

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

Thursday, October 8, 2020
12:45 p.m.

By WebEx Teleconference
1860 Van Hise Hall
1220 Linden Drive
Madison, Wisconsin

-President Petersen presiding-

CALLING OF THE ROLL.....	3
DECLARATION OF CONFLICTS.....	3
UPDATES AND INTRODUCTIONS	4
APPROVAL OF MEETING RECORDS	4
REPORT OF THE PRESIDENT OF THE BOARD	4
Report of the Wisconsin Technical College System Board	4
Update on the UW-Stevens Point Chancellor Search Process	4
Action Collaborative on Preventing Sexual Harassment in Higher Education.....	5
Changes to UW System Office of Compliance and Integrity	5
REPORT OF THE PRESIDENT OF THE SYSTEM	5
Update on COVID-19 Response.....	5
Administrative Efficiencies within UW System	6
R8REPORT AND APPROVAL OF ACTIONS TAKEN BY THE CAPITAL PLANNING & BUDGET COMMITTEE.....	7
<i>Authority to Construct the Biochemistry Cryo-Electron Microscopy Renovation, Phase I Project, UW- Madison</i>	<i>7</i>
<i>Authority to Construct the Chamberlin Hall 6th Floor Weaver Instrumentation Laboratory Renovation Project, UW-Madison.....</i>	<i>8</i>
<i>Authority to Increase the Scope and Budget of the Weeks Hall 4th Floor Dutton Laboratory Renovation Project, UW-Madison.....</i>	<i>8</i>
<i>Authority to Construct the WIMR Dock and NIH Research Laboratory Renovation Project, UW-Madison</i>	<i>8</i>
<i>Authority to Construct a 2019-21 Classroom Renovation/Instructional Technology Improvement Program Project, UW System</i>	<i>8</i>
<i>Authority to Construct All Agency Maintenance and Repair Projects, UW System</i>	<i>9</i>
<i>Authority to Construct Minor Facilities Renewal Projects</i>	<i>9</i>
REPORT OF THE RESEARCH, ECONOMIC DEVELOPMENT & INNOVATION COMMITTEE.....	9

REPORT OF THE AUDIT COMMITTEE	10
REPORT AND APPROVAL OF ACTIONS TAKEN BY THE BUSINESS & FINANCE COMMITTEE	11
<i>Program Revenue Balances Report for FY 2019-20</i>	12
<i>Administrative Transformation Program</i>	12
<i>Approval of Regent Policy Document 21-10, "Institutional Relationships with Associated Affiliated Organizations"</i>	12
<i>Approval of Regent Policy Document 21-11, "Cost-Benefit Reporting for Foundations and Associated Affiliated Organizations"</i>	13
<i>UW-Madison Master Clinical Trial Agreement with Exact Sciences Corporation</i>	13
REPORT AND APPROVAL OF ACTIONS TAKEN BY THE EDUCATION COMMITTEE	13
<i>Amendment of Regent Policy Document 4-18, "Making Textbooks Affordable"</i>	13
<i>Amendment of Regent Policy Document 9-1, "Principles for Developing Alcohol Policies"</i>	14
<i>Rescission of Regent Policy Documents 15-1, 15-2, and 15-3 and Creation of New Regent Policy Document, "Distance Education"</i>	14
<i>Amendment of Regent Policy Document 23-1, "Basic Health Module"</i>	14
<i>Amendment of Regent Policy Document 30-6, "Policy on Recognition of Student Organizations"</i>	14
COVID-RELATED RESULTS FROM THE COUNSELING IMPACT ASSESSMENT PROJECT AND UPDATE ON THE STUDENT BEHAVIORAL HEALTH INITIATIVE	14
RESOLUTION OF APPRECIATION FOR REGENT EMERITUS GERALD WHITBURN'S SERVICE ON THE UW SYSTEM BOARD OF REGENTS	19
<i>Resolution of Appreciation for Regent Gerald Whitburn's Service on the UW System Board of Regents</i>	20
RESOLUTION OF APPRECIATION FOR REGENT EMERITUS JASON PLANTE'S SERVICE ON THE UW SYSTEM BOARD OF REGENTS	21
<i>Resolution of Appreciation for Regent Jason Plante's Service on the UW System Board of Regents</i>	21
RESOLUTION OF APPRECIATION FOR PRESIDENT RAYMOND CROSS'S SERVICE TO THE UNIVERSITY OF WISCONSIN SYSTEM	22
<i>Resolution of Appreciation for President Raymond Cross's Service to the UW System</i>	23
REGENT COMMUNICATIONS, PETITIONS AND MEMORIALS	27
CLOSED SESSION	27
<i>Closed Session Resolution</i>	27
<i>UW-Madison Honorary Degree Revocation</i>	27
<i>Authorization to Grant President Emeritus Status to Raymond W. Cross</i>	28

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The recording of this meeting's open session is available at: [October 8, 2020 Webcast](#)

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CALLING OF THE ROLL

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

UNABLE TO ATTEND: Regent Robert Atwell.

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DECLARATION OF CONFLICTS

[\[Recording: 00:02:04\]](#)

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."

Regent Mike Jones and President Andrew Petersen each recused themselves from voting on Resolution 11509, "UW-Madison Master Clinical Trial Agreement with Exact Sciences Corporation."

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UPDATES AND INTRODUCTIONS

[\[Recording: 00:02:33\]](#)

President Thompson welcomed Grace Crickette as the new Vice Chancellor for Finance and Administration at UW-Eau Claire. She has previously served as the Vice Chancellor for Administrative Affairs, chief business officer, and ethics officer at UW-Whitewater.

President Thompson introduced Taryn Carothers as the interim Vice Chancellor for Administrative Affairs at UW-Whitewater. She has served as the Director of Financial Services at UW-Whitewater since 2018 and previously served in a variety of roles at UW-Platteville.

APPROVAL OF MEETING RECORDS

[\[Recording: 00:04:49\]](#)

Regent Jones moved approval of the records of the August 20, 2020 regular meeting of the Board of Regents, the September 10, 2020 meeting of the Executive Committee, and the September 25, 2020 special meeting of the Board of Regents. The motion was seconded by Regent Beightol and approved on a voice vote.

REPORT OF THE PRESIDENT OF THE BOARD

[\[Recording: 00:05:17\]](#)

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-Stevens Point Chancellor Search Process

President Petersen announced that the UW-Stevens Point Chancellor Search & Screen Committee chaired by Regent Karen Walsh recently met to review campus feedback following a series of in-person and virtual public forums with each of the four finalist candidates. The Special Regent Committee will meet during the next week to interview the finalists and will forward a recommendation to be considered by the Board in late October or early November.

Action Collaborative on Preventing Sexual Harassment in Higher Education

President Petersen announced that on October 19-20 the UW System will host the 2020 annual conference for the Action Collaborative on Preventing Sexual Harassment in Higher Education organized by the National Academies of Science, Engineering and Medicine. The summit was originally scheduled to be held at UW-Milwaukee but will be taking place virtually this year due to COVID-19.

President Petersen noted that the UW System was the first state public higher education system to join the Action Collaborative as one of its 28 original members. He emphasized the Board has been a strong supporter of the UW System's efforts to prevent sexual harassment, including the 2014 creation of the UW System Task Force on Sexual Violence and Harassment and the adoption of new policies related to sexual assault and sexual harassment in 2016 and personnel reference checks in 2018.

Changes to UW System Office of Compliance and Integrity

President Petersen announced that Chief Compliance Officer Katie Ignatowski will now report directly to the System President, in line with industry best practices. The Office of Compliance & Integrity, which has assumed responsibility over a wider scope of issues in recent months, is currently working with System and campus leadership on a proposal to restructure compliance-related activities.

President Petersen indicated that areas of expanded focus will include civil rights investigations as well as youth protection efforts related to pre-college programs.

REPORT OF THE PRESIDENT OF THE SYSTEM

Update on COVID-19 Response

[\[Recording: 00:09:27\]](#)

President Thompson said the results over the past six weeks have been encouraging. He thanked the Board of Regents and the UW Operations team for their leadership, as well as the students, chancellors, faculty, and staff at the universities for their commitment to providing the education students deserve.

President Thompson reported that the UW Operations team continues to meet daily to review trends and circumstances at every university and to plan for the future. He noted that early in the semester UW-Madison, UW-Eau Claire, and UW-River Falls took swift action in response to rising case numbers by quarantining hot spots and temporarily moving

classes online; these strategies were successful and the campuses were able to resume in-person classes.

President Thompson said the number of positive cases across the UW System have been reduced by 80% over the past six weeks, to less than 2% on any given day during the past week. He explained that the cornerstone of the System's strategy continues to be antigen testing of asymptomatic individuals, allowing universities to identify and control the potential spread of the virus. He noted that the CDC is currently evaluating the protocols being used at UW-Oshkosh as a potential model for other campuses around the country.

President Thompson affirmed that most universities are at expected levels of testing and that the UW System's inventory of antigen tests appears to be more than adequate for the remainder of the fall semester. The UW Operations team continues to monitor the use of isolation and quarantine spaces and is reviewing the processes for placing and caring for students in these spaces with the advice of an infectious disease specialist at the School of Medicine and Public Health.

President Thompson said the UW System is taking heed of DHS recommendations related to PCR testing for symptomatic or high-risk patients as the flu season begins. UW System staff are also reviewing data on staffing and PPE utilization during Fall 2020 to begin forecasting Spring 2021 needs related to testing, student health services, and academics in an expedited process in order to meet the November 1st procurement deadline. The DOA-administered Higher Education Institution Financial Assistance allocation of \$19 million must also be fully committed by November 1st.

Although he noted that chancellors have received guidelines for disciplining students for off-campus conduct that potentially threatens campus community health and safety under provisions of Wisconsin Administrative Code Chapter UWS 17, President Thompson said overall the culture of responsibility that most students are embracing has been encouraging.

Administrative Efficiencies within UW System

[\[Recording: 00:18:08\]](#)

President Thompson stated that current background operations are inefficient, outdated, and costly and have introduced risk around information security, data availability, and financial controls. He announced the UW System will be taking action in four areas to improve administrative efficiency and protect information security. These include implementing the Administrative Transformation Program (ATP) and the Procure-to-Pay project (P2P), improving information technology as a service, and moving to a single payroll system for all employees.

President Thompson said UW System Administration and UW-Madison are working with DOA to finance a portion of the \$212 million ATP proposal, which would rebuild the UW System's administrative infrastructure in two phases over five years. Final approval of a financing plan will be dependent on a review by the DOA's Division of Enterprise Technology and the Governor's office. Pending approval, the planning phase would begin in January 2021.

The \$11.3 million Procure-to-Pay automation project will implement a cloud-based platform to replace and improve purchasing functionality in various third-party systems. President Thompson said a moderate estimate of the return on this investment is 66% net present value over five years. He indicated that savings generated through strategic sourcing initiatives resulting in lower costs for products and services will be passed on to campus departments.

President Thompson said reforms related to IT and payroll services will reduce duplicative efforts, standardize operations, simplify business processes, and improve the quality of service overall.

R8REPORT AND APPROVAL OF ACTIONS TAKEN BY THE CAPITAL PLANNING & BUDGET COMMITTEE

[\[Recording: 00:30:02\]](#)

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 a status update from Associate Vice President Alex Roe on the 2021-23 Capital Budget.

Regent Jones said the Capital Planning & Budget Committee also approved seven resolutions relating to laboratory and classroom renovations and maintenance and repair projects. He moved for the adoption of Resolutions 11499, 11500, 11501, 11502, 11503, 11504, and 11505. The motion was seconded by Regent Beightol and approved on a voice vote.

Authority to Construct the Biochemistry Cryo-Electron Microscopy Renovation, Phase I Project, UW-Madison

Resolution 11499 That, upon the recommendation of the Chancellor of UW-Madison and the President of the UW System, the UW System Board of Regents authorizes the completion of design and construction of the

Biochemistry Cryo-Electron Microscopy Renovation, Phase I project for an estimated total project cost of \$2,400,000.

Authority to Construct the Chamberlin Hall 6th Floor Weaver Instrumentation Laboratory Renovation Project, UW-Madison

Resolution 11500 That, upon the recommendation of the Chancellor of UW-Madison and the President of the UW System, the UW System Board of Regents authorizes the completion of design and construction of the Chamberlin Hall 6th Floor Weaver Instrumentation Laboratory Renovation project for an estimated total cost of \$1,700,000 Gift Funds.

Authority to Increase the Scope and Budget of the Weeks Hall 4th Floor Dutton Laboratory Renovation Project, UW-Madison

Resolution 11501 That, upon the recommendation of the Chancellor of UW-Madison and the President of the UW System, the UW System Board of Regents authorizes an increase to the scope and budget of the Weeks Hall 4th Floor Dutton Laboratory Renovation project of 688 GSF and \$265,330 Gift Funds for a new estimated total project cost of \$2,190,000 Gift Funds.

Authority to Construct the WIMR Dock and NIH Research Laboratory Renovation Project, UW-Madison

Resolution 11502 That, upon the recommendation of the Chancellor of UW-Madison and the President of the UW System, the UW System Board of Regents authorizes the completion of design and construction of the Wisconsin Institutes for Medical Research Dock and NIH Research Lab Renovation project for an estimated total project cost of \$5,350,000.

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

Resolution 11503 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 project at an estimated total cost of \$5,763,500 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 All Agency Maintenance and Repair Projects, UW System

Resolution 11504 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 \$8,387,800 (\$1,495,300 General Fund Supported Borrowing; \$3,866,500 Program Revenue Supported Borrowing; and \$3,026,000 Cash).

Authority to Construct Minor Facilities Renewal Projects

Resolution 11505 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 \$8,506,000 General Fund Supported Borrowing.

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REPORT OF THE RESEARCH, ECONOMIC DEVELOPMENT & INNOVATION COMMITTEE

[\[Recording: 00:34:49\]](#)

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

Regent Peterson reported that the Research, Economic Development & Innovation Committee first heard a presentation on current and planned programs for water science research at UW-Green Bay. Noting the growing needs in this area globally, she said UW-Green Bay's three new coastal campuses have created a community of experts to address problems of water quality and quantity.

Regent Peterson said the Research, Economic Development & Innovation Committee heard from UW-Madison Chancellor Rebecca Blank and Professor Jon Eckhardt about a multi-year research project focused on the impacts of COVID-19 on student entrepreneurship and the implications for Wisconsin's economy.

Regent Peterson said the Research, Economic Development & Innovation Committee also received a progress report on the Governor's Blue Ribbon Commission on Rural Prosperity from Kelliann Blazek, Director of the Wisconsin Economic Development Corporation's Office of Rural Prosperity. The Blue Ribbon Commission, which includes Regent Robert

Atwell among its members, held a series of listening sessions over the summer to collect local perspectives on the economic challenges facing individuals, businesses, and communities across the state.

Finally, Regent Peterson thanked President Thompson for supporting the UW System's Regent Scholars Initiative. Recently the UW System announced a call for nominations from UW faculty members with innovative initiatives and business collaborations. Grant recipients will be recognized by the Research, Economic Development, and Innovation Committee in 2021.

REPORT OF THE AUDIT COMMITTEE

[\[Recording: 00:39:50\]](#)

President Petersen called upon Regent Walsh to present the report of the Audit Committee.

Regent Walsh reported that the Audit Committee received an update on the Legislative Audit Bureau's audit of UW System financial statements. Chief Audit Executive Lori Stortz also reviewed progress to date on the FY2020 audit plan and provided a high-level summary of recently-issued reports related to internal audit responses to independent validation; laboratory safety best practices; and continuous audits into purchasing cards and payroll.

Regent Walsh noted that Ms. Stortz will bring follow up information to the Audit Committee in December regarding the final disbursement of CARES Act student funds, as well as a summary report of the purchasing card audit from its inception to the present.

Regent Walsh said the Audit Committee heard a report from Chief Compliance Officer Katie Ignatowski regarding the restructuring of the Office of Compliance and Integrity. Ms. Ignatowski indicated that additional information about civil rights investigation protocols and timeliness will be provided at a future meeting.

Regent Walsh said the Audit Committee was also introduced to Prenicia Clifton, the new Director of Youth Protection and Compliance, and requested an update on her work at the December meeting.

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

[\[Recording: 00:42:07\]](#)

President Petersen called upon Regent Beightol to present the report of the Business & Finance Committee.

Regent Beightol said the Business & Finance Committee reviewed and approved the FY2020 Program Revenue Balances Report. Unrestricted tuition balances have decreased by \$17.7 million, or about 60 percent since FY 2013. Auxiliary balances decreased by \$42.6 million, or about 14 percent, in FY 2020. Regent Beightol noted that approximately 63% of auxiliary balances are for current or future capital commitments, including debt service, enumerated capital projects, and planned maintenance.

Regent Beightol said that for the first time since the inception of the PR Balances report, all categories of unrestricted balances declined from the previous year. Overall, total unrestricted balances declined by \$93.4 million in FY 2020, or \$175 million (18.5%) since FY 2013. Vice President for Finance Sean Nelson informed the Business & Finance Committee that the impacts of the COVID-19 pandemic will not be fully realized until later in FY 2021.

Regent Beightol reported the Business & Finance Committee approved the planning and implementation of the \$212 million Administrative Transformation Program; a three-year master clinical trial agreement between UW-Madison and Exact Sciences Corporation to facilitate sample collection studies conducted by the School of Medicine and Public Health and the Carbone Cancer Center; and two new Regent Policy Documents related to institutional relationships with associated affiliated organizations and cost-benefit reporting for foundations and associated affiliated organizations.

Regent Beightol said the Business & Finance Committee also reviewed the FY 2020 cost-benefit analysis report for foundations and other affiliated organizations; the UW System Trust Funds quarterly investment report; and the semi-annual budget-to-actuals report.

Regent Beightol moved for the adoption of Resolutions 11506, 11507, 11508, 11509, and 11510. The motion was seconded by Regent Jones.

Responding to questions from Regent Walsh, Vice President Cramer stated that UW-Madison provided initial funding for ATP pre-planning activities, which have been ongoing since February 2019 and are expected to conclude in Spring 2021. UW-Madison and UW System Administration have each set aside funds from their PR balances over the next two fiscal years for Phase I planning and implementation, which is expected to conclude in July 2023.

Vice President Cramer indicated that more significant funding will be required beginning in FY 2022 and will include some funds from UW-Madison's operations. He said UW System and UW-Madison are consulting with DOA on the appropriate use of the master lease program to help finance a portion of the costs.

President Petersen said he was incredibly pleased with the work of UW System and the campuses in being financially accountable and disciplined about the utilization of PR balances.

Resolutions 11506, 11507, 11508, 11509, and 11510 were approved on a voice vote. (Regent Jones and President Petersen abstained from voting due to potential conflicts with Resolution 11510.)

Program Revenue Balances Report for FY 2019-20

Resolution 11506 That, upon the recommendation of the President of the University of Wisconsin System, the Board of Regents approves the UW System report on the 2019-20 year-end program revenue balances as categorized by each institution and the System as a whole. In so doing, the Board approves: (1) the spending plans for institutional balances above 12 percent of total year-end expenditures in Tuition, Auxiliary Operations, General Operations, or Other Unrestricted Program Revenue; (2) the justification and multi-year spending plan submitted by UW System Administration for the entire UW systemwide balances maintained for the System as a whole; and (3) the savings plan for negative tuition balances.

Administrative Transformation Program

Resolution 11507 That, upon the recommendation of the Chancellor of the University of Wisconsin-Madison and the President of the UW System, the UW System Board of Regents approves the Administrative Transformation Program and authorizes planning and implementation at an estimated total program cost of \$212 million.

Approval of Regent Policy Document 21-10, "Institutional Relationships with Associated Affiliated Organizations"

Resolution 11508 That, upon the recommendation of the President of the UW System, the UW System Board of Regents approves Regent Policy Document 21-10, "Institutional Relationships with Associated Affiliated Organizations".

Approval of Regent Policy Document 21-11, "Cost-Benefit Reporting for Foundations and Associated Affiliated Organizations"

Resolution 11509 That, upon the recommendation of the President of the UW System, the UW System Board of Regents approves Regent Policy Document 21-11, "Cost-Benefit Reporting for Foundations and Associated Affiliated Organizations".

UW-Madison Master Clinical Trial Agreement with Exact Sciences Corporation

Resolution 11510 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 Exact Sciences Corporation for a period of three years.

REPORT AND APPROVAL OF ACTIONS TAKEN BY THE EDUCATION COMMITTEE

[\[Recording: 01:02:56\]](#)

President Petersen called upon Regent Klein to present the report of the Education Committee.

Regent Klein reported that the Education Committee received an update from Vice President Morrobel-Sosa and her staff on the UW System's Online Learning Initiative, as well as a presentation by a panel of provosts and student affairs staff about lessons learned from the Fall 2020 semester and planning for the future. The Education Committee also approved five resolutions related to changes to the Regent Policy Documents.

Regent Klein moved for the adoption of Resolutions 11511, 11512, 11513, 11514, and 11515. The motion was seconded by Regent Walsh and approved on a voice vote.

Amendment of Regent Policy Document 4-18, "Making Textbooks Affordable"

2Resolution 11511 That, upon the recommendation of the President of the University of Wisconsin System, the UW System Board of Regents approves the amendment of Regent Policy Document 4-18, "Making Textbooks Affordable," to update and reformat the policy to meet the standards for a Regent Policy Document.

Amendment of Regent Policy Document 9-1, "Principles for Developing Alcohol Policies"

Resolution 11512 That, upon the recommendation of the President of the University of Wisconsin System, the UW System Board of Regents amends Regent Policy Document 9-1, "Principles for Developing Alcohol Policies," to meet the standards of Regent Policy Document 2-3, "Standards and Protocol for Regent Policy Documents."

Rescission of Regent Policy Documents 15-1, 15-2, and 15-3 and Creation of New Regent Policy Document, "Distance Education"

Resolution 11513 That, upon the recommendation of the President of the University of Wisconsin System, the UW System Board of Regents rescinds Regent Policy Documents 15-1, "Distance Education Pricing Principles," 15-2, "Distance Education Standards," and 15-3, "Vision, Mission Statement, Principles, and Action Plan for The University of Wisconsin Online," and creates a new policy titled "Distance Education."

Amendment of Regent Policy Document 23-1, "Basic Health Module"

Resolution 11514 That, upon the recommendation of the President of the University of Wisconsin System, the UW System Board of Regents amends Regent Policy Document 23-1, "Basic Health Module," to meet the standards of Regent Policy Document 2-3, "Standards and Protocol for Regent Policy Documents."

Amendment of Regent Policy Document 30-6, "Policy on Recognition of Student Organizations"

Resolution 11515 That, upon the recommendation of the President of the University of Wisconsin System, the Board of Regents amends RPD 30-6, "Policy on Recognition of Student Organizations," to meet the standards for a Regent Policy Document and to rename the policy, "Recognition of Student Organizations."

COVID-RELATED RESULTS FROM THE COUNSELING IMPACT ASSESSMENT PROJECT AND UPDATE ON THE STUDENT BEHAVIORAL HEALTH INITIATIVE

[\[Recording: 01:06:24\]](#)

President Petersen said many experts have called behavioral health issues a growing crisis on the nation's campuses, with the COVID-19 pandemic exacerbating the seriousness of

the situation and the impact on students, faculty, and staff. He commended the critical work being done on the UW campuses by staff in the counseling centers, student health centers, disability services, student affairs, Dean of Students offices, and others who support student success.

President Thompson thanked the Board of Regents for its leadership in advocating for the support services and technology necessary to keep the University of Wisconsin's students and campus communities healthy and safe.

President Petersen welcomed Dr. Artanya Wesley, Vice Chancellor for Student Affairs at UW-Whitewater; Dr. John Achter, Student Behavioral Health Coordinator at UW System Administration; and Sandra Cox, Counseling Center Director at UW-Oshkosh.

Dr. Wesley provided an update on the progress of the UW Student Behavioral Health Initiative's working groups which have:

- published a new landing page for student behavioral health resources (www.wisconsin.edu/student-behavioral-health/);
- created the new Student Behavioral Health Coordinator position at UWSA;
- implemented the SilverCloud online tool for treating common behavioral health issues, including depression, anxiety, stress, and problems sleeping;
- added Suicide Prevention Lifeline information to student ID cards; and
- funded the UW System Counseling Impact Assessment Project.

Dr. Wesley said the Student Behavioral Health Initiative team is currently working to develop a medical withdrawal policy and cultural competency training. Other pending initiatives include assessing staffing needs for campus counseling and health centers, joining the National Behavioral Intervention Team Association, and developing mental health training for students, faculty, and staff.

Dr. Achter provided an overview of the Counseling Impact Assessment Project and the impact of behavioral health services on the wellbeing and success of the over 14,000 students who sought help from campus counseling and health centers last year.

Dr. Achter said anxiety, depression, and stress were the most common concerns self-reported by students who utilized campus behavioral health services and were surveyed through the Counseling Impact Assessment Project. Approximately 40% of students reported experiencing some form of trauma in their lives; a similar percentage reported having seriously considering suicide.

Dr. Achter said a majority of students who received counseling reported improved behavioral health and overall well-being, as well as high levels of satisfaction with their counselors and counseling experience. He added that many students reported that counseling helped them stay in school and focus better on academics.

Dr. Achter noted that utilization of campus counseling services has increased 15% over the past five years, even accounting for a slight decrease in Spring 2020 when campuses sent students home and transitioned to remote instruction due to COVID-19. He reported that campuses have improved their staffing levels, but not at a rate that keeps pace with the accelerating demand for services, resulting in decreased access and lower standards of care for students. Only two UW institutions currently meet the workgroup's target staffing level of one counselor for every 1,000 students.

Dr. Achter identified three priorities for improving counselling staff levels. First, there is a need for more diverse staff to better serve underrepresented student populations, who tend to have higher rates of behavioral health need. Counseling centers also need more case managers to help students with the most complex needs navigate both on-campus and off-campus resources. Finally, campuses want more staff who can focus on well-being and prevention initiatives to better serve all students and to balance out the needs of those who need more intense services.

President Petersen asked if the UW System receives strong levels of student participation in the Counseling Impact Assessment Project. Dr. Achter said about one-quarter of clients complete the survey each semester across the UW System, with participation varying by campus depending on whether the survey is administered to all clients or only to those who come into counseling centers for an appointment.

Regent Walsh asked about the training UW campus police receive on student behavioral health issues. Dr. Achter explained that police officers are the ones called upon to conduct welfare checks in Wisconsin and therefore receive increasingly good training on mental health issues. He also noted that the UW-Madison Chief of Police was a member of the Student Behavioral Health Initiative's Tier I workgroup.

Responding to a question from Regent Hall, Dr. Achter affirmed that more students are reporting anxiety related to recent incidents of social unrest and conflicts with police.

Dr. Cox discussed how COVID-19 has impacted the delivery of services to students on the campuses. She noted that students with previous mental health challenges are experiencing increased levels of distress, and many other students are experiencing anxiety and depression for the first time related to health and financial insecurities, isolation and strained relationships, and the effects of negative coping skills including increased substance abuse. She added that many students are also experiencing psychological distress related to social justice concerns.

Dr. Cox said current challenges include the need to restructure individual and group counseling, wellness programs, and crisis management services for remote delivery in line with state laws, regional accreditation standards, and industry best practices. Prevention,

outreach, and training efforts must also be provided in a variety of virtual formats. Finally, Dr. Cox said the stress of responding to the increased demand for services and the more intense needs of clients, combined with staffing shortages and financial impacts resulting from furloughs, has impacted staff well-being and retention.

Dr. Cox reported that 91% of students surveyed through the Counseling Impact Assessment Project indicated that telecounseling positively impacted their well-being during the pandemic. She then introduced two students who shared their first-hand experiences with university counseling services during the pandemic.

Danny Madonia, UW-La Crosse, discussed how he overcame stigma against seeking help for mental health during his freshman year and how his frequent visits with campus counselors helped him manage his depression and stay focused on academics. "The last semester was probably the darkest point of my life in terms of the severity of my mental health," he said, noting that there was a shortage of virtual counseling appointments while in-person services were suspended. Mr. Madonia said he was able to cope by relying on his previous counseling experiences and by visiting the campus health center to consult a doctor about starting medication to treat his depression. He advocated for further decreasing the stigma around seeking help and expanding access to behavioral health services for students.

Teija Champion, UW-Oshkosh, discussed how she has benefited from group counseling sessions, wellness workshops, a trauma retreat, biofeedback therapy, individualized therapy, and the on-campus rejuvenation room during her student career. During the pandemic she participated in virtual group sessions to maintain her mental health. Explaining that she has been impacted by a number of traumatic experiences and mental health disorders, Ms. Champion said the support and encouragement of counseling staff at UW-Oshkosh played a significant role in her decision to continue her education after briefly pulling out of school to receive in-patient care. As a senior preparing to graduate in December and begin a master's program in social work, she stated that counseling has allowed her to maximize her potential.

Dr. Achter summarized the Student Behavioral Health Initiative's priorities moving into 2020-21 and beyond:

- Increase staffing levels to make progress towards the 1:1000 ratio of counselors to students, beginning with the UW institutions that currently have the widest disparities.
- Diversify counseling staff to better serve underrepresented student populations.
- Increase staffing for case management, wellness/prevention, and psychiatric needs.
- Provide technology to support telehealth.
- Support cultural competency training for faculty and staff.
- Re-administer the National Collegiate Health Assessment, which is scheduled to be completed every three years.

- Support behavioral intervention teams who respond to reports of significant concern and train all faculty, staff, and students as mental health gatekeepers.
- Encourage campus and System-wide wellness initiatives.

Responding to a question from Regent Hall about what else the university can do to support students academically and socially, Ms. Champion recommended making the counseling centers and the many services they offer more visible to students. She explained that although a campus tour made her aware of the counseling center's existence, as a student she did not readily know how to begin utilizing its services.

Noting the impact of recent counseling staff shortages at UW-La Crosse, Mr. Madonia emphasized the importance of having enough counselors available to speak with students.

Regent Bogost asked about what outreach efforts are being made to make students, faculty and staff aware of the behavioral health resources available on campus. Dr. Achter said faculty and staff do want more training in this area, but counseling centers often lack the time and resources to offer more training because serving students directly takes higher priority. He said the counseling centers continue to look for ways to offer scalable, real-time training and resources to faculty and staff when they are most needed.

Dr. Cox said many campuses offer regular trainings on bystander intervention, suicide prevention, and other gatekeeper topics. She highlighted the effectiveness of the collaborative approach of Student Care Teams – which include the Dean of Students office, student health, residence life, campus police, and others – in providing referrals to counseling services.

Regent Woodmansee asked how campuses are planning to mitigate the potential impacts to students' behavioral health which may result from canceling the spring semester break. Dr. Cox said research shows that even short breaks during the semester can have positive impacts on students' behavioral health and academic success. She indicated that this is one of many factors the UW institutions are considering as they make plans for the spring semester. Dr. Achter noted that campuses are also concerned with finding safe ways to keep students engaged outside of classes.

Noting the importance of making social connections, particularly for new students, Regent Colón asked about the different ways campuses are creating safe opportunities for students to meet and engage with one another. Dr. Cox said her counseling center is hosting regular virtual events where students can talk to one another, including nightly social dinners, art workshops, musical performances, and even television watching groups.

President Petersen asked about the challenges of recruiting and onboarding staff in the current environment. Dr. Cox said her center has been using some of the same strategies for engaging students to help new staff get to know the rest of the counseling team.

President Petersen also inquired as to how virtual delivery of services might be used to leverage existing staff at each of the institutions to provide more coverage Systemwide. Dr. Cox indicated that although telehealth cannot replace in-person on-campus counseling services in the long-term, virtual delivery will remain useful for providing services to distance learning, out-of-state and international students, as well as students who are uncomfortable coming into the counseling center for assistance.

As an example of how virtual tools can be useful for sharing professional research, training, and other resources across the UW System, Dr. Achter said he and many other counseling center directors have recently been able to attend virtual workshops organized by UW-Superior's Pruitt Center for Mindfulness and Well-Being.

Stating the Board of Regents is committed to making sure campus counseling centers have the staff and resources needed to adequately care for students, President Petersen said the Systemwide statistics and the personal stories of students like Ms. Champion and Mr. Madonia make it clear that additional investments in this area are the right thing to do.

RESOLUTION OF APPRECIATION FOR REGENT EMERITUS GERALD WHITBURN'S SERVICE ON THE UW SYSTEM BOARD OF REGENTS

[\[Recording: 02:24:06\]](#)

President Petersen said Regent Emeritus Gerald Whitburn, who served on the Board of Regents for more than eight years before resigning in January 2020, was an ardent advocate for the UW System. Noting the importance he placed on serving students and being accountable to the public, President Petersen thanked Regent Emeritus Whitburn in absentia for his service to the UW System and the State of Wisconsin.

President Thompson recounted Regent Emeritus Whitburn's service as a public servant in both Massachusetts and Wisconsin, including as a cabinet member of then-Governor Thompson's administration. President Thompson remarked on Regent Emeritus Whitburn's love for the University of Wisconsin and congratulated him on a job well done.

Vice President Grebe said he missed Regent Emeritus Whitburn's mentorship on the Board, describing him as someone who was always prepared and informed, cultivated relationships with leaders across the UW System, and was devoted to the university. He said Regent Emeritus Whitburn made the Board better – and the Regents individually – by holding high expectations, asking tough questions, and not tolerating lackadaisical service.

Vice President Grebe said he also missed Regent Emeritus Whitburn's companionship, recalling that he was always quick to ask how his colleagues were doing and make them

smile, and was always generous with his time and dinner invitations. Stating that he was fortunate to call him a friend, Vice President Grebe then read aloud the Board's resolution of appreciation for Regent Emeritus Gerald Whitburn's service on the UW System Board of Regents. The resolution was adopted by acclamation.

Resolution of Appreciation for Regent Gerald Whitburn's Service on the UW System Board of Regents

Resolution 11516 WHEREAS, Gerald (Jerry) Whitburn dedicated more than eight years of exemplary service as a Regent of the University of Wisconsin System from November 2011 to January 2020; and

WHEREAS, Jerry's commitment and dedication to the UW System has made it a better place for students to succeed and even more accountable to the public; and

WHEREAS, Jerry served as an engaged member of numerous standing committees, including chairing and vice chairing both the Education and Audit Committees, chairing the Business and Finance Committee, and serving as a member of the committees for Capital Planning and Budget and Research, Economic Development, and Innovation; and

WHEREAS, Jerry served on the Personnel Matters Review Committee, the Committee on Student Discipline & Other Student Appeals, and as a Regent member of the Hospital Authority Board; and

WHEREAS, Jerry helped select top UW leaders, chairing the special chancellor search committee for UW Oshkosh and serving as a member of the search committee for UW-Green Bay; and

WHEREAS, Jerry worked to publicly honor and reward the commitment of extraordinary UW educators as a member of the Academic Staff Excellence Awards Committee; and

WHEREAS, Jerry is a proud alumnus of the UW System, having earned a Bachelor's in Political Science and History from UW Oshkosh and a Master of Arts in Political Science from UW-Madison; and

WHEREAS, Jerry was a public servant who always advocated for Wisconsin students and the integrity of public higher education;

BE IT THEREFORE RESOLVED that the Board of Regents of the University of Wisconsin System hereby offers thanks and

commendation to Gerald Whitburn for his many life achievements, his outstanding support of students of all ages, and his exceptional service to the citizens of Wisconsin.

RESOLUTION OF APPRECIATION FOR REGENT EMERITUS JASON PLANTE'S SERVICE ON THE UW SYSTEM BOARD OF REGENTS

[\[Recording: 02:31:40\]](#)

President Petersen next recognized Regent Emeritus Jason Plante, whose term on the Board of Regents concluded in May 2020. President Petersen said Regent Emeritus Plante, who served two years after taking over Regent Emeritus Margaret Farrow's seat, made a big impact in a short period of time as a consistent advocate for providing high quality and affordable education to the people of Wisconsin.

President Petersen said Regent Emeritus Plante never hesitated – and often volunteered – to take on important challenges, such as serving on search committees. He thanked Regent Emeritus Plante in absentia for demonstrating a strong commitment to improving the education experience for students.

President Petersen then read aloud the Board's resolution of appreciation for Regent Emeritus Jason Plante's service on the UW System Board of Regents. The resolution was adopted by acclamation.

Resolution of Appreciation for Regent Jason Plante's Service on the UW System Board of Regents

Resolution 11517 WHEREAS, Jason R. Plante dedicated more than two years of exemplary service as a Regent of the University of Wisconsin System, from March 2018 to May 2020; and

8WHEREAS, Jason served as a thoughtful member of the Education Committee, demonstrating a commitment to improving the educational experience for students; and

WHEREAS, Jason offered a valuable perspective as a member of the Personnel Matters Review Committee, including chairing it for one year; and

WHEREAS, through serving on the Capital Planning and Committee as both member and vice chair, Jason worked to increase the UW

System's efficient stewardship of fiscal and capital resources and its responsiveness to the educational needs of all Wisconsin citizens; and

WHEREAS, Jason helped select the next top leader for UW-Stout, chairing the special regent chancellor search committee for the UW System's polytechnic university; and

WHEREAS, Jason has worked to publicly honor and reward the commitment of extraordinary UW educators, serving two years on the Teaching Excellence Awards Committee; and

WHEREAS, throughout his time as a Regent, Jason has proven to be a consistent advocate for providing high-quality and affordable education;

BE IT THEREFORE RESOLVED that the Board of Regents of the University of Wisconsin System hereby commends Jason R. Plante for his service to the UW System and outstanding commitment to higher education in Wisconsin.

RESOLUTION OF APPRECIATION FOR PRESIDENT RAYMOND CROSS'S SERVICE TO THE UNIVERSITY OF WISCONSIN SYSTEM

[\[Recording: 02:34:24\]](#)

President Petersen introduced a brief video recognizing former UW System President Ray Cross for his exceptional service to the University of Wisconsin and 43 years in higher education. The video featured current and former Regents, chancellors, and other colleagues both within and outside the UW System.

President Petersen said President Cross made significant impacts at all the institutions where he served. As the seventh president of the UW System, President Cross worked tirelessly with chancellors and staff to restore the System to a strong financial and operational position, including securing the largest capital budget request in UW System history and leading the restructuring of the two-year campuses into the four-year institutions.

President Petersen stated, "President Cross has led the UW System with integrity, grit, and compassion to make all of our universities better, more accountable, and to highlight the exceptional impacts our campuses and our people have on the future success of the State of Wisconsin." He noted that after announcing his retirement President Cross continued to

work hard leading research efforts into COVID-19 testing, providing counsel on diversity and inclusion efforts, and assisting with onboarding interim President Thompson.

President Petersen said President Cross leaves the UW System with numerous accomplishments and national recognition on important topics like closing achievement gaps and investing in behavioral health for students and faculty. He thanked President Cross for his service and friendship.

President Thompson thanked President Cross for his leadership, counsel, support, and dedication to the university.

President Petersen presented the Board's resolution of appreciation to former UW System President Raymond Cross, which was adopted by acclamation.

Resolution of Appreciation for President Raymond Cross's Service to the UW System

Resolution 11518 WHEREAS, Raymond W. (Ray) Cross has served with exceptional distinction as the seventh President of the University of Wisconsin System from February 2014 through June 2020, capping off a 43-year career in higher education; and

WHEREAS, Ray championed creating a new vision for Wisconsin's public university system, one that has collective impact, adds value to the institutions and to the state, values the diversity of institutional type, and is respected and admired in Wisconsin and throughout the world not just as the University of Wisconsin, but also as the University for Wisconsin; and

WHEREAS, Ray led the 2020FWD strategic framework planning process to leverage the university's people and resources to reinvigorate Wisconsin's economy and enhance its quality of life, a process that engaged nearly 5,000 citizens and sought broad input from stakeholder and expert groups of faculty, industry, community, and legislative leaders around the state; and

WHEREAS, Ray directed the creation of the 2020FWD Strategic Framework Report Card, which provides information about the process and progress of the framework's system-level priorities of improving four areas: the Educational Pipeline; University Experience; Business & Community Mobilization; and Operational Excellence; and

WHEREAS, under Ray's tenure, the UW System launched the Career Connect website to connect Wisconsin employers with students for

internships, job shadowing, and careers so that more graduates stay in Wisconsin to become an integral part of the state's economy and communities; and

WHEREAS, Ray's tenure oversaw a first-of-its kind data analysis of graduate outcomes indicating UW System graduates earn a median salary of nearly \$50,000 annually just one year after securing their bachelor's degrees, illustrating that a UW System education is one of the greatest values in higher education and its lifelong benefits are priceless; and

WHEREAS, Ray directed a 2018 economic impact study conducted by NorthStar, which showed the UW System contributes \$24 billion to the state's economy each year, a 23-fold return on Wisconsin's investment in the university; and

WHEREAS, Ray led a restructuring of the UW System to expand access to higher education, maintain affordable tuition, and increase opportunities for students by joining the two-year campuses with the System's comprehensive and research universities, maintaining mutually enriching economic and cultural connections between the campuses and their local communities; and

WHEREAS, Ray and the Board of Regents launched the All In Wisconsin tour to strengthen relationships with business and community partners around the state, showing we are all better when we work together and celebrating the unique value each UW campus brings to Wisconsin and the world; and

WHEREAS, Ray prioritized protections for students and employees with new nationally recognized sexual assault and harassment protocols and vital mental and behavioral health support, and also enacted measures to strengthen relationships with Wisconsin's sovereign Native Nations; support Native and veteran students; connect justice-involved families through The Literacy Link pilot project; and improve the transfer planning process with the recent launch of a robust transfer tool called Transferology; and

WHEREAS, Ray launched a series of Student and Faculty Spotlights, giving the Board of Regents and others the opportunity to hear firsthand the personal, moving stories of students pursuing their higher education goals in the face of adversity, and of faculty changing lives through innovative research, teaching, and service; and

WHEREAS, Ray worked diligently to improve UW System's external partnerships, including strengthening relationships with state and federal policymakers and conducting direct outreach to the state's business community; and

WHEREAS, Ray always conveyed his earnest belief in the value and importance of maintaining access to a world-class University of Wisconsin System education, and he took particular pride in knowing that nearly 90 percent of in-state graduates stay in Wisconsin five years after graduation and that Wisconsin is home to two national Research I universities and 11 outstanding comprehensive universities; and

WHEREAS, in the final months before retiring, Ray provided extraordinary and unhesitating leadership during an unprecedented global pandemic, working with the Board of Regents and university leadership to keep students, faculty, staff, and campus communities safe while continuing the university's mission of learning, teaching, research, and public service;

BE IT THEREFORE RESOLVED that the University of Wisconsin System Board of Regents highly commends and thanks Raymond W. Cross for his accomplished tenure and distinguished service to the citizens of Wisconsin and to the universities of the UW System; and

BE IT FURTHER RESOLVED that the UW System Board of Regents extends its sincere best wishes to Raymond W. Cross in his retirement and all future endeavors.

President Cross offered his observations on the different communities within the university, the purpose of higher education, and the challenges faced by university leaders in an increasingly pluralistic and polarized society. He also shared ten recommendations for the future of the UW System and the state of Wisconsin, some of which are already being pursued by President Thompson:

1. The comprehensive campuses must become more distinctive, more differentiated, and less duplicative.
2. The UW System must continue to consolidate and streamline administrative functions.
3. The UW System must create a unified, strategic online education model.

4. The UW System must secure bonding authority for non-state public revenue funded projects, as well as the ability to borrow against future cash flows during times of crisis.
5. The distribution of tuition dollars received through Wisconsin's reciprocity agreement with Minnesota, which currently go to the state's general fund, should be redirected to the university.
6. The UW System must develop a strategy to better serve underrepresented student populations both within the state and beyond.
7. The UW System must develop a rational tuition policy.
8. The UW System must develop a rational process for market compensation adjustments for faculty and staff.
9. A modern, comprehensive, end-to-end enterprise management software system is needed to allow more effective operation of individual institutions and the entire UW System.
10. A community and technical college system similar to those found in other states should be formed through the merger of the former UW Colleges and the Wisconsin Technical College System.

President Cross encouraged the Regents to engage chancellors, faculty and staff in dialogue and debate around these ideas. He expressed his appreciation to current and former members of the Board for their leadership and dedication to the university, and specifically thanked each Board President he worked with – Michael Falbo, Regina Millner, John Behling, and Andrew Petersen – for their counsel, patience, and encouragement.

President Cross expressed his appreciation for each of the chancellors' "outstanding leadership," support, counsel, and commitment to building a stronger UW System. He thanked faculty and staff – "the heart and soul of the university" – for their hard work and engagement. He also recognized current and former members of his Cabinet and other colleagues at UW System Administration, including Anny Morrobel-Sosa, Rob Cramer, Sean Nelson, Jack Jablonski, Gary Bennett, Jess Lathrop, David Volz, Jeff Buhrandt, Shenita Brokenburr, Dave Brukaradt, Quinn Williams, and Nicole Sment.

President Cross stated that the Board of Regents could not have found a better leader to guide the UW System through these difficult times than Governor Thompson: "The leadership of the university is really in good hands."

Finally, President Cross thanked Marion, his wife of 52 years, and said he hopes to spend more time with his four children and eight grandchildren during his retirement.

REGENT COMMUNICATIONS, PETITIONS AND MEMORIALS

[\[Recording: 03:19:35\]](#)

There were no communications, petitions, or memorials.

CLOSED SESSION

[\[Recording: 03:19:44\]](#)

President Petersen called upon Vice President Grebe to read the motion to move into closed session. The motion was seconded by Regent Colón and adopted on a roll-call vote, with Regents Beightol, Bogost, Colón, Delgado, Grebe, Jones, Levzow, Manydeeds, Petersen, Peterson, Saffold, Walsh, Weatherly, and Woodmansee voting in the affirmative. There were no dissenting votes and no abstentions.

Closed Session Resolution

Resolution 11519 That the Board of Regents move into closed session to (a) consider a UW-Madison honorary degree recipient, as permitted by s. 19.85(1)(f), Wis. Stats.; (b) consider emeritus status for the former UW System President, as permitted by s. 19.85(1)(f), Wis. Stats.; (c) consider ongoing personnel matters, as permitted by s. 19.85(1)(f), Wis. Stats.; and (d) consider strategies for crime detection and prevention as permitted under s. 19.85(1)(d), 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 11520 was moved by Regent Beightol, seconded by Regent Walsh, and approved on a voice vote.

UW-Madison Honorary Degree Revocation

Resolution 11520 That, upon the recommendation of the Chancellor of UW-Madison and the President of the University of Wisconsin System, the Board of

Regents rescinds the UW-Madison honorary degree granted to John Searle.

Adoption of Resolution 11521 was moved by Regent Beightol, seconded by Regent Jones, and approved on a voice vote.

Authorization to Grant President Emeritus Status to Raymond W. Cross

Resolution 11521 That, upon the recommendation of the President of the Board of Regents, Raymond W. Cross be granted the status and title of President Emeritus of the University of Wisconsin System, effective October 8, 2020.

The meeting was adjourned at 5:13 p.m.

Submitted by:

/s/ Jess Lathrop_____

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