resource policies to ensure more robust hiring and reference check processes related to sexual harassment be implemented at all UW institutions.

President Behling asked UW System General Counsel Quinn Williams to lead the report.

Update

At the August 2018 meeting, the Board of Regents requested an update in October 2018 on progress made towards implementing the policies developed regarding employee personnel files and reference checks, as directed by the Board in Resolution 11038. These policies required the development or modification of certain human resource policies for all UW institutions regarding documenting sexual harassment allegations and investigations, maintaining personnel files, conducting reference checks, and exchanging personnel files between all UW institutions and State of Wisconsin agencies.

General Counsel Williams said the October update would cover the UW System policy comment period, implementation documentation, ongoing tasks of the workgroup and stakeholders, articles and coverage on this issue, remaining timelines, and a summary of the draft UW-Madison policies that meet the requirements of Resolution 11038 and which are consistent with the draft UW System policies.

Following the August 2018 Board of Regents meeting, the workgroup developed an online comment form open to all UW employees using the standard UW System Administrative policy comment process. This form was distributed on September 17, 2018 and remained open through October 5, 2018. Additionally, shared governance groups working through their individual campus leadership and human resource directors were given until October 31, 2018 to submit formal group comments. Due to the frequency of various meeting times for shared

governance groups, General Counsel Williams said this timeline was necessary to ensure the UW System received appropriate input.

The workgroup continues to draft documentation to ensure a smooth rollout, including frequently asked questions, PowerPoints and other training materials, a list of institutional contacts for the personnel transfer process, and a list of institutional contacts for the reference check process. Other ongoing tasks of the workgroup include working with the Department of Administration to clarify procedures and processes for sharing personnel files between UW institutions and state agencies, researching options for electronic storage of personnel files, and soliciting feedback on implementation advice from national professional organizations.

Dr. Shenita Brokenburr, Senior Associate Vice President and Chief Human Resource Officer for UW System Human Resources, will present the background of the UW System's draft policies and answer questions at the upcoming Big Ten Conference of Human Resource Officers. General Counsel Williams said Dr. Brokenburr has reported keen interest from a number of her Big Ten colleagues. Noting that there has also been increasing interest outside of the Big Ten, including a recent article by Inside Higher Education, he suggested that this national attention highlights the Board's unique, first-of-its-kind approach on this issue.

General Counsel Williams concluded the UW System remains on track with its timeline, with an anticipated implementation date in January 2019. He then turned to Mark Walters, Senior Director of Operations for the Office of Human Resources at UW-Madison, and Patrick Sheehan, Director of Talent Acquisition and Retention at UW-Madison, to discuss UW-Madison's policies.

Mr. Walters said UW-Madison has drafted policies that are parallel with the UW System's UPS policies to meet the intent of Resolution 11038. A number of existing policies were consolidated into a single personnel file policy, and an existing recruitment and selection policy was revised to include the reference check aspects of the Board's resolution.

Mr. Walters said UW-Madison is engaging campus stakeholders, including shared governance groups, human resources committees, and administrators, in the development of these policies, particularly regarding the procedural aspects and the logistics of how to operationalize the policies on a large campus like UW-Madison.

Mr. Walters added that the new policy provisions and procedures will be incorporated into UW-Madison's efforts related to Title IX and its hostile and intimidating behavior policy.

Indicating UW-Madison previously had several different personnel file policies for various employment categories, Mr. Sheehan said the university used this opportunity to develop a single comprehensive policy that applies to all employees at UW-Madison. The institution worked closely and in parallel with the UW System to ensure that the minimum requirements of the Board's resolution and the UW System's policy were both in alignment.

Mr. Sheehan stated that identified violations of sexual violence and sexual harassment policies must be placed in employees' personnel files and may not be removed. If an employee

leaves during an active investigation into sexual harassment or sexual violence, that matter would remain in the individual's personnel file until the investigation has been completed, at which time the matter would be removed if unsubstantiated, or remain if a policy violation was found. Additionally, UW-Madison is in the process of developing practices that allow for personnel files to be shared with other UW institutions and state agencies.

Mr. Sheehan said the institution is working closely with General Counsel Williams to ensure there is consistency between the elements found in employee personnel files across UW-Madison as well as the UW System. UW-Madison began implementing an electronic personnel file system in 2008. Currently about 70 percent of the campus utilizes the electronic personnel file system; Mr. Sheehan indicated the goal is 100 percent compliance. At this time, over 1.5 million pages of personnel file information are stored digitally; UW-Madison plans to have the digitization process completed by the end of 2019, which should allow for personnel files to be shared amongst institutions and other state agencies in a quick and efficient manner.

In 2015, UW-Madison implemented a robust recruitment assessment and selection policy which provided guidelines for hiring across the institution. Upon review, a number of additions were made to strengthen that policy and provide clarity about areas that were not previously discussed. Mr. Sheehan said UW-Madison will ensure that violations of the sexual violence and sexual harassment policy shall be disclosed to any employer once the university has been contacted for a reference check. Additionally, reference checks will be conducted for all UW Madison hires, and inquiries will be made about sexual harassment and sexual violence during the reference check process, in addition to asking the candidate about their current or past violations in those areas.

Mr. Sheehan affirmed that UW-Madison is working closely with stakeholder groups, particularly human resource representatives, managers, and supervisors across the campus, to ensure processes are in place to ensure reference check information is correctly shared with future employers and appropriate information is sought out before making a hiring decision.

Regarding the timeline for implementation, Mr. Walters said discussions with various stakeholders were held in August and September as the draft policies were developed. In October and November, the institution will continue to work with stakeholders in various areas to polish the drafts, figure out logistics for implementation, and incorporate any feedback received. Noting that there are thousands of supervisors on the UW-Madison campus, Mr. Walters said it will be necessary to develop training and job aids to successfully implement the new policies. UW-Madison will finalize its policies in December, aiming for implementation in January 2019.

Discussion

President Behling thanked the presenters and opened the floor to discussion.

In response to a question from Regent Whitburn, General Counsel Williams confirmed that the UW System aims to implement its new policies on all campuses effective January 1, 2019.

Regent Whitburn presented a hypothetical scenario where an employee is terminated from one UW institution for inappropriate behavior and then applies to another UW institution. He asked who on each campus owns the responsibility for complying with the new policies.

General Counsel Williams said both campuses would own that responsibility. Prior to a final candidate being hired, there is a requirement for the hiring entity to ask whether or not they were ever found to have violated a sexual harassment or sexual violence policy as part of the reference check process. There is also a requirement for the previous institution to ensure that documentation of the violation is appropriately included in the personnel file. These are mandatory requirements for all new hires or transfers.

More specifically, General Counsel Williams indicated these responsibilities would likely be delegated to the senior human resources director on each campus, though some flexibility exists if campuses prefer to house this matter with their Title IX coordinators.

Regent Grebe recalled that the Board's initial discussions on this topic touched on the need to ensure that the creation of new policies would not inadvertently or unnecessarily increase the UW System's potential liability and risk for other claims. General Counsel Williams responded that he was very comfortable that the direction taken by the UW System would also address that concern.

Regent Grebe observed that to be effective, the new policies would have to be practically workable. He asked if the presenters were comfortable that the procedures discussed would work in practice and be effective enough to achieve what the Board of Regents is trying to accomplish.

Mr. Sheehan said they had many discussions over the past few months about how to make the policies work for a very large, decentralized campus like UW-Madison, and came up with some solutions to make sure they will work in a streamlined way. He indicated that supervisors on campus would receive basic training on the new policies, and more sensitive issues would be triaged within UW-Madison's central human resources office to make sure they are done right. He added that UW-Madison currently utilizes a number of processes to vet candidates, including criminal background checks, and these would help with implementation of the new policies. Mr. Sheehan concluded that UW-Madison should be able to operationalize the policies effectively to meet the Board's intent without becoming overly burdensome.

Responding to a question from Regent Grebe regarding the prohibition on any confidentiality or nondisclosure provisions in settlement agreements, General Counsel Williams indicated that confidentiality agreements rarely withstand challenges to Wisconsin's public records law. He added that nondisclosure agreements are generally very difficult to enforce and are nationally disfavored, particularly in light of the #MeToo movement.

In response to a question from Regent Delgado, General Counsel Williams confirmed that an employee who leaves a UW institution before the completion of a disciplinary investigation would still be informed of the results and made aware that the disciplinary notice

went into their personnel file. He added that this would be included as part of the training for Title IX coordinators and human resources directors.

Regent Mueller asked if the criminal background check process or timing would change as a result of the new policies and procedures.

Mr. Sheehan said UW-Madison has a robust criminal background check process before reaching the finalist phase of the hiring process for most positions. An external vendor asks finalists a series of questions regarding whether they have ever been convicted of a crime and then conducts the criminal background checks. The results are provided to UW-Madison's criminal background check coordinators who work with the Office of Human Resources to review the results and make determinations about whether there is a substantial relationship between the conviction and the job responsibilities.

Mr. Sheehan indicated that UW-Madison is considering options to utilize some of the criminal background check process to inform the questions it must ask finalists about sexual violence and harassment policy violations, as required by the new policies.

General Counsel Williams said in many cases an institution will inform candidates that a criminal background check is required early in the overall hiring process. He suggested a similar strategy could be employed to put prospective hires on notice about questions related to sexual violence and harassment, allowing candidates to self-correct or withdraw early if there are any issues.

UW-PARKSIDE PRESENTATION: "RANGER ATHLETICS: NCAA DIVISION II AND THE GREAT LAKES INTERCOLLEGIATE ATHLETIC CONFERENCE – UNIQUE OPPORTUNITIES"

President Behling said the Board of Regents would next hear from UW-Parkside Chancellor Debbie Ford and Director of Athletics Andrew Gavin, who would provide a report on the philosophy of NCAA Division II athletics, an update on UW-Parkside's recent move to join the Great lakes Intercollegiate Athletic Conference, and an overview of UW-Parkside's athletics programs.

Introduction

Chancellor Ford thanked the Board of Regents again for joining UW-Parkside for its celebration of 50 years of student success and innovation. She noted that each Regent received a puzzle designed and made by students and faculty in UW-Parkside's Digital Design and Fabrication Lab. She thanked everyone at UW-Parkside who helped put the meeting together, particularly Jean Hrpcek and John Mielke.

Recognizing Siva Shankar from that morning's student spotlight, Chancellor Ford said, "I've heard from a number of students that UW-Parkside is not their first choice, but it is their best choice. Thank you for being one of our great students and helping us not only to be a hidden gem, but a shining gem."

Chancellor Ford said it was her pleasure to introduce Andrew Gavin, Director of Athletics, who has been a part of the UW-Parkside team since August 2017. In his role, Director Gavin oversees 15 varsity sports. He joined UW-Parkside from his alma mater, Center College, where he served as associate athletic director for advancement and external relations. He also served as assistant director of athletics at UW-Green Bay. Director Gavin began his career at the University of South Carolina Aiken and also worked at Central Florida.

Chancellor Ford noted that Director Gavin has experienced all three divisions of NCAA athletics. He serves as a member of the chancellor's cabinet and successfully led Ranger Athletics through significant changes over the last year, including joining the Great Lakes Intercollegiate Athletics Conference. The UW-Parkside athletic department also welcomed 30 new employees, including three administrative positions and 14 graduate assistants, to build capacity in line with the institution's growth and graduate programs.

Chancellor Ford said Ranger Athletics is committed to enhancing the student athlete experience by building a strong structure for NCAA compliance, providing increased educational opportunities and access to resources for student athletes in important areas such as: academic support, sexual violence prevention, diversity and inclusion, eligibility requirements, and all areas of health and wellness. She stated that UW-Parkside remains committed to maximizing and efficiently utilizing resources while also identifying areas of need and opportunities for growth to support student athletes and coaches.

Observing that UW-Parkside holds a unique place as the only Division II institution in the UW System and the state of Wisconsin, Chancellor Ford said Director Gavin would share more about Division II athletics and UW-Parkside's move to the Great Lakes Intercollegiate Athletic Conference, as well as some important initiatives within Ranger Athletics.

Noting that Division II institutions have more similarities to Division I institutions in terms of compliance and requirements than their Division III counterparts, Chancellor Ford said UW-Parkside's athletic department is focused on health and safety, student athlete welfare, and sexual violence prevention. From 2012 to 2017, Chancellor Ford served and co-chaired committees on the NCAA Division II President's Council. She indicated this experience has helped her understand the importance of providing the best experience for student athletes at UW-Parkside.

Key Characteristics of NCAA Division II Athletics

Through the diversity of his previous experiences in all three NCAA divisions, Director Gavin said he has observed the varying roles intercollegiate athletics plays in positively impacting an institution, including student recruitment and retention, campus pride, branding and visibility, alumni relations and fundraising, and student success and engagement.

Saying the phrase “Ranger Impact” has been a focus of the UW-Parkside athletic department since he arrived in 2017, Director Gavin explained that he was attracted to the position because of the opportunities that existed for the athletics department to have a positive impact on student athletes, the institution, and the community. “Ranger Impact” stands for inspiring others; being mindful of mission; positivity, progress, and people; appreciation of differences; commitment to community; and telling UW-Parkside’s story.

UW-Parkside is Wisconsin’s only NCAA Division II institution, private or public. Director Gavin affirmed that Division II athletics often have more similarities to Division I than Division III. Though being the lone Division II institution located in the southeastern region of the state can have its challenges, he said the opportunity to compete as a member of Division II presents UW-Parkside and its student athletes with many more positive opportunities than negatives.

Director Gavin said key characteristics of Division II athletics include high level competition, academic excellence, “life in the balance,” and affordability. He shared some information on each of these characteristics and how they align with and impact UW-Parkside.

High-Level Competition

Director Gavin stated that Division II athletics is highly competitive, featuring some of the top collegiate athletes in the country regardless of division. Though not the norm, many Division II student athletes have achieved success as professionals and/or Olympians, which speaks to the division’s athletic talent.

UW-Parkside offers opportunities for approximately 250 students annually to compete in 15 NCAA sports. The institution offers partial athletic scholarships to many of its student athletes, which cover as little as 2 percent of the full cost of attendance to as much as 90 percent in a small number of cases. As one of only five institutions in the state, public or private, to offer NCAA scholarships, UW-Parkside provides some of Wisconsin’s best student athletes the opportunity to stay within the state, earn a scholarship, compete at a high level, and pursue their degree.

Director Gavin indicated that the Division II regionalization model for NCAA championships is unique, as it provides more access for student athletes to compete nationally at the championship level than the other two divisions. Approximately one in eight student athletes at the Division II level enjoys the opportunity to participate in NCAA championships each year. Additionally, Division II is the only division to host an Olympic-style event in which multiple national championships are held at a single site over a period of days.

Director Gavin said UW-Parkside’s student athletes have taken advantage of this opportunity to enhance their experience and achieve significant success. In the past decade, 13 of the school’s 15 sports have seen individuals and/or teams compete in NCAA Championships. The wrestling program’s history includes 15 individual national champions, including recent graduate and current graduate assistant coach Nick Becker, who finished his career with an 89-0 record after claiming his third straight national championship. In the past decade, UW-

Parkside's women's soccer and women's basketball teams have advanced to the Sweet 16, and the men's basketball program has reached the NCAA Tournament in five of the past six seasons.

Academic Excellence

Director Gavin said Division II student athletes, and student athletes at all levels, generally perform at higher levels academically than campus-wide student populations. In Division II, student athletes have average graduation rates six percent higher than their counterparts in the general student body. At UW-Parkside, student athlete graduation rates average nearly 20 percent higher than the general student population. Director Gavin attributed this partly to NCAA eligibility rules designed to ensure student athletes have declared majors and are on track to graduate.

Stating that UW-Parkside student athletes are high performers in the classroom, Director Gavin said they regularly achieve a cumulative GPA above 3.0. In 2017-18, 42 Rangers were named to the Division II Athletic Director Association's Academic Achievement List; this list recognizes students who have attended an institution for at least two years and maintained a GPA of 3.5 or higher.

Director Gavin said UW-Parkside athletics helps bring diversity to the campus community through the recruitment of out-of-state and international students. Nationally, Division II athletics is comprised of more first-generation student athletes than any of the other divisions, which he noted aligns with UW-Parkside's institutional mission.

"Life in the Balance"

Director Gavin said Division II athletics has utilized the mantra "life in the balance" for more than a decade. He indicated that "life in the balance" defines the philosophical foundation of Division II: supporting student athletes' ability to pursue their academic, athletics, and personal goals.

Division II season schedules are structured to allow students to develop their skill and ability and become highly competitive and decorated student athletes, but with shorter seasons, balanced off-season workouts, and no mandatory summer workouts. This ensures student athletes can pursue work and internship opportunities, study abroad, and engage in the campus and the community.

Director Gavin said one of the most important elements of Division II athletics is that community service is a key portion of every national championship. Student athletes at UW-Parkside have committed to serving the institution and the community through their own personal interests and passions, as well as the intentional initiatives of their teams, the Student Athlete Advisory Committee, and the NCAA. He provided the following examples:

- Through the Make-A-Wish Foundation, UW-Parkside's soccer teams recently welcomed two young people to campus to enjoy their games as special guests and to meet student athletes.

- UW-Parkside's Student Athlete Advisory Committee held an event in the spring for a group of 30+ Special Olympians from the community.
- The UW-Parkside softball team volunteered recently at the Kenosha Boys & Girls Club, an organization that coaching staff and student athletes within the softball program are passionate about.
- UW-Parkside student athletes are sponsoring Mental Health Awareness Week on campus by hosting a number of events, distributing informational packets and resources, and selling t-shirts to bring awareness around this important issue.

Affordability

Director Gavin said affordability is another key characteristic of Division II athletics. He indicated that almost all Division II institutions are funded in large part through institutional funding sources, including tuition revenue and student fees.

Partial scholarships help Division II institutions control costs much more easily than their Division I counterparts. Director Gavin noted that partial scholarships also mean student athletes are paying at least a portion of their tuition, room, board, books, and fees. At UW-Parkside, student athletes contribute tuition revenue of more than \$1 million annually and fill more than 20 percent of beds in on-campus housing, generating nearly \$1 million in additional revenue.

Director Gavin stated that rising costs for travel, officials, uniforms, facility maintenance, and equipment combined with stagnant budgets have created financial challenges. He said it is more critical than ever that Division II institutions be able to identify alternative revenue sources for operating budgets and facility improvements. At UW-Parkside, a significant source of this revenue is generated through external facility rentals, with many bringing prospective students to the campus. Director Gavin said UW-Parkside's nationally-recognized cross country course will host more 50 high school and collegiate races on 15 different dates this fall, with approximately 7,500 runners crossing the finish line.

In the past year, the UW-Parkside athletic department has launched the Ranger Impact Fund and the Rise Up Rangers Challenge to facilitate philanthropic giving to student athletes. The department also created the Parkside Athletics Corporate Partners Program to foster collaborative relationships with local businesses and generate meaningful dollars. Director Gavin said the department's 12 current corporate partnerships have already created significant impact through cash revenue and in-kind services.

Director Gavin highlighted the athletic department's sports medicine partnership with Aurora Sports Health, which began August 1, 2018. Aurora, one of the nation's largest health care companies, provides UW-Parkside's athletics department with two full-time employees and access to a network of physicians and resources. He said this partnership is critical to ensure UW-Parkside's student athletes receive high quality and comprehensive medical care for their health and wellness needs.

Joining the Great Lakes Intercollegiate Athletic Conference

For nearly 25 years, UW-Parkside was a member of the Great Lakes Valley Conference, where it was the northernmost school and among the minority as a public institution. Just over one year ago, UW-Parkside announced its decision to become a member of the Great Lakes Intercollegiate Athletic Conference (GLIAC) as of July 1, 2018.

Nine of 12 members in GLIAC are public institutions, including seven regional comprehensive state institutions in Michigan. Director Gavin said GLIAC aligns UW-Parkside with its competitors not only institutionally and philosophically, but also geographically. UW-Parkside's teams and athletes travel within the region and compete with schools that have more brand recognition within Wisconsin, including Michigan Tech, Northern Michigan, and Grand Valley State.

Director Gavin noted that many of these institutions already recruit heavily in Wisconsin because of their ability to offer Division II competition and athletic scholarships. He indicated that UW-Parkside women's soccer team recently welcomed teams from Northern Michigan and Michigan Tech to campus and competed against 13 Wisconsin natives. As a member of the GLIAC, UW-Parkside is positioning itself for better recruitment within Wisconsin due to more recognizable branding and easier travel for some families within the state.

Director Gavin said GLIAC is perennially among the nation's best conferences: in the past three years, GLIAC has claimed six national championships.

Challenges and Opportunities for UW-Parkside Athletics

Director Gavin said UW-Parkside is excited about its place within Division II athletics and its recent bold beginning in GLIAC. He stated, "I am proud of our strong history of success athletically and academically and the progress we've made over the course of the past year." He added that he is just as excited about the future focus of UW-Parkside athletics as it tackles challenges and opportunities.

UW-Parkside is improving its athletic facilities through branding and renovations. The institution is in the process of creating a master plan for its outdoor facilities, with a focus on student recruitment, the student athlete experience, revenue generation, and community needs and reputation.

Director Gavin said in fall 2017 the athletics department was considering how it would navigate through challenges, how it was structured as an organization, and what its needs were for building capacity to better serve UW-Parkside's student athletes. The department identified an opportunity to align with the institution and add graduate assistants to serve in coaching and staff roles. On August 1, 2018, the department welcomed 14 graduate assistants, including seven in coaching positions, two in athletics department positions, and five others with split duties working within the Sports & Activity Center while also serving as teaching assistants in UW-Parkside's sports management program. Director Gavin said he is proud of this initiative because it represents alignment with UW-Parkside's master's program and support of its growth;

highlights collaboration with the sports management program; helps build capacity and efficiency for staff; and creates high impact employment and educational opportunities for graduate students.

Among the 30 employees hired since August 1, 2017, into either full-time or graduate assistant roles within the athletics department – representing 75 percent of the department’s staff – Director Gavin said UW-Parkside was fortunate to attract three high-quality, talented young people as first-time Division II head coaches. Noting that each of those three searches also saw assistant coaches from Division II institutions or head coaches from Division III institutions within Wisconsin withdraw due to UW-Parkside’s compensation packages, he said this highlights the need to improve and enhance recruitment and retention of coaches and staff.

Director Gavin said what his department has accomplished – and what lies ahead – is centered around progress and support: progressing to attract talented young people to UW-Parkside; progressing to support the academic, athletic, and personal development of students when they arrive on campus; and progressing to support the goals and initiatives of the institution. He concluded that the athletics department is fortunate to have the support of Chancellor Ford and campus leadership as it focuses on these goals and continues to make progress.

President Behling thanked Chancellor Ford and Athletic Director Gavin for their report.

RESOLUTION OF APPRECIATION TO UW-PARKSIDE FOR HOSTING THE OCTOBER 2018 MEETING

President Behling called upon Regent Grebe to present the Board’s resolution of appreciation to UW-Parkside for hosting the October 2018 meeting.

Regent Grebe thanked Chancellor Ford and her team for hosting. He said it was always a pleasure to visit the campus, adding that UW-Parkside’s focus on student success and innovation is clearly paying real dividends. Noting Siva Shankar had referred to UW-Parkside as a “hidden gem” during that morning’s Student Spotlight, Regent Grebe encouraged the campus to stop hiding its accomplishments over the next 50 years. He then read aloud the resolution of appreciation, which was adopted by acclamation:

Resolution of Appreciation: UW-Parkside

Resolution 11117 WHEREAS, the members of the Board of Regents are pleased to recognize the University of Wisconsin–Parkside as the official host campus for the board’s October 2018 meeting, and are grateful for the generous hospitality extended this month by Chancellor Debbie Ford and the entire Ranger community; and

WHEREAS, the Board appreciated hearing Chancellor Ford’s presentation on “Valued Partnerships: Bold Beginnings, Future Focus”; and

WHEREAS, the Education Committee thanks Provost Robert Ducoffe for his presentation titled: “Recommitting to our Vision: Renewing an Academic Plan to Lead UW-Parkside to 2020;” and

WHEREAS, the Research, Economic Development, and Innovation Committee heard a discussion by Chancellor Ford and a student/faculty panel highlighting women scientists who are using the opportunities available at UW-Parkside to advance innovative ideas; and

WHEREAS, the members of the Capital Planning and Budget Committee heard information about UW-Parkside’s Capital Planning and Budgeting for Student Success; and

WHEREAS, the Business and Finance Committee heard from Scott Menke, Vice Chancellor for Finance and Administration, who presented on Financial Management for Student Success, giving a high-level overview of budget, staffing, initiatives, and collaborative activities with other UW institutions; and

WHEREAS, the Board was delighted to hear from this month’s Student Spotlight, Siva Shankar, who is a UW-Parkside physics major and was voted the best undergraduate presenter at an American Physical Society meeting last spring; and

WHEREAS, the Board appreciated being invited to tour the UW-Parkside Digital Design and Fabrication Lab at the Rita Tallent Picken Regional Center for Arts and Humanities;

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

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REGENT COMMUNICATIONS, PETITIONS, AND MEMORIALS

On behalf of the UW System and the Board of Regents, President Cross offered condolences to the family, friends, and colleagues of Robert M. O’Neill, who passed away earlier that week at the age of 83. Dr. O’Neill, who served as President of the UW System from 1980 to 1985, was also a law professor and a nationally recognized scholar focused on the First Amendment, free speech, and the press.

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The meeting was adjourned at 11:16 a.m.

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Submitted by:

/s/ Jess Lathrop

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