

RECORD OF THE REGULAR MEETING OF THE UNIVERSITY OF WISCONSIN SYSTEM BOARD OF REGENTS

Thursday, December 5, 2019
1:15 p.m.

James R. Connor University Center
Room UC 275
228 Wyman Mall
Whitewater, Wisconsin

-President Petersen presiding-

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The video recording of this meeting's open session is available at:
[December 5, 2019 Video Webcast](#)

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CALLING OF THE ROLL

[\[Video: 00:00:01\]](#)

PRESENT: Regents José Delgado, Eve Hall, Mike Jones, Tracey Klein, Becky Levzow, Edmund Manydeeds, Janice Mueller, Andrew Petersen, Cris Peterson, Jason Plante, Carolyn Stanford Taylor, Torrey Tiedeman, Karen Walsh, and Gerald Whitburn.

Regents Michael Grebe and Olivia Woodmansee joined the meeting after the roll was called. Regent Scott Beightol joined the meeting after the Board moved into closed session.

UNABLE TO ATTEND: Regent Robert Atwell

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

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UPDATES AND INTRODUCTIONS

[\[Video: 00:00:52\]](#)

President Peterson opened the meeting by thanking Chancellor Watson and his team for their “warm Warhawk hospitality.”

OPENING REMARKS BY UW SYSTEM PRESIDENT RAY CROSS

[\[Video: 00:01:23\]](#)

“The UW System is inspiring students to achieve and build better futures for their communities, for their families, and for themselves.”

Noting the theme of this meeting is “Inspiring,” President Cross stated, “Over my four decades in higher education, as well as here within the UW System, I have frequently been struck by the inspiring work that happens every day on college campuses.”

President Cross said he continues to be inspired by the passion of faculty and staff who serve students, conduct research, and pursue knowledge and truth; and by the UW students who invest in their own futures, and the contributions these students make to their communities: “Everything we do is to improve the human condition, which is a noble – and yes, inspiring – ambition.”

Noting that 41 percent of students at UW-Whitewater are first-generation college students, President Cross observed that their individual journeys are inspiring to others. He concluded, “There are countless stories – both individually and collectively – that lead us to believe that higher education can inspire a better future.”

HOST-CAMPUS PRESENTATION BY UW-WHITewater CHANCELLOR DWIGHT C. WATSON: “INSPIRE. ENGAGE. TRANSFORM: MORE THAN 150 YEARS OF REGIONAL IMPACT”

Welcome and Land Acknowledgement Statement

[\[Video: 00:05:20\]](#)

Chancellor Watson welcomed the Board of Regents to the UW-Whitewater campus, which is celebrating its 150th anniversary this year. He then invited Dr. Kenny Yarbrough, UW-Whitewater’s Chief Equity, Diversity, and Inclusion Officer, to perform the inaugural reading of an indigenous land acknowledgement statement. The statement was drafted with the

support of UW-Whitewater's Native American Cultural Awareness Association and has been endorsed by the Great Lakes Inter-Tribal Council.

Fundraising Success

[\[Video: 00:11:28\]](#)

Chancellor Watson reported that UW-Whitewater completed a successful fundraising campaign as part of its 150th anniversary which raised \$17 million, exceeding the campaign's goal of \$15 million. The largest bequest was a \$5 million estate gift from alumnus Chris Chrisman, who previously donated \$1.5 million in 2015 to help construct the Mary Poppe Chrisman Success Center.

Chancellor Watson also recognized the Kachel family for their donations of more than \$8 million to UW-Whitewater to support the arts, athletics, academic programs, and scholarships.

During its recent "Day of Giving," UW-Whitewater raised \$31,000 for the Warhawk Emergency Fund, which helps students facing critical financial situations. Chancellor Watson thanked all donors and stated that their support is "critical to the success of UW-Whitewater."

Impact on Students' Lives

[\[Video: 00:13:43\]](#)

Chancellor Watson observed that inclusion has been one of UW-Whitewater's values since the campus opened in 1868, enrolling women from its beginning. In 1973 UW-Whitewater was given a priority mission to provide exemplary services to students with disabilities. Currently more than 1,130 UW-Whitewater students self-identify as having a disability and request services from the campus Center for Students with Disabilities.

Intercollegiate athletic teams and individual student-athletes hold 183 national championships. In 2014 the Warhawks won national championships in football, men's basketball, and baseball – an NCAA first at any level. The wheelchair basketball team has won 16 national championships, and the rugby team has won four national championships. In fall 2019, six of eight NCHH teams won conference championships.

Chancellor Watson said UW-Whitewater is a national leader in the Association of American Colleges & Universities LEAP (Liberal Education and America's Promise) Initiative. Noting that participation in student organizations enhances learning, he indicated that UW-Whitewater has 217 student organizations in addition to its strong academic programs.

Chancellor Watson stated, "Employers tell us that they hire UW-Whitewater students because of their great skills and their work ethic." UW-Whitewater has also been named among the "Colleges of Distinction" for the third consecutive year.

Restructuring Process

[\[Video: 00:16:26\]](#)

Chancellor Watson stated that "much work has been done to make the transition as seamless as possible, especially for our students," since the restructuring was announced.

After sharing a video highlighting how the UW-Whitewater and UW-Whitewater at Rock County campuses collaborated during this process with a focus on student success, he said the restructuring may create additional opportunities for the university to offer new academic programs and expand outreach and recruitment efforts in Rock County communities such as Janesville and Beloit.

Chancellor Watson invited the Regents to attend a reception hosted at the Rock County campus which would include the signing of an MOU with UW-Platteville focused on engineering programs.

Economic Impact and the Value of a UW-Whitewater Degree

[\[Video: 00:25:55\]](#)

Chancellor Watson introduced Dr. Russ Kashian, co-director of the Fiscal and Economic Research Center (FERC), and Kara Bennett, a UW-Whitewater senior and FERC student researcher. Dr. Kashian and Ms. Bennett shared the results of two recent studies on UW-Whitewater's economic impact and the value of a UW-Whitewater degree.

UW-Whitewater's total annual impact on the local economy in the tri-county region of Jefferson County, Rock County, and Woolworth County was \$514.9 million. UW-Whitewater created or supported 4,480 jobs in the community, including 3,600 jobs in university operations. Student spending alone generated \$84.3 million and supported 584 jobs.

For every dollar invested in UW-Whitewater, \$1.80 was generated in the economy. UW-Whitewater generated \$23.1 million in state tax revenues, including local, property, income and sales taxes. The average graduate from UW-Whitewater made almost \$74,000 annually, surpassing the average annual income of \$38,350 for high school graduates. The \$1.8 billion collectively earned by UW-Whitewater alumni generated \$117 million in state tax revenues, which was \$56.9 million more than paid by those without a degree.

Spotlighting “Inspiring” Programs

“Practicing What We Teach”: A Partnership between Elementary Education and Higher Education

[\[Video: 00:31:21\]](#)

Chancellor Watson said UW-Whitewater awarded 663 teaching licenses in 2016 and 2017 – more than any other university in Wisconsin. He introduced Dr. Robin Fox, interim dean of the College of Education and Professional Studies; Dr. Tracey Scherr, professor of Psychology in the College of Letters and Sciences; and Mary Kilar, UW-Whitewater alumna and principal of Lincoln Elementary School in the Whitewater Unified School District.

Dr. Fox, Dr. Scherr and Principal Kilar discussed UW-Whitewater’s “Practicing What We Teach” program. Once a month, a team of faculty and staff from the College of Education & Professional Studies act as substitutes for local elementary school teachers. This arrangement offers teachers an opportunity for professional development and provides faculty with real-world scenarios they can take back to their own classrooms.

Graduate psychology students in the College of Letters and Sciences also participate in the program to gain classroom experience and consult with teachers about strategies for solving students’ academic and behavioral challenges. Dr. Scherr noted that this partnership helps attract diverse applicants to the psychology program.

Principal Kilar said the time for collaborative data analysis, instructional practice, reflection and goal-setting is truly valuable to the teaching staff at Lincoln Elementary School. She added that the collaboration between teachers, university faculty and staff, and pre-service psychology students fosters positive relationships in Whitewater’s learning community, and also offers exposure to higher education for elementary students.

Indicating that the “Practice What We Teach” program has led to small grants, publications, and presentations, Dr. Fox noted that this partnership can be easily replicated, costs little to implement, and offers a reciprocal experience for all parties.

Student Success in Occupational Health & Safety

[\[Video: 00:40:41\]](#)

Noting that UW-Whitewater has the largest enrollment of an accredited school of business in Wisconsin, Chancellor Watson recounted that at a recent meeting of about 660 regional bank presidents, more than half were UW-Whitewater alumni. He also reported that Janesville accounting firm Baker Tilly hired 12 UW-Whitewater graduates in the last year alone.

Chancellor Watson introduced Dr. Todd Loushine, Associate Professor of Occupational Safety in the College of Business & Economics, to discuss the impact and outcomes of UW-Whitewater's occupational safety degree programs, which are designed for working professionals in the occupational health and safety field.

Dr. LaShawn was joined by Chevon Cook, UW-Whitewater alumna and safety manager at the Wisconsin Safety Council, who discussed her experience as an undergraduate student in the Department of Occupational and Environmental Safety and Health; the many career opportunities that were available to her following graduation; and her decision to enroll in the master's degree program.

The Value of a Political Science Degree from UW-Whitewater

[\[Video: 00:54:43\]](#)

Chancellor Watson next introduced Dr. Jolly Emrey, associate professor and chair of the Department of Political Science, who discussed how various notable alumni are helping to share the future of the region, state, and nation with political science degrees from UW-Whitewater.

Enrollment Challenges

[\[Video: 01:01:17\]](#)

Chancellor Watson reported that UW-Whitewater currently has about 12,400 students enrolled at both of its campuses. Although graduate and online programs continue to see growth, he indicated that enrollment is one of UW-Whitewater's most critical challenges. Despite record numbers of graduates, enrollment has dropped in recent years. He stated, "UW-Whitewater is more dependent on tuition revenue than ever – our financial health depends on increasing enrollment."

When a multi-year enrollment decline became apparent, UW-Whitewater took steps to examine the issue and take concrete actions to increase enrollment. In spring 2018, UW-Whitewater began its strategic enrollment plan involving more than 100 people from across both campuses. Chancellor Watson said this process resulted in action plans that will help create a stable enrollment environment.

Noting that more than 600 people participated in preview days, tours, and other traditional fall events for prospective students, Chancellor Watson said this is a good indication that people are interested in all that UW-Whitewater has to offer.

Conclusion and Discussion

[\[Video: 01:03:36\]](#)

Chancellor Watson announced that UW-Whitewater will host the National Forensic Association championship tournament in April 2020, bringing more than 1,000 of the nation's most talented public speakers to the campus to compete in various speech and debate events. He introduced Jenny Toone, a UW-Whitewater senior majoring in Communication Sciences and Disorders and president of the campus forensics team, who performed a prose interpretation of a true travel story.

Chancellor Watson then presented a framed photograph of UW-Whitewater's Army ROTC cadets to UW System President Ray Cross as a token of appreciation for his leadership and service.

Following a final video highlighting UW-Whitewater's "150 years of dedication to student success," President Petersen opened the floor to questions and comments from the Regents.

Responding to a question from Regent Klein about UW-Whitewater's biggest areas of opportunity, Chancellor Watson said the campus community is ready to engage, connect, and work, and that sort of support and collaboration is "the spirit of UW-Whitewater."

Regent Stanford Taylor expressed her appreciation for UW-Whitewater's demonstrated partnerships with K-12 educators, particularly the Wisconsin School for the Blind and Visually Impaired in Janesville and the Wisconsin School for the Deaf in Delavan.

Regent Manydeeds said Chancellor Watson's acknowledgement of the history of the lands the UW-Whitewater campus is built on means a great deal to the tribes and sovereign nations of Wisconsin.

Emphasizing the importance of pre-college programming, Regent Hall noted that UW-Whitewater alumnus and Regent Emeritus Tommy Lee Jones Jr. was also a former student in her pre-college program at UW-Whitewater.

CLOSED SESSION

[\[Video: 01:27:10\]](#)

President Petersen called upon Vice President Grebe to read the motion to move into closed session. The motion was seconded by Regent Delgado and adopted on a roll-call vote, with Regents Delgado, Grebe, Hall, Jones, Klein, Levzow, Manydeeds, Mueller, Petersen, Peterson, Plante, Walsh, Whitburn, and Woodmansee voting in the affirmative.

There were no dissenting votes and no abstentions. Regent Scott Beightol joined the meeting and Regent Torrey Tiedeman rejoined the meeting following the move into closed session.

Closed Session Resolution

Resolution 11322 That the Board of Regents move into closed session to: a) consider a student request for review of a UW-Madison decision, as permitted by s. 19.85(1)(a), (f), and (g), Wis. Stats.; b) consider a student request for review of a UW-Oshkosh disciplinary decision, as permitted by s. 19.85(1)(a), (f), and (g), Wis. Stats.; c) consider personnel evaluations of chancellors, as permitted by s. 19.85(1)(c), Wis. Stats.; d) consider compensation adjustments for chancellors, as permitted by s. 19.85(1)(c), Wis. Stats.; e) consider compensation adjustments for individuals with salaries that exceed 75% of the UW System President's salary, as permitted by s. 19.85(1)(c), Wis. Stats.; f) consider four UW-Milwaukee honorary degree nominations, as permitted by s. 19.85(1)(f), Wis. Stats.; g) deliberate or negotiate the purchase of public property for UW-Stevens Point, as permitted by s. 19.85(1)(e), Wis. Stats.; h) confer with legal counsel regarding potential litigation in which it is likely to become involved regarding contracts, as permitted by s. 19.85(1)(g), Wis. Stats.; and i) discuss ongoing personnel matters, as permitted by s. 19.85(1)(f), Wis. Stats.

Before considering any items on the closed session agenda, President Petersen asked if any Board members wished to declare any conflicts of interest as per Regent Policy Document 2-4, "Ethics and Conflict of Interest Policy for the UW System Board of Regents."

Regent Beightol and Regent Jones recused themselves from discussion of potential litigation due to potential conflicts of interest.

During the closed session, Resolution 11323 was moved by Regent Peterson, seconded by Regent Manydeeds, and adopted on a voice vote.

Student Request for Review of a UW-Madison Decision

Resolution 11323 That the Board of Regents adopts the attached Proposed Decision and Order as the Board's Final Decision and Order in the matter of a student request for Regent review of a UW-Madison decision.

Resolution 11324 was moved by Regent Peterson, seconded by Regent Manydeeds, and adopted on a voice vote.

Student Request for Review of a UW-Oshkosh Disciplinary Decision

Resolution 11324 That the Board of Regents adopts the attached Proposed Decision and Order as the Board's Final Decision and Order in the matter of a student request for Regent review of a UW-Oshkosh disciplinary decision.

Resolution 11325 was moved by Regent Jones, seconded by Regent Woodmansee, and adopted on a voice vote.

Approval of State Pay Plan Adjustments for Chancellors

Resolution 11325 That, upon the recommendation of the President of the University of Wisconsin System, the Board of Regents approves a 2% pay plan increase for Chancellors, effective January 1, 2020, as set forth in Attachment A. These salary adjustments are contingent upon the Legislature's approval of the 2019-21 State of Wisconsin Compensation Plan for UW System.

Resolution 11326 was moved by Regent Jones, seconded by Regent Walsh, and adopted on a voice vote.

Approval of State Pay Plan Adjustments for Individuals with Salaries that Exceed 75% of the UW System President's Salary

Resolution 11326 That, upon the recommendation of the President of the University of Wisconsin System, the Board of Regents approves a 2% pay plan increase effective January 1, 2020, for individuals with salaries that exceed 75% of the UW System President's salary, contingent upon satisfactory performance, as set forth in Attachment A. These salary adjustments are contingent upon the Legislature's approval of the 2019-21 State of Wisconsin Compensation Plan for UW System.

The meeting was adjourned at 5:40 p.m.

Submitted by:

/s/ Jess Lathrop _____

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