

MEETING NOTICE

BOARD OF REGENTS  
OF THE UNIVERSITY OF WISCONSIN SYSTEM  
EXECUTIVE COMMITTEE

Thursday, January 10, 2019  
4:30 p.m.- 5:30 p.m.  
To be held by telephone conference

1820 Van Hise Hall  
1220 Linden Drive  
Madison, Wisconsin

AGENDA

1. Calling of the roll
2. Authorization to Recruit a Provost at UW-Madison at a Salary above 75% of the UW System President's Salary  
[Resolution 2.]
3. UW-Milwaukee: Authority to Construct the Sandburg Hall Renovation Project  
[Resolution 3.]
4. UW System: Authority to Construct All Agency Maintenance and Repair Projects  
[Resolution 4.]
5. UW-Eau Claire: Authority to Enter into a Lease for the Purpose of Housing  
[Resolution 5.]
6. Move into closed session for purposes of considering personal histories, as permitted by s.19.85(1)(f), *Wis. Stats.*, related to the naming of facilities at UW-Eau Claire and UW-Oshkosh
7. Adjourn

Individuals who wish to attend this meeting should contact the Board of Regents Office at 608-262-2324 to schedule a time to access the meeting room starting at 4:15 p.m. on January 10, 2019. (Access to the 15<sup>th</sup> through 19<sup>th</sup> 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 front entrance on the first floor of Van Hise Hall (on the Linden Drive side of the building) to provide access to the designated meeting room.

Authorization to Recruit a Limited Appointee (Provost-Vice Chancellor) at UW-Madison  
at a Salary above 75% of the UW System President's Salary

BOARD OF REGENTS EXECUTIVE COMMITTEE

Resolution 2:

That, upon recommendation of the UW-Madison Chancellor and the President of the University of Wisconsin System, UW-Madison be authorized to recruit for a Provost-Vice Chancellor, at a salary that may exceed 75% of the UW System President's current salary, up to a maximum of \$541,500, effective immediately.

Further, the Board of Regents authorizes the President of the University of Wisconsin System to approve the appointment and the salary for this position.

**AUTHORIZATION TO RECRUIT A LIMITED APPOINTEE  
(PROVOST-VICE CHANCELLOR) FOR UW-MADISON  
AT A SALARY ABOVE 75% OF THE UW SYSTEM PRESIDENT'S SALARY**

**EXECUTIVE SUMMARY**

**BACKGROUND**

Regent Policy Document 6-3 requires an institution to request authorization from the Board of Regents to recruit for any faculty, academic or limited staff position at a salary that may exceed 75% of the UW System President's salary. Unless the Regents request that the appointee be considered by the Board, the President is authorized to approve the appointment and the salary for the appointee, in consultation with the UW-Madison Chancellor, if the salary to be offered to the appointee exceeds 75% of the President's salary.

**REQUESTED ACTION**

Approval of Resolution 2., authorizing the recruitment for a Provost-Vice Chancellor at UW-Madison, and approving the salary range maximum of \$541,500, effective immediately.

**DISCUSSION**

On December 7, 2018, the Board of Regents approved new ranges for UW System Senior Executives, effective July 1, 2019. The range maximum for the UW-Madison Provost-Vice Chancellor position was increased from \$443,054 to \$541,500.

In mid-December, the current UW-Madison Provost-Vice Chancellor, Dr. Sarah Mangelsdorf, was named President of the University of Rochester. UW-Madison would like to proceed with the recruitment as soon as possible, in hopes of selecting a new Provost by the end of the spring semester, using the pay range maximum of \$541,500 for its recruitment process.

Market data for similar positions across UW-Madison peer institutions show salary levels ranging from \$341,890 to \$552,388, with a median of \$451,565.

**RELATED REGENT POLICIES**

Regent Policy Document 6-3



**MEMORANDUM**

To: Ray Cross, President  
UW-System

From: Rebecca Blank, Chancellor  
UW-Madison

Date: January 2, 2019

RE: Provost Recruitment – BOR Compensation Approval

As you know, Provost Sarah Mangelsdorf is leaving UW-Madison to become the President of the University of Rochester. We are proceeding with the recruitment for Sarah's successor with the hope of selecting a new Provost by the end of the spring semester.

I am writing to request authority to use the future UW-Madison Provost pay range maximum (range 6) of \$541,500 for our recruitment process. The new range maximum is not effective until July 1. Authority to convey this maximum is needed as we court prospective candidates. The attached peer salary comparisons shows why we need the salary flexibility to attract top talent. I don't anticipate the effective date of the new appointment occurring before July 1.

We realize approval by the Board of Regents is required based on the hiring range exceeding 75% of the President's salary. I will request this authority at the February BOR meeting.

Please let me know if you have any questions or need additional information.

Thank you for your consideration.

Attachment

xc: Jess Lathrop, Executive Director and Corporate Secretary, UW BOR  
Laurent Heller, Vice Chancellor for Finance and Administration, UW-Madison  
Mark Walters, Interim Associate Vice Chancellor for Human Resources, UW-Madison

Chancellor Rebecca M. Blank  
Morgridge Friends Distinguished Chair of Leadership

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608-262-9946 Fax: 608-262-8333 TTY 608-263-2473

## Provost Salaries

### AAU Public Institutions

<u>Institution</u>	<u>Salary</u>
Arizona	\$ 434,120
Colorado	\$ 366,226
Florida	\$ 457,090
Georgia Tech	\$ 610,543
Illinois	\$ 495,000
Indiana	\$ 430,039
Iowa	\$ 429,000
Iowa State	\$ 386,252
Kansas	\$ 337,926
Maryland	\$ 481,000
Michigan	\$ 552,388
Michigan State	\$ 480,000
Minnesota	\$ 446,426
Missouri	\$ 375,000
Nebraska	\$ 462,468
North Carolina	\$ 469,742
Ohio State	\$ 520,659
Oregon	\$ 489,250
Penn State	\$ 522,180
Pittsburgh	\$ 429,450
Purdue	\$ 341,890
Rutgers	\$ 317,365
SUNY-Buffalo	\$ 432,377
SUNY-Stony Brook	\$ 546,381
Texas	\$ 475,000
Texas A&M	\$ 427,500
UC-Berkeley	\$ 451,565
UC-Davis	\$ 416,439
UC-Irvine	\$ 399,994
UCLA	\$ 436,441
UC-San Diego	N/A
UC-Santa Barbara	\$ 352,648
UW-Madison	\$ 443,700
Virginia	\$ 440,000
Washington	\$ 444,200

#### Median Salaries (without UW-Madison data)

**Official Salary Peers Median Salary** \$ 451,565  
**Big Ten Acad. Alliance Median Salary** \$ 462,468  
**AAU Public Median Salary** \$ 440,000

Note: Data sourced from publicly available websites and public salary databases. All data is either 2017 or 2018 data, depending on availability.

Authority to Construct the Sandburg Hall  
Renovation Project, UW-Milwaukee

BOARD OF REGENTS EXECUTIVE COMMITTEE

Resolution 3:

That, upon the recommendation of the UW-Milwaukee Chancellor and the President of the University of Wisconsin System, authority be granted to construct the Sandburg Hall Renovation project for an estimated total cost of \$33,500,000 (\$31,000,000 Existing-Program Revenue Supported Borrowing and \$2,500,000 Cash).

# **THE UNIVERSITY OF WISCONSIN SYSTEM**

## **REQUEST FOR BOARD OF REGENTS ACTION JANUARY 2019**

**INSTITUTION:** University of Wisconsin–Milwaukee

**REQUEST:** Authority to construct the Sandburg Hall Renovation project for an estimated total cost of \$33,500,000 (\$31,000,000 Existing-Program Revenue Supported Borrowing and \$2,500,000 Cash).

### **PROJECT DESCRIPTION:**

The Sandburg Residence Hall facility complex is comprised of four resident room towers, a residence commons, and a parking structure and serves approximately 2,800 students. This project focuses on the 20-floor south tower, 16-floor west tower, and 28-floor north tower and the sprinklering of the commons and parking levels.

This project upgrades infrastructure, life-safety systems, elevators, and provides ADA accessibility. Bathrooms in all suites within the three towers will be demolished and replaced including the architectural, mechanical, electrical, and plumbing systems. Minor modifications to the fire protection system will occur within rooms that are renovated for accessibility. Several suites will be reconfigured to address accessibility standards including adding accessible bathrooms, per current building code standards. Reconfigured bedrooms will meet code requirements for natural lighting and ventilation. Shared spaces, including kitchens and kitchenettes will be updated. Water pressure issues will be addressed by adding booster pumps. Ventilation work includes installation of a new makeup air unit in the basement that includes cooling to the unit for basic dehumidification and minimal interior space conditioning. All three towers are currently sprinklered, however and sprinklers will be added to the commons and parking structure to bring the existing complex up to code.

All nine elevators (three per tower in north, south, and west towers) will be replaced in their entirety, and the current odd-stop elevators will become all-stop elevators. The elevator lobbies will also be modified at each floor with respect to controls, finishes, and lighting.

The project will be completed in three phases beginning with the south tower, continuing with the north tower, and finishing with the west tower.

### **PROJECT JUSTIFICATION:**

The Sandburg Hall facility complex project includes three towers that provide suite style accommodations with single and double bedrooms. The newest tower provides apartment style accommodations. The commons includes food service and dining facilities, a convenience store, a cinema, and administrative and support spaces for the University Housing operation.

The failing domestic water and sanitary sewer piping infrastructure has required extensive maintenance and emergency repairs starting in 2010, primarily in the north and south towers. While these problems were immediately addressed and the facility condition stabilized, the

leaks damaged other parts of the building. The continued deterioration and failure of these critical building systems adversely impacts student housing retention and campus enrollment. This proposed scope of work is based on the University Housing strategic plan and pre-design work that has already been completed.

Most building system components in the earliest Sandburg Hall towers have reached the end of their useful lives. More than three quarters of the building infrastructure is 45 years old or older. The frequent leaks are costly to repair and indicate the need for a complete system replacement. A single leak can require the shutdown of an entire tower quadrant which could impact up to 280 student in 56 suites.

Reliable elevators are essential building services in a high-rise facility such as Sandburg Hall. The elevator banks in the original facilities have become unreliable, difficult to maintain due to discontinued parts, and no longer meet ADA accessibility, nor modern life and safety requirements. The mechanical parts are worn and loose fitting, the bearings and sheaves are significantly deteriorated, and overall performance is below design standards. These elevators have lasted almost twice as long as their designed useful service and are due for equipment reconditioning and/or replacement. The elevators did receive safety improvements to the traction braking systems in 2008. The east tower elevator is only 16 years old, and is not included in this project.

The original three towers were constructed prior to the sprinkler requirements that are currently in place, although in the early 2000s, sprinklers were installed. The only remaining portions of the building to be sprinklered are the commons and the parking levels, which are included in the scope of this project.

#### **BUDGET/SCHEDULE:**

Construction	\$27,370,000
Design	\$2,261,000
DFDM Mgt.	\$1,191,000
Contingency	\$2,606,000
Equipment	\$0
Other Fees	\$72,000
<b>TOTAL</b>	<b>\$33,500,000</b>

#### **PREVIOUS ACTION:**

December 8, 2016 Resolution 10811	Recommended that the Sandburg Hall Renovation project at an estimated cost of \$33,500,000 (\$31,000,000 Existing Program Revenue Supported Bonding, \$2,500,000 Cash) be submitted to the Department of Administration as part of the UW System 2017-19 Capital Budget request. The project was subsequently enumerated at that amount.
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Authority to Construct All Agency  
Maintenance and Repair Projects,  
UW System

BOARD OF REGENTS EXECUTIVE COMMITTEE

Resolution 4:

That, upon the recommendation of the President of the University of Wisconsin System, authority be granted to construct various maintenance and repair projects at an estimated total cost of \$1,491,800 Agency Cash.

# THE UNIVERSITY OF WISCONSIN SYSTEM

## REQUEST FOR BOARD OF REGENTS ACTION JANUARY 2019

**INSTITUTION:** University of Wisconsin System

**PROJECT REQUEST:** Authority to construct various maintenance and repair projects at an estimated total cost of \$1,491,800 Agency Cash.

### FACILITY MAINTENANCE AND REPAIR

INST	PROJ. NO.	PROJECT TITLE	GFSB	PRSB	CASH	GIFT/GRANT	TOTAL
MSN	18E1D	Camp Randall West Concourse Roof Repl			\$817,000		\$817,000
PLT	18E3D	Pioneer Student Center Terrazzo Flooring			\$674,800		\$674,800
FMR SUBTOTALS			\$0	\$0	\$1,491,800	\$0	\$1,491,800

	GFSB	PRSB	CASH	GIFT/GRANT	TOTAL
JANUARY 2019 TOTALS	\$0	\$0	\$1,491,800	\$0	\$1,491,800

### PROJECT DESCRIPTION:

#### Facility Maintenance and Repair Requests

MSN – Camp Randall Stadium West Concourse Roof Replacement (\$817,000): This project replaces the roof on the sixth level of the Camp Randall Stadium concourse, located above the restrooms and concessions stands. The 6,200 SF asphalt roofing system will be completely replaced. Project work includes removal and disposal of the asphalt roofing materials and all metal flashing down to bare concrete deck and installation of new insulation, roofing materials, roof drains, and metal flashing as specified in the design solution.

The roofing system over the west side sixth level concession stands and rest rooms was installed in 1964 and has been leaking for nearly 20 years. The roof system is beyond its useful design life. Multiple roof patches and flashing repairs have been performed, but no replacement project has been advanced due to funding constraints. Water sits on the roof and leaks into the restrooms, concessions stands, and storage spaces below. The water also migrates into the exterior masonry walls. This has resulted in significant spalling and cracks in walls and ceilings to the extent that structural integrity will inevitably be impacted. Water has also leaked onto electronic and metal mechanical equipment causing premature rust and equipment failure. Completion of this project will add additional years of longevity to the upper deck west side restrooms and concessions stands by slowing down the deterioration of the structural block walls and metal finishes.

**PLT – Pioneer Student Center Terrazzo Flooring Replacement (\$674,7800):** This project replaces failed terrazzo flooring in the Markee Pioneer Student Center to eliminate tripping hazards. Project work includes removal of all 12,800 SF of terrazzo flooring located on the ground floor and replacement with a like product for high durability and low life cycle cost. Failed areas are located in high-traffic areas of the first floor including, but not limited to: commercial food preparation and service areas, main corridor, lobby and stair landing areas, dining room entrance area, restroom entrance area, and elevator entrance area. To facilitate the flooring replacement, temporary removal and re-installation of casework and fixed equipment will be required. All wall base materials will also be removed and replaced.

The Markee Pioneer Student Center was constructed in 2001. The ground floor is approximately 47,000 GSF, and contains a variety of floor finishes, including sealed concrete, vinyl composition tile (VCT), chemical resistant polyurethane composition flooring system, ceramic tile, granite tile, walk-off mats, carpet tile, and terrazzo. The terrazzo flooring comprises almost one-third of the ground floor's finished flooring surfaces. Since initial occupancy, several areas of the slab-on-grade ground floor terrazzo have delaminated, with some of the areas being as large as 140 SF with up to a 1-inch elevation. These sections do not provide a safe, solid walking surface, and create permanent a tripping hazard for occupants of the building. The cause of the bubbled and lifted terrazzo may be a terrazzo-to-concrete bond failure due to excess moisture in or below the concrete slab and/or moisture vapor transmission.

#### **PROJECT JUSTIFICATION:**

UW System Administration continues to work with each institution to develop a comprehensive campus physical development plan, including infrastructure maintenance planning. After a thorough review and consideration of All Agency Project proposals and infrastructure planning issues submitted, as well as the UW All Agency Projects Program funding targets set by the Division of Facilities Development, this request represents high priority University of Wisconsin System infrastructure maintenance, repair, renovation, and upgrade needs. This request focuses on existing facilities and utilities, targets the known maintenance needs, and addresses outstanding health and safety issues. Where possible, similar work throughout a single facility or across multiple facilities has been combined into a single request to provide more efficient project management and project execution.

#### **BUDGET AND SCHEDULE:**

General Fund Supported Borrowing.....	\$	0
Program Revenue Supported Borrowing .....		0
Gifts and Grants.....		0
Agency Cash.....	\$	<u>1,491,800</u>

**Total Requested Budget .....\$ 1,491,800**

**PREVIOUS ACTION:** None.

Authority to Enter into a Lease for the  
Purpose of Housing, UW-Eau Claire

BOARD OF REGENTS EXECUTIVE COMMITTEE

Resolution 5:

That, upon the recommendation of the UW-Eau Claire Chancellor and the President of the University of Wisconsin System, authority be granted to enter into a new lease for 201 beds of student housing in a 138,610 gross square footage mixed-use development.

## **THE UNIVERSITY OF WISCONSIN SYSTEM**

### **REQUEST FOR BOARD OF REGENTS ACTION JANUARY 2019**

**INSTITUTION:** University of Wisconsin-Eau Claire

**REQUEST:** Authority to enter into a new lease for 201-beds of student housing in a 138,610 gross square footage mixed-use development.

**BACKGROUND:**

Aspenson Mogensen is a mixed-use development containing a 201-bed student apartment complex and 19,625 square feet of office/retail space located across the street from campus. The residential component is solely owned by Blugold Real Estate, Inc. as one condominium, while the first floor office/retail space is a separate condominium owned by private developer.

UW-Eau Claire has an existing capacity of on-campus housing for 3,754 students. Enrollment of freshmen and sophomore students is more than 4,000 students, leaving a significant shortage of beds to meet their needs.

For decades, the demand for on-campus housing has exceeded supply, and the Office of Housing and Residence Life has operated at a greater than 100 percent capacity. Since the opening of Chancellors Hall in the year 2000, which added 324 beds, residence hall occupancy has continued to fall short of demand and fluctuated between 101 and 110 percent of design capacity. During 12 of the last 15 years, the university has entered into short-term arrangements with local hotels to house new students in campus-sponsored space. Due to a lack of available beds, the residency requirement for second-year students to remain on campus has been waived for years. In 2016 Haymarket Landing, another privately-owned condominium residential housing development was leased by the university. The 400 student beds added with that lease allowed Residence Life to move students out of converted dormitory study lounges. In 2017, more than 250 students were still housed in lounges.

The supply of university student housing was severely impacted in recent years due to several factors. One leased hotel was re-developed, which reduced the number of available beds by 115 and the Towers South Hall was taken off-line for renovation in fall of 2017, reducing the total bed count by 585. UW-Eau Claire has demonstrated the need for net new square footage by illustrating enrollment growth coupled with a student housing shortage during the last ten years. This shortage will be exacerbated with the planned renovations of a number of other residence halls over the next several years.

**LEASE DESCRIPTION:**

The university will lease the facility for five years, with two five-year renewals. The lease rate includes the basic maintenance of the building including all utilities, water, sewer, and trash collection. In addition, the lease rate includes real estate taxes, property insurance, landscaping, and snow removal. A contribution towards capital renewal is proposed as separate line item in the lease. UW-Eau Claire will provide the necessary student services such as resident assistants, security, and mental health counseling.

University Function	Apartment complex
Lease Location	222 Water Street, Eau Claire, Wisconsin
Type of Negotiation or Selection Process	Request for Proposal
Lessor	Blugold Real Estate, Inc., a subsidiary of the UW-Eau Claire Foundation
Anticipated Occupancy Date	August 2018
Lease Term	5 years
Escalation Rate	2%
Renewal Option(s)	Two five-year renewals
Purchase Option	No
Space Type	Housing for 201 students (not including food service) 1 bedroom – 1 occupant                      6 units/6 students 1 bedroom – 2 occupants                    60 units/120 students 3 bedroom – 3 occupants                    9 units/27 students 4 bedroom – 4 occupants                    12 units/48 students
Square Feet	Total: 118,985 gross square feet
Total Gross Cost per Square Foot	Base rent                      \$13.53 <u>Capital renewal</u> \$ 0.41 Total cost per sf                \$13.94
Initial Lease Term Cost	Base rent                      \$1,610,460 <u>Capital renewal</u> \$ 48,314 Total cost                      \$1,658,774
Funding Source	Housing revenue

**PREVIOUS ACTION:** None.



Sources: UW System Administration,  
State of Wisconsin, Wisconsin State  
Cartographers Office,  
US Census Bureau

This map is for reference purposes only.

## UW-Eau Claire: Student Housing Lease

- Proposed Lease Area
- 2018 State Parcels
- Campus Planning Boundary

0 50 100 Feet



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