

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

Thursday, December 10, 2020
12:30 p.m.

By WebEx Videoconference

-President Petersen presiding-

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The recording of this meeting's open session is available at: [December 10, 2020 Webcast](#)

CALLING OF THE ROLL

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

PRESENT: Regents Robert Atwell, Scott Beightol, Amy Bogost, Héctor Colón, José Delgado, Michael Grebe, Mike Jones, Becky Lezvow, Edmund Manydeeds, Andrew Petersen, Cris Peterson, Corey Saffold, Carolyn Stanford Taylor, Karen Walsh, Kyle Weatherly, and Olivia Woodmansee.

Regent Eve Hall joined the meeting at 12:36 p.m. following the calling of the roll. Regent Tracey Klein joined the meeting at 2:46 p.m. during the Board's closed session.

UNABLE TO ATTEND: None.

DECLARATION OF CONFLICTS

[\[Recording: 00:02:11\]](#)

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."

Regents Scott Beightol, Mike Jones, and Karen Walsh each recused themselves from voting on Resolution 11544, "UW-Madison Master Research Service Agreement with Pfizer Inc."

UPDATES AND INTRODUCTIONS

[\[Recording: 00:03:40\]](#)

President Thompson introduced James Langdon as the interim Vice President for Administration for the UW System. He has previously served in a variety of positions at the state Department of Administration, including most recently as the administrator of the Division of Enterprise Operations.

President Thompson also welcomed Warren Anderson, who will begin his new role as Senior Equity, Diversity, and Inclusion Officer for the UW System in January. President Thompson noted his experience with leading student affairs and equity/inclusion-related initiatives at multiple institutions, including most recently as the Vice Chancellor for Equity, Diversity, and Inclusion and Student Affairs at UW-Eau Claire.

APPROVAL OF MEETING RECORD

[\[Recording: 00:09:40\]](#)

Regent Jones moved for the approval of the record of the November 5, 2020 regular meeting of the Board of Regents. The motion was seconded by Regent Stanford Taylor and approved on a voice vote.

REPORT OF THE BOARD PRESIDENT

[\[Recording: 00:10:15\]](#)

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.

Update on the UW-River Falls Chancellor Search Process

President Petersen announced that the search for a new chancellor at UW-River Falls, which had been temporarily postponed at the request of campus shared governance leaders due to the COVID-19 pandemic, is now fully underway with the appointment of the 10-member Search and Screen Committee led by Regent Chair Scott Beightol and Vice Chair Sylvia Kehoe, Professor of Animal and Food Science at UW-River Falls.

The search committee recently held a series of virtual listening sessions to receive input from students, faculty, staff, and community members on their priorities identifying potential candidates for the university's next chancellor. The committee and search firm will develop a prospectus based on feedback from these listening sessions. President Petersen said the search is scheduled to officially launch in mid-January.

Winter Commencements

On behalf of the Board, President Petersen congratulated the approximately 10,000 UW System students who are expected to graduate in December and wished them great success.

REPORT OF THE PRESIDENT OF THE SYSTEM

[\[Recording: 00:12:35\]](#)

COVID-19 Update

President Thompson reported that in addition to the more than 306,000 rapid-result antigen and PCR tests administered on campuses, the UW System's 22 "surge" testing sites across Wisconsin have administered more than 100,000 Abbot BinaxNOW tests for members of the campus communities as well as the general public. He announced that surge testing services will be extended until just before Christmas.

Looking ahead to the spring semester, President Thompson said the UW System plans to test students living in residence halls when they return to campus in January and at least once weekly thereafter. Off-campus students will be tested at least every other week. Noting that these standards may be adjusted as warranted by local public health conditions, he observed that the current positivity rate of less than 3 percent for UW students is lower than for the rest of the state and is a good indicator that the UW System's testing protocols are working.

President Thompson also reported that the UW System is communicating with federal and state legislators, the Evers Administration, and the Biden Administration transition team regarding the significant costs associated with the UW System's ongoing efforts to manage the challenges created by the pandemic. He indicated that additional funding is expected to become available to support these efforts.

President Thompson announced that the recently launched Nursing Student Initiative will provide UW nursing students and others meeting minimum requirements in healthcare programs an opportunity to earn valuable experience and a \$500 tuition credit after completing at least 50 hours of service in hospitals, nursing homes, and other health care

settings through the end of January. He noted that assisting in the deployment of the new COVID-19 vaccines during this time period will also count towards eligible service hours.

Emphasizing the need to stay vigilant, President Thompson said he hopes to see a shift towards more in-person classes, events, and activities on UW campuses at some point during the spring semester.

Prison Education Initiative

In a preview of the afternoon's presentation, President Thompson stated that the UW System Prison Education Initiative would provide educational and career opportunities for Wisconsin's incarcerated population that could improve lives, reduce recidivism, strengthen the state's economy, and ultimately save taxpayer dollars.

2021-23 Pay Plan Request

Remarking on the commitment demonstrated by UW faculty and staff in continuing to provide a top-notch education throughout these trying times, President Thompson said he "couldn't be more pleased or proud" to champion the UW System's proposed 2021-23 pay plan request, which calls for a 2-percent raise in FY 2021-22 and a 2.5-percent raise in FY 2022-23.

UW SYSTEM 2021-23 PAY PLAN REQUEST

[\[Recording: 00:31:20\]](#)

President Petersen stated that one of the Board's top priorities and primary responsibilities is to ensure the UW System's talented faculty and staff receive compensation that enables campuses to recruit and retain the best and brightest, uphold the UW System's mission, and maintain the university's long-standing tradition of excellence and world-class reputation.

President Petersen said UW-Madison and the other UW System institutions are requesting increases in base pay for UW faculty, academic staff, university staff, and limited appointees of 2 percent in FY 2021-22 and 2.5 percent in FY 2022-23. He noted that this pay plan request is based on market data showing the compensation gap between UW employees and their peers has widened in recent years – for example, faculty salaries at UW institutions currently fall 12 percent below the national average, or 16.5 percent when adjusted for cost of living.

President Petersen said that although the proposed pay plan request will not close the compensation gap, it should help put the UW System in a stronger position to compete

nationally and internationally for the best talent, fuel Wisconsin's workforce and businesses, and maintain the quality of education for its 165,000 students.

Regent Beightol stated his support for the proposed pay plan request and moved for the adoption of Resolution 11531. The motion was seconded by Regent Hall and approved on a voice vote.

UW System 2021-23 Pay Plan Request

Resolution 11531 That, upon the recommendation of the President of University of Wisconsin System and the Chancellor of the University of Wisconsin-Madison, the Board of Regents approves a pay plan request, on behalf of all UW System employees, of: a 2% increase in fiscal year 2021-22 and a 2.5% increase in fiscal year 2022-23, fully funded from the State's Compensation Reserve; and continued eligibility for retirement, health insurance, and supplemental sick leave conversion benefits for UW System employees, that are no less than benefits provided to other state employees through the state's compensation plan.

UW SYSTEM PRISON EDUCATION INITIATIVE

[\[Recording: 00:37:00\]](#)

In August 2020 the Board of Regents approved the UW System's \$95.7 million operating budget request for the 2021-23 biennium. President Petersen noted that this request includes 10 key initiatives which closely align with the state's most pressing needs and reflect a renewed commitment to the Wisconsin Idea for the 21st century. He indicated that upcoming Board of Regents meetings will include a closer look at these key initiatives, beginning with the UW System Prison Education Initiative.

Stating that there is a great deal of support for prison education programs, President Thompson said the goal of this initiative is to "turn a prison into a college," with the UW System and the Wisconsin Technical College System working together with Wisconsin's business community to develop a curriculum and to match graduates with jobs after they leave prison.

Dr. Anny Morrobel-Sosa, Vice President for Academic and Student Affairs, presented on the expected outcomes of the UW System Prison Education Initiative, which include: increasing educational opportunity and attainment for incarcerated adults; reducing recidivism rates and the associated costs to taxpayers, currently estimated at between \$35,000 to \$45,000

annually per prisoner; building a sustainable and scalable model; and expanding the Wisconsin Idea to the state's prisons.

Dr. Morrobel-Sosa noted that almost 25 percent of the state's incarcerated population have some post-secondary education; more than 60 percent have less than 5 years to serve; and 95 percent will at some point return to Wisconsin's communities.

Dr. Morrobel-Sosa said the UW System Prison Education Initiative will result in increased enrollment in higher education and vocational training, lower costs for prisons, and workforce development that meets employer needs. The initiative is also expected to improve behavior, enhance morale, and increase interest in education among prisoners.

Indicating that there is a potential opportunity for external private funding to support the UW System Prison Education Initiative, Dr. Morrobel-Sosa said this effort will engage several key partners, including the Wisconsin Technical College System (WTCS), the Department of Corrections, business and employment leaders, and faculty experts from UW-Madison, with operational and student support from UW Extended Campus.

Dr. Morrobel-Sosa explained that the initiative will begin with a pilot program focused on baccalaureate degree completion, complementing existing efforts by WTCS. The UW System will work with the Department of Corrections to identify eligible students and match student interests with employer needs, then adapt or develop course curriculum, a learning management system, and other technology or security solutions as needed.

Dr. Morrobel-Sosa said the UW System will recruit students and faculty to participate in the pilot programs, build partnerships for wraparound student services, establish metrics and measures to evaluate student and program success, and engage in continuous evaluation, improvement, and scaling. She indicated that the UW System's immediate next steps are to pursue external funding for the pilot programs, establish Memoranda of Understanding among key stakeholders, determine the likely pilot sites and programs, and address technology, security, and logistic concerns with the Department of Corrections.

Members of the UW System Prison Education Initiative strategy and implementation team joined Dr. Morrobel-Sosa to answer Regents' questions.

Peter Moreno, Director of the Odyssey Beyond Bars program at UW-Madison, discussed the technological and security challenges of creating a learning management system for incarcerated students. He explained that while most universities, including UW-Madison, employ cloud-based learning management systems, the Department of Corrections requires systems used by prisoners to be locally housed, among other restrictions.

President Petersen asked Dr. Morrobel-Sosa to comment on the UW System's strategy for seeking private funding in support of this program. In addition to local industries and

businesses that stand to benefit from workforce development efforts, Dr. Morrobel-Sosa said at least two private foundations have expressed interest in the scope and concept of the Prison Education Initiative.

Regent Walsh asked how volunteering to participate in the pilot program would impact faculty members' teaching workloads. Dr. Morrobel-Sosa said this is currently under discussion with Chancellors as the UW System works to recruit faculty. Mr. Moreno noted that although many faculty members have a strong interest in participating in the Odyssey Beyond Bars program on top of their other courses, ideally he would like to alleviate the burden on professors by incorporating the prison education courses into their official teaching workload.

In response to a follow up question from Regent Walsh, Dr. Morrobel-Sosa indicated that the pilot program will expand on the framework of Odyssey Beyond Bars, which is currently focused on humanities courses, by recruiting more faculty in math, science, computer science, and other areas that align with the needs of the business community.

Noting that prison education ideas have been under consideration by the UW System for several years, Regent Delgado thanked President Thompson for bringing his energy to this "essential" initiative which will open doors for people coming out of Wisconsin's prisons.

Regent Bogost suggested that this initiative presents a bipartisan opportunity for Governor Evers and members of the state legislature interested in criminal justice reform. Regent Bogost also emphasized the importance of wraparound support services in setting students up for success.

Stephen Hurley, a criminal defense attorney and adjunct law professor at UW-Madison, said the greatest deterrent to reincarceration is a good job, and the key to a good job is a good education. Noting that incarcerated individuals often do not have the opportunity to learn or enhance the social skills that can help people qualify for and keep good jobs, he said the Prison Education Initiative will aim to provide students with both an education and the support skills necessary to employ that education once they are released from the prison system. Mr. Hurley indicated that this includes providing post-release services that will help the program's graduates continue their education outside of the correctional institution.

Stating his support for this initiative, Regent Colón said it will give incarcerated individuals hope and an opportunity to become productive members of society.

Regent Woodmansee asked if there are plans to pair the Prison Education Initiative with the reverse transfer program discussed in the Education Committee meeting earlier that day. Dr. Morrobel-Sosa noted that the Prison Education Initiative's pilot program will focus on baccalaureate degree completion, meaning participating students will already have

received an associate degree. However, she said the reverse transfer program would apply to all students, including those who eventually participate in future expanded prison education programs.

Regent Jones asked members of the strategy and implementation team to comment on the biggest obstacles to the success of the Prison Education Initiative. Mr. Hurley described the “obstacle course” of figuring out which courses to offer in light of state workforce needs and students’ short-term and long-term career and income prospects; finding ways to help students bridge the gap between being released from the correctional institution and completing their baccalaureate degree; and helping students secure jobs after graduation.

Calling the Prison Education Initiative “a creative implementation of the Wisconsin Idea,” Regent Grebe thanked President Thompson and his team for finding a way to make it happen.

President Petersen shared comments on behalf of Regent Hall reiterating the need for wraparound services, strong partnerships with employers and non-profits, and bipartisan support for prison reform measures.

EXTENSION OF AUTHORITY TO TEMPORARILY WAIVE PROVISIONS OF REGENT POLICY DOCUMENTS

[\[Recording: 01:13:50\]](#)

President Petersen called upon General Counsel Quinn Williams to provide an overview of the request to again extend the UW System President’s authority to temporarily waive provisions of Regent Policy Documents (RPDs) that would prevent, hinder, or delay necessary actions to respond to the public health emergency or the abnormal economic disruption resulting from the COVID-19 pandemic, effective through May 31, 2021.

The Board of Regents initially granted authority to the System President to temporarily waive provisions of RPDs in April 2020, and in June 2020 authorized an extension of this authority and any resulting waivers effective through December 31, 2020. General Counsel Williams said this delegated authority is still required for the UW System to promptly respond to the rapidly evolving circumstances of the pandemic.

Regent Woodmansee moved for the adoption of Resolution 11532. The motion was seconded by Regent Grebe.

In response to a question from Regent Walsh, General Counsel Williams provided examples of how the waiver authority has been utilized to date, including relaxing restrictions on the

use of auxiliary fund transfers, authorizing certain contracts and leases of real property related to COVID-19, and waiving ACT/SAT requirements for freshman applications.

President Petersen reaffirmed that any significant matters would continue to require approval by the Board of Regents or its Executive Committee.

The motion to adopt Resolution 11532 was approved on a voice vote.

Extension of Authority to Temporarily Waive Provisions of Regent Policy Documents

Resolution 11532 That, upon the recommendation of the President of the UW System, the Board of Regents extends the delegation of authority to the UW System President to temporarily suspend the provisions of Regent Policy Documents if the UW System President determines that any provisions of the Regent Policy Documents would prevent, hinder, or delay necessary actions to respond to the public health emergency or the abnormal economic disruption resulting from the COVID-19 pandemic, effective March 19, 2020, through May 31, 2021 unless so authorized or extended by the Board of Regents.

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

[\[Recording: 01:17:00\]](#)

President Petersen called upon Regent Jones to present the report of the Capital Planning & Budget Committee.

Regent Jones said the Capital Planning & Budget Committee received updates from Associate Vice President Alex Roe on the UW System's the 2021-23 Capital Budget, semi-annual status reports on leasing and UW solely-managed capital projects, and recent capital project initiatives.

Regent Jones reported the Capital Planning & Budget Committee approved resolutions authorizing the construction of various projects, an increase to the budget for Phase II of the UW-Platteville Boebel Hall Addition and Renovation Project, and a modification to the UW System's 2021-23 Capital Budget request advancing the UW-Stevens Point Albertson Hall Replacement Project in lieu of the Albertson Hall Entry Addition and Renovation Project. He explained that the level of deterioration of the exterior envelope of Albertson Hall necessitated a review of the entire project; upon determining that the renovation would cost more than 75 percent of a new building, the decision was made to proceed with replacement instead.

Regent Jones moved for the adoption of Resolutions 11533, 11534, 11535, 11536, 11537, 11538, 11539, 11540, 11541, and 11542. The motion was seconded by Regent Beightol and approved on a voice vote.

Authority to Construct the Bascom Hill/Lathrop Drive Utility Replacement, Phase II Project, UW-Madison

Resolution 11533 That, upon the recommendation of the Chancellor of UW-Madison and the President of the UW System, the UW System Board of Regents authorizes construction of the Bascom Hill/Lathrop Drive Utility Replacement, Phase II project for an estimated total cost of \$20,076,000 (\$14,660,000 General Fund Supported Borrowing and \$5,416,000 Program Revenue Supported Borrowing).

Authority to Construct the Veterinary Medicine Addition and Renovation Project, UW-Madison

Resolution 11534 That, upon the recommendation of the Chancellor of UW-Madison and the President of the UW System, the UW System Board of Regents authorizes construction of the Veterinary Medicine Addition and Renovation project for an estimated total cost of \$128,103,000 (\$90,103,000 General Fund Supported Borrowing and \$38,000,000 Gift Funds).

Authority to Construct the Chemistry Building/Central Utilities Extension Project, UW-Milwaukee

Resolution 11535 That, upon the recommendation of the Chancellor of UW-Milwaukee and the President of the UW System, the UW System Board of Regents authorizes construction of the Chemistry Building/Central Utilities Extension project for a total project cost of \$129,535,000 General Fund Supported Borrowing.

Authority to Construct the Student Union Renovation Project, UW-Milwaukee

Resolution 11536 That, upon the recommendation of the Chancellor of UW-Milwaukee and the President of the UW System, the UW System Board of Regents authorizes construction of the Student Union Renovation project for a total project cost of \$40,723,000 (\$35,000,000 Program Revenue Supported Borrowing and \$5,723,000 Program Revenue-Cash).

Authority to Increase the Budget for the Boebel Hall Addition and Renovation-Phase II Project, UW-Platteville

Resolution 11537 That, upon the recommendation of the Chancellor of UW-Platteville and the President of the UW System, the UW System Board of Regents authorizes an increase to the budget for the Boebel Hall Addition and Renovation-Phase II project by \$1,700,000 Existing General Fund Supported Borrowing for a revised estimated total cost of \$25,472,000 (\$23,772,000 General Fund Supported Borrowing and \$1,700,000 Existing General Fund Supported Borrowing).

Authority to Construct 2019-21 Classroom Renovation/Instructional Technology Improvement Program Projects, UW System

Resolution 11538 That, upon the recommendation of the President of the UW System, the UW System Board of Regents approves the allocation of 2019-21 Classroom Renovation/Instructional Technology Improvement Program funds; authorizes construction of the related projects at an estimated total cost of \$3,669,000 General Fund Supported Borrowing of the originally enumerated \$31,689,000 General Fund Supported Borrowing; and allows the Division of Facilities Development to transfer balances, adjust individual project budgets, and add or substitute other high-priority Classroom Renovation/Instructional Technology projects within the authorized funding.

Authority to Construct the Memorial Union Addition and Repairs Project, UW-Madison

Resolution 11539 That, upon the recommendation of the Chancellor of UW-Madison and the President of the UW System, the UW System Board of Regents authorizes construction of the Memorial Union Addition and Repairs project for an estimated total cost of \$5,000,000 Gift Funds.

Authority to Construct All Agency Maintenance and Repair Projects, UW System

Resolution 11540 That, upon the recommendation of the President of the UW System, the UW System Board of Regents grants authority to construct various maintenance and repair projects at an estimated total cost of \$4,447,900 (\$1,485,800 General Fund Supported Borrowing; \$900,000 Program Revenue Supported Borrowing; \$1,374,100 Cash; and \$688,000 Gifts/Grants).

Authority to Construct Minor Facilities Renewal Projects, UW System

Resolution 11541 That, upon the recommendation of the President of the UW System, the UW System Board of Regents grants authority to construct two minor facilities renewal projects at an estimated total cost of \$11,782,200 (\$9,768,200 General Fund Supported Borrowing and \$2,014,000 Program Revenue Supported Borrowing).

Authority to Seek Modification of the UW-Stevens Point Albertson Hall Entry Addition and Renovation 2021-23 Capital Budget Request, UW System

Resolution 11542 That, upon the recommendation of the President of the UW System, the UW System Board of Regents approves that the UW System 2021-23 Capital Budget be modified to advance the Albertson Hall Replacement project request for an estimated total cost of \$92,160,000 General Fund Supported Borrowing in lieu of the Albertson Hall Entry Addition and Renovation project request.

REPORT OF THE RESEARCH, ECONOMIC DEVELOPMENT & INNOVATION COMMITTEE

[\[Recording: 01:25:05\]](#)

President Petersen called upon Regent Atwell to present the report of the Research, Economic Development & Innovation Committee.

Regent Atwell reported that the Research, Economic Development & Innovation Committee first heard a presentation on the innovative research and technology transfer conducted on the comprehensive campuses in collaboration with WiSys, which helps UW faculty and students build strategic partnerships with start-up businesses, high-tech companies, clinical organizations, and other industry leaders. He noted that the number of invention disclosures by the UW institutions has increased from one or two per month in 2015 to more than one per week in 2020.

Regent Atwell said the Research, Economic Development & Innovation Committee held a panel discussion on virtual Career Treks events which link UW students with Wisconsin employers for internships and jobs. Remarking on the program's flexible and innovative response to the circumstances of the pandemic, he observed that Career Treks represents a significant talent pipeline supporting Wisconsin's workforce needs.

Regent Atwell said the Research, Economic Development & Innovation Committee concluded with a brief progress report on the UW System Regent Scholars Initiative, which

recognizes faculty innovation and entrepreneurship and supports undergraduate research. He indicated that Regent Weatherly will oversee the 2021 grant award process on behalf of the Committee, with the help of a statewide team of business and academic evaluators who will review proposals for innovative research initiatives and business collaborations from UW faculty.

REPORT AND APPROVAL OF ACTIONS TAKEN BY THE AUDIT COMMITTEE

[\[Recording: 01:30:05\]](#)

President Petersen called upon Regent Walsh to present a report of actions taken by the Audit Committee.

Regent Walsh reported that the Audit Committee received an update on progress to date on the UW System's FY2021 internal audit plan and approved revising the plan to allow the Office of Internal Audit to defer audits related to payroll and information security.

Regent Walsh said Chief Audit Executive Lori Stortz provided the Audit Committee with a high-level summary of recently-issued reports related to post-tenure review, oversight of programs with minors, affiliated organizations, purchasing cards, and emergency grant aid payments to students under the CARES Act.

Regent Walsh said the Audit Committee also received an update from Prenicia Clifton, Director of Youth Protection and Compliance.

Regent Walsh moved for the adoption of Resolution 11543. The motion was seconded by Regent Woodmansee and approved on a voice vote.

Changes to the Office of Internal Audit Fiscal Year 2021 Audit Plan

Resolution 11543 That, upon the recommendation of the President of the UW System, the UW System Board of Regents adopts the attached Office of Internal Audit revised Audit Plan.

REPORT AND APPROVAL OF ACTIONS TAKEN BY THE BUSINESS & FINANCE COMMITTEE

[\[Recording: 01:31:55\]](#)

President Petersen called upon Regent Bogost to present a report of actions taken by the Business & Finance Committee.

Regent Bogost said the Business & Finance Committee received an overview of the UW System's Draft Annual Financial Report for FY 2020. She noted that the COVID-19 pandemic resulted in several significant impacts, including reduced auxiliary revenues, reduced supplies and services expenses to mitigate the revenue shortfall, and the receipt of federal CARES Act funding. The UW System's financial statements were also impacted by the state's pension fund reporting, post-employment benefits, and state bonding activity.

Regent Bogost indicated the UW System's total net position remained relatively stable, increasing less than \$40 million or 0.7% over the previous fiscal year. She said the Legislative Audit Bureau will complete an audit once the FY 2020 Annual Financial Report is finalized later in December.

Regent Bogost said the Business & Finance Committee approved proposed increases to tuition for certain graduate and professional degree programs in business, law, medicine, nursing, and veterinary medicine at UW-Madison for the next two years; collective bargaining agreements with the Building and Construction Trades Council of South Central Wisconsin for the UW System and UW-Madison; the addition of three projects to the UW System's 2020-21 Strategic Plan for Major Information Technology Projects; and five new or amended contracts on behalf of UW-Madison.

Regent Bogost reported that the Business & Finance Committee also approved amendments to three Regent Policy Documents (RPDs). RPD 21-6, "Program Revenue Calculation Methodology and Fund Balances Policy," was amended to incorporate a recommendation from the Legislative Audit Bureau Report 20-7 that reporting for auxiliary operations be modified to categorize only positive department-level program revenue balances. RPD 22-4, "Fundraising Principles and Guidelines," and RPD 27-1, "University of Wisconsin Policy on Collegiate Licensing," were each updated and reformatted to meet the current standards for Regent Policy Documents.

Regent Bogost said the Business & Finance Committee received regular reports on trust fund assets, faculty turnover, faculty and staff base salary adjustments and additional compensation payments. The Committee also received a report on segregated fee reductions approved by the System President for the 2020-21 academic year resulting from programmatic changes due to the COVID-19 pandemic, as well as an update from Vice President for Finance Sean Nelson on the financial impacts of COVID-19.

Regent Bogost moved for the adoption of Resolution 11544. The motion was seconded by Regent Grebe and approved on a voice vote. (Regents Beightol, Jones, and Walsh abstained.)

UW-Madison Master Research Service Agreement with Pfizer Inc.

Resolution 11544 That, upon 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 master research service agreement between the Board of Regents of the University of Wisconsin System, doing business as UW-Madison, and Pfizer Inc. for a period of five years.

Regent Bogost then moved for the adoption of Resolutions 11545, 11546, 11547, 11548, 11549, 11550, 11551, 11552, 11553, 11554, and 11555. The motion was seconded by Regent Peterson and approved on a voice vote.

UW-Madison Graduate and Professional School Tuition Proposals

Resolution 11545 That, upon the recommendation of the Chancellor of UW-Madison and the President of the UW System, the UW System Board of Regents approve the two-year tuition plan for selected graduate and professional programs at UW-Madison as detailed in its proposed plan.

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

Resolution 11546 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 of Regents and the Building and Construction Trades Council of South Central Wisconsin (BTC). The parties negotiated for a 1.81% increase in base wages, effective January 3, 2021.

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

Resolution 11547 That, upon the recommendation of the Chancellor of the University of Wisconsin-Madison and the President of the UW System, the Board of Regents approves the collective bargaining agreement between the Board of Regents and the Building and Construction Trades Council of South Central Wisconsin (BTC). The parties negotiated for a 1.81% increase in base wages, effective January 3, 2021.

UW System Amended Report on Strategic Plans for Major Information Technology Projects

Resolution 11548 That, upon the recommendation the President of the UW System, the Board of Regents approves the UW System Amended Report on Strategic Plans for Major Information Technology Projects.

UW-Madison Contractual Agreement with Learfield Communications, LLC

Resolution 11549 That, upon 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 amendment to the contractual agreement between the Board of Regents of the University of Wisconsin System, doing business as UW-Madison, and Learfield Communications, LLC.

UW-Madison Master Clinical Trial Agreement with Arcus Biosciences, Inc.

Resolution 11550 That, upon 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 master clinical trial agreement between the Board of Regents of the University of Wisconsin System, doing business as UW-Madison, and Arcus Biosciences, Inc. for a period of five years.

UW-Madison Agreement with IMG College Seating, LLC

Resolution 11551 That, upon 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 IMG College Seating, LLC for a period of five years.

UW-Madison Research Agreement with Opsi Therapeutics, LLC

Resolution 11552 That, upon 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 research agreement between the Board of Regents of the University of Wisconsin System, doing business as UW-Madison, and Opsi Therapeutics, LLC for a period of one year.

Approval to Amend Regent Policy Document 21-6, "Program Revenue Calculation Methodology and Fund Balances Policy"

Resolution 11553 That, upon the recommendation of the President of the UW System, the UW System Board of Regents approves the revisions to Regent Policy Document 21-6, "Program Revenue Calculation Methodology and Fund Balances Policy."

Approval to Amend Regent Policy Document 22-4, "Fundraising Principles and Guidelines"

Resolution 11554 That, upon the recommendation of the President of the University of Wisconsin System, the UW System Board of Regents amends Regent Policy Document 22-4, "Fundraising Principles and Guidelines," to meet the standards of Regent Policy Document 2-3, "Standards and Protocol for Regent Policy Documents."

Approval to Amend Regent Policy Document 27-1, "University of Wisconsin Policy on Collegiate Licensing"

Resolution 11555 That, upon the recommendation of the President of the University of Wisconsin System, the UW System Board of Regents amends Regent Policy Document 27-1, "University of Wisconsin Policy on Collegiate Licensing," to meet the standards of Regent Policy Document 2-3, "Standards and Protocol for Regent Policy Documents," and to rename the policy, "Collegiate Licensing."

REPORT AND APPROVAL OF ACTIONS TAKEN BY THE EDUCATION COMMITTEE

[\[Recording: 01:47:20\]](#)

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

Regent Manydeeds said Dean Robert Golden of the UW School of Medicine and Public Health reported to the Education Committee on the Wisconsin Partnership Program's FY 2020 Annual Report. The Education Committee then approved four appointments to the Wisconsin Partnership Program's Oversight and Advisory Committee.

Regent Manydeeds said Vice President Morrobel-Sosa provided the Education Committee members with an introduction to the UW System Prison Education Initiative and reported on recent efforts to support success for transfer students. The Education Committee then approved resolutions related to the implementation of a reverse transfer plan for all UW

institutions and a reduced electronic application fee for all institutions except UW-Eau Claire, UW-La Crosse, and UW-Madison.

Regent Manydeeds reported that the Education Committee approved two new degree programs – the Bachelor of Science in Data Science at UW-Milwaukee, and the Master of Science in Professional Science at UW-Oshkosh – and authorized two new liberal arts associate degree transfer programs between Wisconsin Indianhead Technical College and UW-Superior.

Finally, Regent Manydeeds said the Education Committee approved resolutions amending, rescinding, or replacing three Regent Policy Documents related to liberal arts and pre-professional transfer programs, academic calendars, and developmental education.

Regent Manydeeds moved for the adoption of Resolutions 11556, 11557, 11558, 11559, 11560, 11561, 11562, 11563, 11564, and 11565. The motion was seconded by Regent Colón and approved on a voice vote.

New Program Authorization (Implementation); Bachelor of Science in Data Science, UW-Milwaukee

Resolution 11556 That, upon the recommendation of the Chancellor of UW-Milwaukee and the President of the University of Wisconsin System, the Chancellor is authorized to implement the Bachelor of Science in Data Science program at the University of Wisconsin-Milwaukee.

New Program Authorization (Implementation): Master of Science in Professional Science, UW-Oshkosh

Resolution 11557 That, upon the recommendation of the Chancellor of UW-Oshkosh and the President of the University of Wisconsin System, the Chancellor is authorized to implement the Master of Science in Professional Science program at the University of Wisconsin-Oshkosh.

New Liberal Arts Transfer Program Authorization: Associate of Arts in Liberal Arts, Wisconsin Indianhead Technical College and UW-Superior

Resolution 11558 That, upon the recommendation of the Chancellor of UW-Superior and the President of the University of Wisconsin System, the Chancellor is authorized to implement the transfer degree program for an Associate of Arts in Liberal Arts through a partnership between Wisconsin Indianhead Technical College and the University of Wisconsin-Superior.

New Liberal Arts Transfer Program Authorization: Associate of Science in Liberal Arts, Wisconsin Indianhead Technical College and UW-Superior

Resolution 11559 That, upon the recommendation of the Chancellor of UW-Superior and the President of the University of Wisconsin System, the Chancellor is authorized to implement the transfer degree program for an Associate of Science in Liberal Arts through a partnership between Wisconsin Indianhead Technical College and the University of Wisconsin-Superior.

Reverse Transfer Implementation Plan

Resolution 11560 That, upon the recommendation of the President of the UW System, the UW System Board of Regents directs the Office of Academic and Student Affairs to implement a plan for reverse transfer for all UW System universities.

Amendment of Regent Policy Document 4-16, "Criteria for Approval of Wisconsin Technical College System Liberal Arts and Pre-Professional Transfer Programs"

Resolution 11561 That, upon the recommendation of the President of the University of Wisconsin System, the Board of Regents approves the amendment of RPD 4-16, "Criteria for Approval of Wisconsin Technical College System Collegiate Transfer Programs," to update the policy and meet the standards for a Regent Policy Document and to rename the policy, "Criteria for Approval of Wisconsin Technical College System Liberal Arts and Pre-Professional Transfer Programs."

Rescind Regent Policy Document 4-13, "Academic Calendar Policy" and Retain Provisions Related to Contractual Periods, Organized Services, and Naming Conventions for Breaks and Holidays

Resolution 11562 That, upon the recommendation of the President of the University of Wisconsin System, the UW System Board of Regents rescinds Regent Policy Document 4-13, "Academic Calendar Policy."

The Board reaffirms that UW institutions shall continue to provide 39 weeks in the contractual period of faculty and staff and 34 weeks of organized services including classroom instruction, registration, advising, and examining during an academic year. UW institutions shall continue to use the terms "winter break" to describe the break between the fall and spring semester and "spring break" to describe the break in the spring semester that often coincides with Easter.

When applicable, institutions shall use naming conventions for other holidays consistent with state law when applicable.

The Board recognizes the authority of the UW Chancellor to develop the academic calendar for each UW institution. The Board delegates authority to the System President to establish guidelines and review institutional academic calendars to maintain the academic integrity of UW System programming and to ensure compliance with federal and state law. The System President shall publish the academic calendars annually.

Rescind and Replace Regent Policy Document 4-8, "Remedial Education Policy"

Resolution 11563 That, upon the recommendation of the President of the University of Wisconsin System, the UW System Board of Regents rescinds and replaces Regent Policy Document 4-8, "Remedial Education Policy," to revise the policy to reflect current practice in developmental education, to rename the policy "Developmental Education," and to reformat the policy to meet the standards for a Regent Policy Document.

Authorizing Reduction of the E-Application Fee for New Undergraduate Admissions

Resolution 11564 That, upon recommendation of the President of the UW System, the UW System Board of Regents approves the proposed request to 1) reduce the application fee to \$0 for new undergraduate admission to UW universities for a two-year period, excepting UW-Eau Claire, UW-La Crosse, and UW-Madison; and 2) eliminate the sponsorship of or engagement in application fee-waiving campaigns by UW universities.

Appointments to the University of Wisconsin School of Medicine and Public Health Oversight and Advisory Committee of the Wisconsin Partnership Program

Resolution 11565 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 reappointments of Cedric A. Johnson, Dr. Megan A. Moreno, Gregory Nycz, and Dr. Manish Shah to the UW School of Medicine and Public Health Oversight and Advisory Committee of the Wisconsin Partnership Program for four-year terms beginning immediately through October 31, 2024.

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AMENDMENT OF REGENT POLICY DOCUMENT 2-2, "STATEMENT OF EXPECTATIONS FOR BOARD MEMBERS"

[\[Recording: 01:50:20\]](#)

President Petersen reviewed proposed changes to Regent Policy Document 2-2, "Statement of Expectations for Board Members," which would retain the provisions of the original policy but reformat the policy to meet the current standards for Regent Policy Documents. The amended policy also clarifies the expectation of confidentiality related to closed session deliberations and updates certain references to orientation and ethics training requirements for Board members.

Regent Grebe moved for the adoption of Resolution 11566. The motion was seconded by Regent Jones and approved on a voice vote.

Amendment of Regent Policy Document 2-2, "Statement of Expectations for Board Members"

Resolution 11566 That, the UW System Board of Regents amends Regent Policy Document 2-2, "Statement of Expectations for Board Members," to meet the standards of Regent Policy Document 2-3, "Standards and Protocol for Regent Policy Documents."

CHANGES TO THE 2021 BOARD OF REGENTS MEETING SCHEDULE

[\[Recording: 01:51:35\]](#)

President Petersen reviewed a proposal to allow the Board President to make changes to the 2021 regular meeting schedule as necessary to comply with social distancing or other health and safety recommendations, including the option to change in-person meetings to virtual meetings or to cancel one day of a two-day meeting if the Board's business allows. He noted that these changes necessitate a suspension of bylaws, which requires an affirmative vote by two-thirds of the Board members.

Regent Grebe moved for the adoption of Resolution 11567. The motion was seconded by Regent Bogost and approved on a voice vote.

Changes to the UW System Board of Regents Regular Meeting Schedule for 2021

Resolution 11567 That, upon the recommendation of the Executive Director and Corporate Secretary, the Board of Regents authorizes the President of the Board to change the locations of the 2021 meetings to virtual meetings, if necessary, due to the COVID-19 pandemic. The Board

further authorizes canceling one day of previously scheduled two-day meetings if the Board's business can be conducted in one day.

REVISED PERMANENT RULE LANGUAGE AND RULE ORDERS FOR WISCONSIN ADMINISTRATIVE CODE CHAPTERS UWS 4, 7, 11, AND 17

[\[Recording: 01:52:35\]](#)

President Petersen called upon Sarah Harebo, UW System Title IX and Clery Act Administrator, to present on the revised permanent rule language and rule orders for Chapters UWS 4, 7, 11, and 17 of the Wisconsin Administrative Code. The revised language includes changes necessary for the UW System to maintain compliance with new federal Title IX regulations which went into effect on August 14, 2020.

Ms. Harebo reported that draft rule language was reviewed by various internal stakeholder groups in October 2020 and distributed for public comment in November 2020. After reviewing the sole comment received along with feedback from the Legislative Reference Bureau, the core drafting team made minor adjustments to the final rule language. She indicated that there were no substantive changes between the proposed permanent rules and the emergency rules previously approved by the Board.

Ms. Harebo indicated that the UW System will wait to seek related changes to Regent Policy Document 14-2, "Sexual Violence and Sexual Harassment," until after the Governor has given final approval to the permanent rule language for Chapters UWS 4, 7, 11, and 17.

Commenting on the potential impacts of ongoing litigation or changes in federal administration, Ms. Harebo said any action that could be taken at the federal level absent a court ruling would likely take at least one year. She explained that any changes to the new regulations would require either going through the federal rulemaking process or Congressional action, both of which would take significant time. She informed the Board that failure to proceed with efforts to remain compliant with the new regulations could result in significant legal liability, as Title IX provides a private right of action to individual parties to sue in federal court.

President Petersen thanked Regent Woodmansee for helping to facilitate communication with students about the rule changes and the available opportunities for public comment.

Regent Beightol observed that the proposed rule language largely retains the UW System's existing procedures and commended the drafting team's outreach efforts in spite of the necessarily expedited process.

Regent Bogost also recognized the drafting team for their hard work in an unprecedentedly short amount of time. She then emphasized the importance of ensuring that the new Title IX process changes do not have a chilling effect on the reporting of sexual violence and sexual harassment moving forward.

Regent Walsh moved for the adoption of Resolution 11568. The motion was seconded by Regent Grebe and approved on a voice vote.

Approval of Revised Permanent Rule Language and Rule Orders for Chapters UWS 4, 7, 11, and 17, Wisconsin Administrative Code

Resolution 11568 That, upon the recommendation of the President of the University of Wisconsin System, the Board of Regents approves revised rule language and Administrative Code Final Rule Orders for Chs. UWS 4, 7, 11, and 17, Wis. Admin. Code, "Procedures for Dismissal," "Dismissal of Faculty in Special Cases," "Dismissal of Academic Staff for Cause," and "Student Nonacademic Disciplinary Procedures."

REGENT COMMUNICATIONS, PETITIONS AND MEMORIALS

[\[Recording: 02:05:05\]](#)

President Petersen noted that despite the uncertainties presented by the pandemic, the UW System has finished an exceptional year with a very positive outlook for 2021. He thanked his Regent colleagues for their hard work, flexibility, cooperation, and dedication in rising to meet the many challenges the Board has faced in 2020.

President Petersen also thanked President Thompson and his senior leadership team, the Chancellors and Provosts, and faculty and staff for "leading by example and being selfless" throughout the fall semester: "I offer my heartfelt thanks for all of your contributions this year, and I very much look forward to what we will accomplish together in 2021."

CLOSED SESSION

[\[Recording: 02:07:35\]](#)

President Petersen called upon Vice President Grebe to read the motion to move into closed session. The motion was seconded by Regent Jones and adopted on a roll-call vote, with Regents Atwell, Beightol, Bogost, Colón, Delgado, Grebe, Hall, Jones, Lezow, Manydeeds, Petersen, Peterson, Walsh, Weatherly, and Woodmansee voting in the

affirmative. There were no dissenting votes and no abstentions. (Regent Klein joined the meeting following the vote to move into closed session.)

Closed Session Resolution

Resolution 11569 That the Board of Regents move into closed session to (a) consider compensation and implementation of the 2019-21 legislatively approved state pay plan 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.; (b) consider compensation adjustments and implementation of the 2019-21 legislatively approved state pay plan adjustments for chancellors, as permitted by s. 19.85(1)(c), Wis. Stats.; (c) consider emeritus status for the UW-Stevens Point Chancellor, as permitted by s. 19.85(1)(f), Wis. Stats.; (d) consider personnel evaluations of chancellors, as permitted by s. 19.85(1)(c), Wis. Stats.; and (e) confer with legal counsel regarding potential litigation in which the Board is likely to become involved, as permitted by s. 19.85(1)(g), 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." No conflicts were declared.

During the closed session, adoption of Resolution 11570 was moved by Regent Bogost, seconded by Regent Colón, and approved on a voice vote.

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

Resolution 11570 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, 2021, for individuals with salaries that exceed 75% of the UW System President's salary, contingent upon satisfactory performance, as set forth in Attachment A.

Adoption of Resolution 11571 was moved by Regent Grebe, seconded by Regent Woodmansee, and approved on a voice vote.

Proposed Chancellor Pay Plan Adjustments

Resolution 11571 That, upon the recommendation of the President of University of Wisconsin System, the Board of Regents approves a 2% pay plan increase for Chancellors effective January 1, 2021 as set forth in Attachment A.

Adoption of Resolution 11572 was moved by Regent Delgado, seconded by Regent Woodmansee, and approved on a voice vote.

Emeritus Status for UW-Stevens Point Chancellor Bernie Patterson

Resolution 11572 That, upon the recommendation of the President of the University of Wisconsin System, Bernie Patterson be granted the status and title of Chancellor Emeritus of the University of Wisconsin-Stevens Point, effective January 5, 2021.

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The meeting was adjourned at 3:40 p.m.

Submitted by:

/s/ Jess Lathrop

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