

MEETING NOTICE

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

Thursday, August 1, 2019
3:30 p.m.
To be held by telephone conference

1820 Van Hise Hall
1220 Linden Drive
Madison, Wisconsin

AGENDA

1. Calling of the roll
2. UW System plan for use of operating funds included in the 2019-2021 biennial budget
[Resolution 2.]
3. UW System plan for use of Dairy Innovation Hub funding included in the 2019-21 biennial budget
[Resolution 3.]
4. UW System Collective Bargaining Agreement with The Building and Construction Trades Council of South Central Wisconsin
[Resolution 4.]
5. UW-Madison Collective Bargaining Agreement with The Building and Construction Trades Council of South Central Wisconsin
[Resolution 5.]

Individuals who wish to attend this meeting should contact the Board of Regents Office at 608-262-2324 to schedule access to the meeting room between 3:00 p.m. and 3:30 p.m. on August 1, 2019. (Access to the 15th through 19th floors of Van Hise Hall is generally limited to employees and approved visitors.) A UW System staff member will meet individuals at the scheduled time inside the first-floor entrance on the south side of Van Hise Hall (facing Linden Drive) to provide access to the designated meeting room.

Approval of the UW System's Plan for Use of Operating Funds
Included in the 2019-2021 Biennial Budget

BOARD OF REGENTS

Resolution 2.

That, upon the recommendation of the President of the University of Wisconsin System, the Board of Regents approves the UW System plan for use of operating funds included in the 2019-21 biennial budget, and submission of the plan to the Legislature's Joint Committee on Finance and the Department of Administration.

August 1, 2019

Agenda Item 2.

UW SYSTEM PLAN FOR USE OF OPERATING FUNDS FOR THE 2019-2021 BIENNIAL BUDGET

BACKGROUND

On July 3, 2019, Governor Evers signed the state's 2019-2021 biennial operating budget, which includes \$22,500,000 in General Purpose Revenue (GPR) in 2019-20, and \$22,500,000 in GPR in 2020-21 in the Legislature's Joint Committee on Finance supplemental appropriation. The approved budget also included a provision requiring the UW System to submit a plan for the expenditure of this funding.

REQUESTED ACTION

Approval of Resolution 2.

DISCUSSION

The attached table shows the proposed distribution of \$45,000,000 in operating funds included in the 2019-2021 state's biennial operating budget. The spending plan allocates \$15,000,000 in FY20 and \$30,000,000 in FY21.

As outlined in the table, the outcomes-based funding model – approved by the Joint Committee on Finance in May of 2018 -- will be employed to allocate all of the funding for the 13 four-year campuses, including a distribution of funding from the former UW Colleges to the 7 receiving institutions. The former UW Colleges funding, approximately 3.8% of the total traditional GPR/Fee base, will be distributed to the receiving institutions based on the proportionate share the campuses received (60%) and student headcount (40%). The table also details the distribution of the traditional GPR/Fee funding for UW System Administration and UW Systemwide, approximately 1.8% of the total traditional GPR/Fee base, to the 13 four-year campuses.

Data for the performance outcomes will be populated into the model in September of 2019 and the funding from the adjusted allocations will be transferred to the campuses in October of 2019.

The former UW Extension and respective divisions transferred to both UW-Madison and the University of Wisconsin System have a separate funding allocation based on the traditional GPR/Fee split that will not be distributed through the outcomes-based funding model. The funding earmarked for the former UW Extension – approximately \$680,000 in FY20 and \$1,360,000 in FY21 – is deducted from the total \$45,000,000 allocation over the biennium. 60% is distributed to UW-Madison and the remaining 40% is reflected in the table below as “Former UW Extension.”

The summary below details the proposed estimated funding allocation over the FY2019-20/FY2020-21 biennium:

	<u>FY2019-20</u>	<u>FY2020-21</u>
Outcomes-based Funding	\$14,320,141	\$28,640,281
Former UW Extension/UW-Madison	<u>\$ 679,859</u>	<u>\$ 1,359,719</u>
Total:	\$15,000,000	\$30,000,000

Simulated Allocation of \$45M in FY19/20 - FY20/21 Biennium
University of Wisconsin System

FY19/20 Allocation: \$15M

UW Campus	Traditional GPR/Fee Base (FY17/18)	Funding Allocation If through Traditional GPR/Fee Base	Distribution of Colleges, Systemwide, System Admin and Extension					Adjusted Appropriation Share After Reallocation	Outcomes-based Funding Adjustments				Adjusted Appropriation Share after Performance Outcomes	Estimated Outcomes Funding Allocation	UW Campus
			Distribution of Former UW Colleges to Receiving Institutions	Distribution of UW System Administration	Distribution of UW Systemwide	Distribution of UW Extension	Total Allocation After Distribution of Colleges, Systemwide, System Admin		Three-year Average Performance Outcomes	One Year Performance Outcomes Comparison	Net Change in Performance Outcomes	Appropriation Share Growth			
UW-Eau Claire	4.98%	\$ 747,747	\$ 38,862	\$ 3,878	\$ 11,185	\$ -	\$ 801,672	5.44%	TBD	TBD	0.00%	0.00%	5.44%	\$ 801,672	Eau Claire
UW-Green Bay	2.56%	\$ 383,292	\$ 107,723	\$ 1,988	\$ 5,733	\$ -	\$ 498,736	3.39%	TBD	TBD	0.00%	0.00%	3.39%	\$ 498,736	Green Bay
UW-LaCrosse	4.17%	\$ 624,889	\$ -	\$ 3,241	\$ 9,347	\$ -	\$ 637,477	4.33%	TBD	TBD	0.00%	0.00%	4.33%	\$ 637,477	LaCrosse
UW-Madison	37.33%	\$ 5,599,249	\$ -	\$ 28,848	\$ 83,380	\$ 407,916	\$ 6,119,391	41.55%	TBD	TBD	0.00%	0.00%	41.55%	\$ 6,119,391	Madison
UW-Milwaukee	13.91%	\$ 2,086,506	\$ 114,032	\$ 10,683	\$ 30,177	\$ -	\$ 2,241,399	15.22%	TBD	TBD	0.00%	0.00%	15.22%	\$ 2,241,399	Milwaukee
UW-Oshkosh	5.01%	\$ 751,399	\$ 98,440	\$ 3,828	\$ 11,239	\$ -	\$ 864,906	5.87%	TBD	TBD	0.00%	0.00%	5.87%	\$ 864,906	Oshkosh
UW-Parkside	2.35%	\$ 352,136	\$ -	\$ 1,810	\$ 5,267	\$ -	\$ 359,213	2.44%	TBD	TBD	0.00%	0.00%	2.44%	\$ 359,213	Parkside
UW-Platteville	2.81%	\$ 421,674	\$ 70,442	\$ 2,187	\$ 6,307	\$ -	\$ 500,611	3.40%	TBD	TBD	0.00%	0.00%	3.40%	\$ 500,611	Platteville
UW-River Falls	2.74%	\$ 411,422	\$ -	\$ 2,134	\$ 6,154	\$ -	\$ 419,710	2.85%	TBD	TBD	0.00%	0.00%	2.85%	\$ 419,710	River Falls
UW-Stevens Point	4.28%	\$ 642,676	\$ 85,157	\$ 3,319	\$ 9,613	\$ -	\$ 740,765	5.03%	TBD	TBD	0.00%	0.00%	5.03%	\$ 740,765	Stevens Point
UW-Stout	3.82%	\$ 572,563	\$ -	\$ 2,917	\$ 8,564	\$ -	\$ 584,044	3.97%	TBD	TBD	0.00%	0.00%	3.97%	\$ 584,044	Stout
UW-Superior	1.61%	\$ 241,649	\$ -	\$ 1,253	\$ 3,615	\$ -	\$ 246,517	1.67%	TBD	TBD	0.00%	0.00%	1.67%	\$ 246,517	Superior
UW-Whitewater	4.34%	\$ 651,682	\$ 48,806	\$ 3,380	\$ 9,748	\$ -	\$ 713,616	4.85%	TBD	TBD	0.00%	0.00%	4.85%	\$ 713,616	Whitewater
UW Colleges	3.76%	\$ 563,462	\$ (563,462)	\$ -	\$ -	\$ -	\$ -	0.00%	TBD	TBD	0.00%	0.00%	0.00%	\$ -	UW Colleges
UW System Admin	0.46%	\$ 69,466	\$ -	\$ (69,466)	\$ -	\$ -	\$ -	0.00%	TBD	TBD	0.00%	0.00%	0.00%	\$ -	UW System Admin
UW Systemwide	1.34%	\$ 200,329	\$ -	\$ -	\$ (200,329)	\$ 271,943	\$ 271,943	0.00%	TBD	TBD	0.00%	0.00%	0.00%	\$ 271,943	UW Systemwide
UW Extension	4.53%	\$ 679,859	\$ -	\$ -	\$ -	\$ (679,859)	\$ -	0.00%	TBD	TBD	0.00%	0.00%	0.00%	\$ -	UW Extension
	100.00%	\$ 15,000,000	\$ 0	\$ 0	\$ (0)	\$ -	\$ 15,000,000	100.00%	TBD	TBD	0.00%	0.00%	100.00%	\$ 15,000,000	

Simulated Allocation of \$45M in FY19/20 - FY20/21 Biennium
University of Wisconsin System

FY20/21 Allocation: \$30M

UW Campus	Traditional GPR/Fee Base (FY17/18)	Funding Allocation <i>H</i> through Traditional GPR/Fee Base	Distribution of Colleges, Systemwide, System Admin and Extension					Adjusted Appropriation Share with Reallocation	Outcomes-based Funding Adjustments				Adjusted Appropriation Share after Performance Outcomes	Estimated Outcomes Funding Allocation	UW Campus
			Distribution of Former UW Colleges to Receiving Institutions	Distribution of UW System Administration	Distribution of UW Systemwide	Distribution of UW Extension	Total Allocation After Distribution of Colleges, Systemwide, System Admin		Three-year Average Performance Outcomes	One Year Performance Outcomes Comparison	Net Change in Performance Outcomes	Appropriation Share Growth			
UW-Eau Claire	4.98%	\$ 1,495,495	\$ 77,724	\$ 7,757	\$ 22,369	\$ -	\$ 1,603,345	5.44%	TBD	TBD	0.00%	0.00%	5.44%	\$ 1,603,345	Eau Claire
UW-Green Bay	2.56%	\$ 766,584	\$ 215,445	\$ 3,976	\$ 11,467	\$ -	\$ 997,472	3.39%	TBD	TBD	0.00%	0.00%	3.39%	\$ 997,472	Green Bay
UW-La Crosse	4.17%	\$ 1,249,778	\$ -	\$ 6,482	\$ 18,694	\$ -	\$ 1,274,954	4.33%	TBD	TBD	0.00%	0.00%	4.33%	\$ 1,274,954	LaCrosse
UW-Madison	37.33%	\$ 11,198,493	\$ -	\$ 57,697	\$ 166,758	\$ 815,833	\$ 12,238,781	41.55%	TBD	TBD	0.00%	0.00%	41.55%	\$ 12,238,781	Madison
UW-Milwaukee	13.91%	\$ 4,173,012	\$ 228,065	\$ 21,366	\$ 60,355	\$ -	\$ 4,482,798	15.22%	TBD	TBD	0.00%	0.00%	15.22%	\$ 4,482,798	Milwaukee
UW-Oshkosh	5.01%	\$ 1,502,797	\$ 196,880	\$ 7,656	\$ 22,479	\$ -	\$ 1,729,813	5.87%	TBD	TBD	0.00%	0.00%	5.87%	\$ 1,729,813	Oshkosh
UW-Parkside	2.35%	\$ 704,273	\$ -	\$ 3,620	\$ 10,534	\$ -	\$ 718,427	2.44%	TBD	TBD	0.00%	0.00%	2.44%	\$ 718,427	Parkside
UW-Platteville	2.81%	\$ 843,347	\$ 140,885	\$ 4,374	\$ 12,615	\$ -	\$ 1,001,221	3.40%	TBD	TBD	0.00%	0.00%	3.40%	\$ 1,001,221	Platteville
UW-River Falls	2.74%	\$ 822,844	\$ -	\$ 4,268	\$ 12,308	\$ -	\$ 839,420	2.85%	TBD	TBD	0.00%	0.00%	2.85%	\$ 839,420	River Falls
UW-Stevens Point	4.28%	\$ 1,285,353	\$ 170,314	\$ 6,637	\$ 19,226	\$ -	\$ 1,481,530	5.03%	TBD	TBD	0.00%	0.00%	5.03%	\$ 1,481,530	Stevens Point
UW-Stout	3.82%	\$ 1,145,126	\$ -	\$ 5,833	\$ 17,129	\$ -	\$ 1,168,088	3.97%	TBD	TBD	0.00%	0.00%	3.97%	\$ 1,168,088	Stout
UW-Superior	1.61%	\$ 483,299	\$ -	\$ 2,507	\$ 7,229	\$ -	\$ 493,035	1.67%	TBD	TBD	0.00%	0.00%	1.67%	\$ 493,035	Superior
UW-Whitewater	4.34%	\$ 1,303,364	\$ 97,611	\$ 6,759	\$ 19,496	\$ -	\$ 1,427,230	4.85%	TBD	TBD	0.00%	0.00%	4.85%	\$ 1,427,230	Whitewater
UW Colleges	3.76%	\$ 1,126,925	\$ (1,126,924)	\$ -	\$ -	\$ -	\$ -	0.00%	TBD	TBD	0.00%	0.00%	0.00%	\$ -	UW Colleges
UW System Admin	0.46%	\$ 138,932	\$ -	\$ (138,932)	\$ -	\$ -	\$ -	0.00%	TBD	TBD	0.00%	0.00%	0.00%	\$ -	UW System Admin
UW Systemwide	1.34%	\$ 400,659	\$ -	\$ -	\$ (400,659)	\$ 543,886	\$ 543,886	0.00%	TBD	TBD	0.00%	0.00%	0.00%	\$ 543,886	UW Systemwide
UW-Extension	4.53%	\$ 1,359,719	\$ -	\$ -	\$ -	\$ (1,359,719)	\$ -	0.00%	TBD	TBD	0.00%	0.00%	0.00%	\$ -	UW-Extension
	100.00%	\$ 30,000,000	\$ (0)	\$ (0)	\$ 0	\$ 0	\$ 30,000,000	100.00%	TBD	TBD	0.00%	0.00%	100.00%	\$ 30,000,000	

Approval of the UW System's Plan for
Use of Dairy Innovation Hub Funding
Included in the 2019-2021 Biennial Budget

BOARD OF REGENTS

Resolution 3.

That, upon the recommendation of the President of the University of Wisconsin System, the Board of Regents approves the UW System plan for use of Dairy Innovation Hub Funding included in the 2019-21 biennial budget, and submission of the plan to the Legislature's Joint Committee on Finance and the Department of Administration.

UW SYSTEM PLAN FOR USE OF DAIRY INNOVATION HUB FUNDING INCLUDED IN THE 2019-2021 BIENNIAL BUDGET

BACKGROUND

On July 3, 2019, Governor Evers signed the state's 2019-2021 biennial operating budget, which includes \$1,000,000 in General Purpose Revenue (GPR) in 2019-20, and \$7,800,000 in GPR in 2020-21 in the Legislature's Joint Committee on Finance supplemental appropriation. The approved budget also included a provision requiring the UW System to submit a request under s. 13.10 Wis. Stats., for release of the funding.

The Dairy Innovation Hub is a direct outcome of the 2017 UW System Dairy Summit, which brought together dairy leaders from Wisconsin's production and processing industries along with researchers and instructors from UW System campuses. The Dairy Business Association, Wisconsin Farm Bureau Federation, Professional Dairy Producers of Wisconsin, Wisconsin Cheese Makers Association, Cooperative Network and the Wisconsin Farmers Union worked with faculty and staff at UW-Madison, UW-Platteville and UW-River Falls to identify industry needs in four areas: animal health and welfare, human health and nutrition, stewarding land and water resources and growing farm businesses and communities.

REQUESTED ACTION

Approval of Resolution 3.

DISCUSSION

The proposal, submitted by the deans of the three agricultural schools under the leadership of President Ray Cross, is based on legislation considered by the Senate and introduced in the Assembly. It includes plans for spending in year one and allocating \$7,800,000 in GPR after full implementation. While working toward full implementation, the deans plan to direct funds to projects related to Hub goals, including those identified by the Dairy Task Force 2.0. As assumed by the original Dairy Innovation Hub concept, the proposal requests the funds be allocated as base-funding, thereby providing the stability for the campuses to recruit the best possible faculty candidates into tenure-track positions.

Funds will target faculty positions, postdoctoral fellows, research farms, labs and equipment at all three campuses. UW-Platteville and UW-River Falls will direct a portion of funds to support research fellowships for existing faculty and UW-Madison will use a portion of funds for graduate student research assistantships. The Hub will host a regular summit, where those from industry and UW researchers and instructors can share discoveries and best practices.

Dr. Ray Cross, President
University of Wisconsin System
1720 Van Hise Hall
1220 Linden Drive
Madison, WI 53706

July 26, 2019

Dear President Cross:

We are submitting this letter and associated material in support of the Dairy Innovation Hub funding for review, consideration, and approval by the University of Wisconsin System and the Board of Regents for submission to the Joint Finance Committee for their approval.


The proposal, based on legislation considered by the Wisconsin Senate and introduced in the Wisconsin Assembly, includes plans for spending in year one and plans for how funds will be allocated after full implementation. While working toward full implementation, we plan to direct funds to projects related to the Dairy Innovation Hub goals, including those identified by the Dairy Task Force 2.0. As assumed by the original Dairy Innovation Hub proposal, we are also requesting the funds be allocated as base-funding, which would provide the stability for all three campuses to recruit the best possible faculty candidates into tenure-track positions.

This proposal, a direct outcome of the 2017 UW System Dairy Summit, builds on our campuses' rich history of supporting Wisconsin agriculture. The Dairy Task Force 2.0 endorsed the plan earlier this year, recognizing that research is the engine that fuels a strong dairy industry.

We are confident that this investment in dairy research and education, equivalent to less than 0.02 percent of the state's dairy economy, will allow our faculty, staff and students to provide the industry with the research and development it needs for coming generations.

Thank you for your consideration.

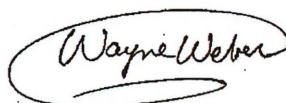
Sincerely,



Dale Gallenberg, Dean
College of Agriculture, Food and Environmental Sciences
University of Wisconsin-River Falls



Kathryn A. VandenBosch, Dean
College of Agricultural and Life Sciences
University of Wisconsin-Madison



Wayne Weber, Dean
College of Business, Industry, Life Science and Agriculture
University of Wisconsin-Platteville

Dairy Innovation Hub Proposal

July 26, 2019

The proposal is based on the Dairy Innovation Hub concept endorsed by the Dairy Task Force 2.0 by a vote of 27-1 and Senate Bill 186, which passed the Committee on Agriculture, Revenue and Financial Institutions (9-0) on May 10, 2019. As described in SB 186, we propose creating a Dairy Innovation Hub housed at the University of Wisconsin-Madison, the University of Wisconsin-Platteville, and the University of Wisconsin-River Falls. The Dairy Innovation Hub will grow capacity and expertise in several sectors to accomplish all of the following objectives:

- Ensure animal health and welfare
- Enrich human health and nutrition
- Steward land and water resources
- Grow farm businesses and communities

Funds will be distributed according to the formula in the bill: 52% to the University of Wisconsin-Madison, 24% to the University of Wisconsin-Platteville, and 24% to the University of Wisconsin-River Falls. The bill directed the Board of Regents to ensure that the Dairy Innovation Hub reflects, “a bona fide increase in funding for the purposes specified in this subsection and that no other funding provided to the board under s. 20.285 is reduced as a result of, or reduced in a way that offsets, this additional funding for the Dairy Innovation Hub.” This proposal increases overall funding for research, education, and outreach that supports the dairy industry at the three UW agricultural campuses. This new funding will enable long-term investments, creating a stable infrastructure and attracting world-class talent to drive excellence in dairy research and education, as well as short-term investments, which provide flexibility to address emergent issues within the four designated areas of focus.

- Our year one proposal focuses on short-term investments that can yield quick returns to the industry and planning for our long-term investments, which will be implemented beginning in year two.
- The proposal for the second and subsequent years reflects full implementation of the Hub.
 - Both the Dairy Task Force 2.0 and the Senate Committee on Agriculture, Revenue and Financial Institutions emphasized investment in faculty who can lead research teams to develop novel solutions for Wisconsin farmers and processors and educate the dairy industry leaders of today and tomorrow. Faculty positions require stable, long-term funding commitments to attract the most talented personnel. For this reason, we ask that the \$7.8 million appropriation be added to the base budget for the University of Wisconsin System to be allocated as summarized below.
 - We expect hiring to take four years to complete. This ramp-up to full staffing will allow use of funds for critical short-term or one-time needs. These expenditures could include project funding to support the Dairy Task Force 2.0 recommendations and complementary investments such as equipment for the remodeled dairy facilities in Babcock Hall at UW-Madison, Pioneer Farm facilities and research labs affiliated with UW-Platteville, and Mann Valley Farm facilities and on campus teaching and research labs at UW-River Falls.
- The Dairy Innovation Hub will be overseen by the deans of agricultural colleges at the three campuses.
- An advisory committee comprised of faculty from all three campuses, industry representatives, and a representative from the state will advise the deans on priorities for investments, review progress made by the Hub, and assist a faculty director in preparing annual reports.
- Funding for a Dairy Summit and ongoing funds for an Advanced Dairy Management Academy beginning in year two will allow those working in the Hub to share their findings with industry, while also deepening educational collaborations among UW schools and technical colleges.
- Annual reporting to the Board of Regents will include the following from SB 186:
 - Identification of all positions created and, for each position, whether the position has been filled or remains open as of the time the report is prepared.
 - Description of the major accomplishments of the Dairy Innovation Hub, both since its inception and during the immediately preceding year.

Year one (\$1,000,000):

UW-Madison = \$520,000

- 6 Postdoctoral Research Fellows (partial year) \$262,000
- Research Capacity-Building Staff \$118,000
- Research Farms, Labs, & Equipment \$100,000
- Dairy Innovation Summit \$20,000
- Projects Related to Dairy Task Force 2.0 Recommendations \$20,000

UW-Platteville = \$240,000

- Research Farms, Labs, & Equipment \$230,000
- Dairy Innovation Summit \$10,000

UW-River Falls = \$240,000

- Research Capacity-Building Staff \$125,000
- Research Farms, Labs, & Equipment \$105,000
- Dairy Innovation Summit \$10,000

On-going funding, beginning year two (\$7,800,000)

UW-Madison = \$4,056,000

- 14-16 Faculty Members \$2,100,200
- 14-24 Research Trainees (Graduate Students/Postdocs) \$1,029,300
- Advanced Dairy Management Academy \$80,000
- Research Capacity-Building Staff \$176,500
- Research Farms, Labs, & Equipment \$650,000
- Dairy Innovation Summit \$20,000

UW-Platteville = \$1,872,000

- 4-5 Faculty Members \$650,000
- 4-6 Research Fellowships for Existing Faculty \$150,000
- 2 Postdoctoral Teaching Fellows \$170,000
- Research Capacity-Building Staff \$250,000
- Research Farms, Labs, & Equipment \$640,000
- Dairy Innovation Summit \$12,000

UW-River Falls = \$1,872,000

- 5 Faculty Members \$650,000
- 5-10 Research Fellowships for Existing Faculty \$250,000
- 2 Postdoctoral Teaching Fellowships \$170,000
- Research Capacity-Building Staff \$250,000
- Research Farms, Labs, & Equipment \$540,000
- Dairy Innovation Summit \$12,000

UW-Madison summary of investment

- Funding the 16 faculty positions in four areas described the original proposal (land and water resources, human health and nutrition, animal health and welfare, and farm business and communities) ensures research leadership in each of the critical areas of focus.
- Flexible allocations of graduate students and postdoctoral fellows will allow UW-Madison researchers to recruit and train the best talent to support research needs. Graduate students collect data in the field and other hands-on work over an average of five years and earn their advanced degrees while disseminating this knowledge to the research community and dairy industry. Postdoctoral fellows bring advanced research experience, with a two to three year appointment, and they can complete analyses to ensure research is ready for public release. The combined total of appointments across all four areas will range between 14-24 spread across the four focus areas depending on the topics of greatest interest in a five-year time period. This allows for flexibility to respond to unexpected conditions the industry may face in the future.
- A faculty director and one administrative coordinator position will build the research capacity of all members of the Hub by connecting collaborators through trainings and providing a single point of contact to the industry and others hoping to build a collaboration.
- Investment in research farms, labs, and equipment will ensure researchers have access to the same technological tools used by modern producers and processors. These funds will be distributed on an annual basis to the projects that demonstrate the greatest need and utility across the four areas of focus.
- The Advanced Dairy Management Academy will catalyze new professional training programs serving the dairy industry. This aspect of the program will not only strengthen and encourage collaboration in teaching and research across the agricultural campuses, but will provide educational and outreach opportunities targeting dairy producers from farms of all sizes and industry professionals across the sectors.

UW-Platteville summary of investment

- Funding for four to five faculty positions will be distributed across the priority areas of the Hub.
- Research fellowships for existing faculty will be key to further engage faculty and staff in research opportunities.
- Postdoctoral fellowships will provide a means to recruit talent and increase flexibility for faculty and staff to meet the needs of the dairy industry.
- Investment in research farms, labs, and equipment will ensure researchers and students have access to cutting edge technologies used by modern producers and processors that can serve as a model for regional stakeholders.
- Investments in research capacity-building staff are essential to facilitate maximizing resources on campus and at Pioneer Farm for research and education.

UW-River Falls summary of investment

- Five faculty positions will be funded with at least one in each of the four priority areas of the Dairy Innovation Hub.
- Research fellowships for existing faculty will be important to increase the capacity for research and development. This will be accomplished through a combination of reassigned time, summer salary, and project funding, depending on individual faculty.
- Postdoctoral teaching fellows will provide opportunities to recruit and engage individuals into the teaching component of the college's mission and help ensure a pipeline of talented students into the industry. They will also provide additional flexibility for current faculty to contribute through research and development.
- Maximizing the potential of these funds through our faculty will depend on increased support through research capacity-building staff positions.
- Investments in facilities and equipment on Laboratory Farms and campus will provide faculty, staff, and students with cutting-edge technology and better accommodate and equip these spaces for research and development.

\$7.8 million/year ongoing for four critical research areas

Steward Land & Water Resources

3-6 Tenure-Track Assistant Professors

UW-Madison CALS

UW-Platteville

UW-River Falls

Research Fellowships for Existing Faculty

(1-2) UW-Platteville

(2-4) UW-River Falls

1 Postdoctoral Teaching Fellow

UW-River Falls

3-6 Research Trainees (Grad Students/Postdocs)

UW-Madison

Advanced Dairy Management Academy

Research Capacity-Building Staff

UW-Madison

UW-Platteville

UW-River Falls

Research Farms, Labs, & Equipment

UW-Madison

UW-Platteville

UW-River Falls

Enrich Human Health & Nutrition

3-7 Tenure-Track Assistant Professors

UW-Madison CALS

UW-Platteville

UW-River Falls

Research Fellowships for Existing Faculty

(1-2) UW-Platteville

(2-4) UW-River Falls

1 Postdoctoral Teaching Fellow

UW-Platteville

3-6 Research Trainees (Grad Students/Postdocs)

UW-Madison

Advanced Dairy Management Academy

Research Capacity-Building Staff

UW-Madison

UW-Platteville

UW-River Falls

Research Farms, Labs, & Equipment

UW-Madison

UW-Platteville

UW-River Falls

Ensure Animal Health & Welfare

3-6 Tenure-Track Assistant Professors

UW-Madison CALS

UW-River Falls

Research Fellowships for Existing Faculty

(1-2) UW-Platteville

(2-4) UW-River Falls

1 Postdoctoral Teaching Fellow

UW-Platteville

3-6 Research Trainees (Grad Students/Postdocs)

UW-Madison

Advanced Dairy Management Academy

Research Capacity-Building Staff

UW-Madison

UW-Platteville

UW-River Falls

Research Farms, Labs & Equipment

UW-Madison

UW-Platteville

UW-River Falls

Grow Farm Businesses & Communities

3-6 Tenure-Track Assistant Professors

UW-Madison CALS

UW-Platteville

UW-River Falls

Research Fellowships for Existing Faculty

(1-2) UW-Platteville

(2-4) UW-River Falls

1 Postdoctoral Teaching Fellow

UW-River Falls

3-6 Research Trainees (Grad Students/Postdocs)

UW-Madison

Advanced Dairy Management Academy

Research Capacity-Building Staff

UW-Madison

UW-Platteville

UW-River Falls

Research Farms, Labs & Equipment

UW-Madison

UW-Platteville

UW-River Falls

UW System Collective Bargaining Agreement with
The Building and Construction Trades Council of South Central Wisconsin

BOARD OF REGENTS

Resolution 4.

That upon the recommendation of the President of the University of Wisconsin System, the Board of Regents approves the collective bargaining agreement between the Board and the Building and Construction Trades Council of South Central Wisconsin (BTC). The parties negotiated for a 2.44% increase in base wages, effective January 5, 2020.

**UW SYSTEM CONTRACTUAL AGREEMENT WITH
THE BUILDING AND CONSTRUCTION TRADES COUNCIL
OF SOUTH CENTRAL WISCONSIN**

BACKGROUND

Under the State Employment Labor Relations Act (SELRA) there has long been one set of approximately twenty state employee bargaining units. SELRA, as amended, specified that effective July 1, 2015, three sets of state employee bargaining units were created: one for non-UW state employees, one for UW System employees (excluding UW-Madison employees), and one for UW-Madison employees. The Board of Regents is responsible for certain employer functions with respect to the non-Madison UW System bargaining unit, including tentative approval of collective bargaining agreements.¹ The UW-Madison chancellor is responsible for employer functions with respect to the UW-Madison collective bargaining unit.²

Following the passage of Act 10, bargaining with the trades union is limited to the subject of base wages only. The maximum increase that can be bargained is based on the consumer price index each fiscal year, as determined by the Wisconsin Employment Relations Commission. CPI for the 2019-2020 bargaining year is 2.44%.

REQUESTED ACTION

Adoption of Resolution 4., approving the collective bargaining agreement between the Board and the Building and Construction Trades Council of South Central Wisconsin (BTC).

DISCUSSION

The parties negotiated for a 2.44% increase in base wages, effective January 5, 2020, which is the first pay date of the 2020 calendar year. The contract ends on June 30, 2020. The total cost for the base wage increase including salary and fringe is \$93,152, or approximately \$1,136 per full-time employee, for the contract period. The terms of this proposed contract are consistent with those in the contracts between BTC and the Department of Administration and UW-Madison.

¹ "Any tentative agreement reached between the Board of Regents of the University of Wisconsin System, acting for the state, and any labor organization representing a collective bargaining unit specified in s. 111.825 (1r) shall, after official ratification by the labor organization, be submitted by the Board of Regents of the University of Wisconsin System to the joint committee on employment relations, which shall hold a public hearing before determining its approval or disapproval." Wis. Stat. § 111.92(2).

² "Any tentative agreement reached between the University of Wisconsin-Madison, acting for the state, and any labor organization representing a collective bargaining unit specified in s. 111.825 (1t) shall, after official ratification by the labor organization, be submitted by the University of Wisconsin-Madison to the joint committee on employment relations, which shall hold a public hearing before determining its approval or disapproval." Wis. Stat. § 111.92(3).

New pay plans that are expected to gain approval were included in the current biennial budget that allow up to a 2% increase beginning January 2020. BTC members are not eligible for this increase, and BTC has indicated that their wages are falling further behind private sector pay rates each year. Providing BTC members with a full CPI increase this year helps BTC members close the wage gap. In addition, campuses have expressed increased concerns over the loss of trades employees over the past few years and the need to remain competitive with wages.

RELATED REGENT POLICIES

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

AGREEMENT

between the

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

and the

WISCONSIN STATE BUILDING

TRADES NEGOTIATING COMMITTEE

and its

APPROPRIATE AFFILIATED BUILDING

TRADES COUNCILS

July 1, 2019 - June 30, 2020

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AGREEMENT

This Agreement made and entered into effective July 1, 2019, in Madison, Wisconsin, pursuant to the provisions of the State Employment Relations Act, §§ 111.80-111.94, Wis. Stats., by and between the Board of Regents of the University of Wisconsin System ("the Employer") and the Wisconsin State Building Trades Negotiating Committee, AFL-CIO, and its appropriate affiliated locals, ("the Union") (collectively "the parties").

PURPOSE OF AGREEMENT

It is the intent and purpose of the parties that this Agreement constitutes an implementation of the provisions of §§ 111.80-111.94, Wis. Stats., consistent with the legislative authority contained therein, and provides for orderly and constructive employment relations in the public interest and in the interests of employees hereby covered and the Employer.

The parties acknowledge that this Agreement represents an amicable understanding reached by the parties as the result of the unlimited right and opportunity of the parties to make any and all demands with respect to the Employer-employee relationship which exists between them relative to the subjects of bargaining.

ARTICLE I

Scope of the Agreement

1/1/1 This Agreement relates only to university staff employees of the Employer in the appropriate collective bargaining units as defined by the Wisconsin Employment Relations Commission certifications Cases V and VI; Nos. 15579 and 15580; SE-40 and SE-41; Decision Nos. 10991-B and 10992-B, dated January 4, 1973.

ARTICLE II

Wages

Section 1 General Wage Adjustment (GWA)

2/1/1 Between July 1, 2019, and January 4, 2020, there shall be no changes to the pay rate. Effective January 5, 2020, pay rates for each Trades occupation will be increased by a General Wage Adjustment (GWA) of 2.44%. This results in a General Wage Adjustment (GWA) of two point four four percent (2.44%).

Section 2 Lump Sum Wage Payment for the Delay in Negotiating and Implementing the GWA

2/2/1 If there is a delay in implementing the GWA identified in section 2/1/1, employees in pay status on the effective date of the GWA will receive a lump sum wage payment in an amount equal to the value of the GWA received under 2/1/1 above, multiplied by the number of the employee's hours in pay status from January 5, 2020 to the first pay period in which wage adjustments required under section 2/1/1 above are reflected in the Employees' regular paychecks. If applicable, the lump sum payment will be provided as soon as is administratively feasible.

2/2/2 Terminated employees are not entitled to receive lump sum payments.

2/2/3 Employees who went on a leave of absence from a position in the bargaining unit on or before January 5, 2020, and have not returned to pay status will receive no payment until they return to pay status in the bargaining unit during the term of this Agreement.

2/2/4 Bargaining unit employees who transfer from one permanent university staff position to another permanent university staff position, and who keep the same title, are entitled to the lump sum wage payment based on their hours worked in both positions. Employees who transfer from project or temporary positions into permanent university staff bargaining unit positions, however, are entitled to lump sum payments based only on the number of hours in pay status in their permanent positions.

2/2/5 For the purposes of calculating employee benefits, the lump sum wage payment will be considered as salary or wages earned during the period commencing January 5, 2020, to the first pay period in which wage adjustments are reflected in the Employees' regular paycheck.

-Signature Pages Follow-

By signing below, the parties indicate their acceptance to the terms contained in this Agreement.

**On behalf of the Board of Regents
of the University of Wisconsin System**

Signature

Print Name

Date

**On behalf of the Wisconsin
State Building Trades
Negotiating Committee**

Signature

Print Name

Date

UW-Madison Collective Bargaining Agreement with
The Building and Construction Trades Council of South Central Wisconsin

BOARD OF REGENTS

Resolution 5.

That upon the recommendation of the President of the University of Wisconsin System and the Chancellor of the University of Wisconsin-Madison, the Board of Regents approves the collective bargaining agreement between the Board and the Building and Construction Trades Council of South Central Wisconsin (BTC). The parties negotiated for a 2.44% increase in base wages, effective January 5, 2020.

**UW-MADISON CONTRACTUAL AGREEMENT WITH
THE BUILDING AND CONSTRUCTION TRADES COUNCIL
OF SOUTH CENTRAL WISCONSIN**

BACKGROUND

Under the State Employment Labor Relations Act (SELRA), as amended in July 1, 2015, three sets of state employee bargaining units were created: one for non-UW state employees, one for UW System employees (excluding UW-Madison employees), and one for UW-Madison employees. The Board of Regents is responsible for certain employer functions with respect to the non-Madison UW System bargaining unit, including tentative approval of collective bargaining agreements.¹ The UW-Madison chancellor is responsible for employer functions with respect to the UW-Madison collective bargaining unit.²

Following the passage of Act 10, bargaining with the trades union is limited to the subject of base wages only. The maximum increase that can be bargained is based on the consumer price index each fiscal year, as determined by the Wisconsin Employment Relations Commission. CPI for the 2019-20 bargaining year is 2.44%.

REQUESTED ACTION

Adoption of Resolution 5., approving the collective bargaining agreement between the Board and the Building and Construction Trades Council of South Central Wisconsin (BTC).

DISCUSSION

The parties negotiated for a 2.44% increase in base wages, effective January 5, 2020, which is the first pay date of the 2020 calendar year. The contract ends on June 30, 2020. The total cost for the base wage increase is \$429,817, or approximately \$2,037 per full-time employee, for the contract period. The terms of this proposed contract are consistent with those in the contracts between BTC and the Department of Administration and UW System.

New pay plans were included in the current biennial budget that allowed up to a 2% increase beginning the January 2020, and then another 2% increase January 2021, for a total of about 4% in 2019-21. BTC members are not eligible for this increase. Providing BTC members with an

¹ "Any tentative agreement reached between the Board of Regents of the University of Wisconsin System, acting for the state, and any labor organization representing a collective bargaining unit specified in s. 111.825 (1r) shall, after official ratification by the labor organization, be submitted by the Board of Regents of the University of Wisconsin System to the joint committee on employment relations, which shall hold a public hearing before determining its approval or disapproval." Wis. Stat. § 111.92(2).

² "Any tentative agreement reached between the University of Wisconsin-Madison, acting for the state, and any labor organization representing a collective bargaining unit specified in s. 111.825 (1t) shall, after official ratification by the labor organization, be submitted by the University of Wisconsin-Madison to the joint committee on employment relations, which shall hold a public hearing before determining its approval or disapproval." Wis. Stat. § 111.92(3).

increase this year, combined with the previously negotiated FY19 increase (2.14%) which is currently under consideration by the Joint Committee on Employment Relations, helps BTC members achieve wage increases close to those reached by non-BTC employees. In addition, campus divisions have consistently expressed increased concerns over the loss of trades employees over the past few years, challenges with maintaining infrastructures, and the need to remain competitive with wages.

RELATED REGENT POLICIES

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

DRAFT

AGREEMENT

between the

UNIVERSITY OF WISCONSIN - MADISON

and the

WISCONSIN STATE BUILDING

TRADES NEGOTIATING COMMITTEE

and its

APPROPRIATE AFFILIATED BUILDING

TRADES COUNCILS

July 1, 2019 - June 30, 2020

DRAFT

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DRAFT

AGREEMENT

This Agreement made and entered into effective July 1, 2019, in Madison, Wisconsin, pursuant to the provisions of the State Employment Relations Act, §§ 111.80-111.94, Wis. Stats., by and between the University of Wisconsin - Madison ("the Employer") and the Wisconsin State Building Trades Negotiating Committee, AFL-CIO, and its appropriate affiliated locals, ("the Union") (collectively "the parties").

DRAFT

PURPOSE OF AGREEMENT

It is the intent and purpose of the parties that this Agreement constitutes an implementation of the provisions of §§ 111.80-111.94, Wis. Stats., consistent with the legislative authority contained therein, and provides for orderly and constructive employment relations in the public interest and in the interests of employees hereby covered and the Employer.

The parties acknowledge that this Agreement represents an amicable understanding reached by the parties as the result of the unlimited right and opportunity of the parties to make any and all demands with respect to the Employer-employee relationship which exists between them relative to the subjects of bargaining.

DRAFT

ARTICLE I

Scope of the Agreement

1/1/1 This Agreement relates only to university staff employees of the Employer in the appropriate collective bargaining units as defined by the Wisconsin Employment Relations Commission certifications Cases V and VI; Nos. 15579 and 15580; SE-40 and SE-41; Decision Nos. 10991-B and 10992-B, dated January 4, 1973.

ARTICLE II

Wages

Section 1 General Wage Adjustment (GWA)

2/1/1 Between July 1, 2019, and January 4, 2020, there shall be no changes to the pay rate. Effective January 5, 2020, pay rates for each Trades occupation will be increased by a General Wage Adjustment (GWA) of 2.44%. This results in a General Wage Adjustment (GWA) of two point four four percent (2.44%).

Section 2 Lump Sum Wage Payment for the Delay in Negotiating and Implementing the GWA

2/2/1 If there is a delay in implementing the GWA identified in section 2/1/1, employees in pay status on the effective date of the GWA will receive a lump sum wage payment in an amount equal to the value of the GWA received under 2/1/1 above, multiplied by the number of the employee's hours in pay status from January 5, 2020 to the first pay period in which wage adjustments required under section 2/1/1 above are reflected in the Employees' regular paychecks. If applicable, the lump sum payment will be provided as soon as is administratively feasible.

2/2/2 Terminated employees are not entitled to receive lump sum payments.

2/2/3 Employees who went on a leave of absence from a position in the bargaining unit on or before January 5, 2020, and have not returned to pay status will receive no payment until they return to pay status in the bargaining unit during the term of this Agreement.

2/2/4 Bargaining unit employees who transfer from one permanent university staff position to another permanent university staff position, and who keep the same title, are entitled to the lump sum wage payment based on their hours worked in both positions. Employees who transfer from project or temporary positions into permanent university staff bargaining unit positions, however, are entitled to lump sum payments based only on the number of hours in pay status in their permanent positions.

2/2/5 For the purposes of calculating employee benefits, the lump sum wage payment will be considered as salary or wages earned during the period commencing January 5, 2020, to the first pay period in which wage adjustments are reflected in the Employees' regular paycheck.

-Signature Pages Follow-

DRAFT

By signing below, the parties indicate their acceptance to the terms contained in this Agreement.

On behalf of the University of Wisconsin - Madison

Signature

Print Name

Date

**On behalf of the Wisconsin
State Building Trades
Negotiating Committee**

Signature

Print Name

Date