



BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

October 7-8, 2021
UW-Oshkosh Reeve Memorial Union
748 Algoma Blvd., Oshkosh
Via WebEx Videoconferences

Thursday, October 7, 2021

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| 8:00 a.m. – 8:40 a.m. | I. All Regents—Closed Session
Reeve Memorial Union, Ballroom 227BC |
| 8:45 a.m. – 10:00 a.m. | Audit Committee
Reeve Memorial Union, Ballroom 227BC |
| 8:45 a.m. – 10:00 a.m. | Capital Planning & Budget Committee
Reeve Memorial Union, Room 212 |
| 8:45 a.m. – 10:00 a.m. | Research, Economic Development & Innovation Committee
Reeve Memorial Union, Ballroom 227A |
| 10:30 a.m. – 12:00 p.m. | Business & Finance Committee
Reeve Memorial Union, Ballroom 227A |
| 10:30 a.m. – 12:00 p.m. | Education Committee
Reeve Memorial Union, Ballroom 227BC |
| 12:00 p.m. | Lunch Break*
Reeve Memorial Union, Room 202 |
| 1:00 p.m. | I. All Regents
Reeve Memorial Union, Ballroom 227BC |
| | Closed Session |
| 4:30 p.m. (approx. following closed session) | Reception*
Steinhilber Art Gallery – 3 rd Floor |

Friday, October 8, 2021

8:45 a.m.

II. All Regents

Reeve Memorial Union, Ballroom 227BC

Webex videoconference registration information and meeting materials can be found at <https://www.wisconsin.edu/regents/meetingmaterials> or may be obtained from Jess Lathrop, Executive Director, Office of the Board of Regents, 1860 Van Hise Hall, 1220 Linden Drive, Madison, WI 53706, (608) 262-2324.

** A quorum of the Board of Regents may be present; no Board business will be conducted.*

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

I. All Regents—Closed Session

Thursday, October 7, 2021
8:00 a.m.

UW-Oshkosh Reeve Memorial Union
Ballroom 227BC
748 Algoma Blvd., Oshkosh
Via WebEx Videoconference

1. Calling of the Roll
2. Closed Session – Move into closed session to deliberate or negotiate a UW-Madison contract that requires a closed session for competitive or bargaining reasons, as permitted by s. 19.85 (1)(e), Wis. Stats.

I. All Regents

Thursday, October 7, 2021
1:00 p.m.

UW-Oshkosh Reeve Memorial Union
Ballroom 227BC
748 Algoma Blvd., Oshkosh
Via WebEx Videoconference

3. Calling of the Roll
4. Declaration of Conflicts
5. Updates and introductions
6. Approval of the record(s) of the July 29, 2021 Meeting of the UW System Board of Regents Executive Committee, and the September 1, 2021 Meeting of the UW System Board of Regents Executive Committee
7. Report of the Board President
 - A. Reports of the Wisconsin Technical College System Board
 - B. Update on Tribal Consultation Policy
 - C. Update on the Search for the UW System President
 - D. Report of the Special Regent Committee on Governance Issues
 - E. UW System Celebrates 50 Years
8. Report of the System President
 - A. In-person instruction for fall 2021 semester
 - B. 70 for 70
 - C. Transfer agreement with Wisconsin Technical College System
 - D. Procure-to-Pay (P2P)

9. Host-campus Presentation by UW-Oshkosh Chancellor Andy Leavitt: “Delivering on the Promise of a Regional Comprehensive University”
10. Presentation by Dr. Eve Fine: “Understanding and Minimizing the Influence of Unconscious Bias and Assumptions on Evaluation of Job Candidates”
11. Closed Session – Move into closed session to:
 - A. consider a UW-Oshkosh honorary degree nomination, as permitted by s. 19.85(1)(f), Wis. Stats.;
 - B. consider personal histories related to the naming of a facility at UW-Madison, as permitted by s. 19.85(1)(f), Wis. Stats.;
 - C. confer with legal counsel regarding potential litigation in which it is likely to become involved regarding a UW-Madison contract, as permitted by s. 19.85(1)(g), Wis. Stats.;
 - D. Deliberate or negotiate a UW-Madison contract that requires a closed session for competitive or bargaining reasons, as permitted by a. 19.85 (1)(e), Wis. Stats.;
 - E. consider a compensation adjustments for individuals with salaries that exceed 75% of the UW System President’s salary, as permitted by s. 19.85(1)(c), Wis. Stats.;
 - F. to confer with legal counsel regarding strategy to be adopted by the body regarding potential litigation in which it is likely to become involved, as permitted by s. 19.85(1)(g), Wis. Stats.;
 - G. consider student request(s) for review of a UW-Madison disciplinary decision(s), as permitted by s. 19.85(1)(a), (f), and (g), Wis. Stats.

The closed session agenda also may be considered on Friday, October 8, 2021, as the Board's needs may dictate. In addition, the Board may reconvene in open session regarding matters taken up in the closed session, including voting, where applicable.

I. All Regents

Thursday, October 7, 2021

Item 9.

DELIVERING ON THE PROMISE OF A REGIONAL COMPREHENSIVE UNIVERSITY

REQUESTED ACTION

Host campus presentation; for information only.

SUMMARY

Chancellor Andy Leavitt will highlight the historical and transformational moments that have impacted the institution and the region served by UW-Oshkosh. In his presentation, he will share the promise and power of regional comprehensive institutions such as UW-Oshkosh, envisioned as beacons of knowledge, discovery and talent-generation, always adapting to serve their regions.

Presenter

- Andy Leavitt, Chancellor, University of Wisconsin-Oshkosh

BACKGROUND

What began on a piece of farmland along the then-outskirts of Oshkosh in 1871, has grown, evolved, and matured into a large, vibrant and responsive regional comprehensive university. This is a proud, public place and institution that, today, serves its city, all of Northeast Wisconsin and beyond: The University of Wisconsin Oshkosh.

While it was born as a teacher's college, the institution always had the DNA of a regional comprehensive institution. The institution's founders were futuristic, and UW-Oshkosh today follows their lead.

The institution's first President George Albee and the Regents of 1871 insisted on teaching subject learning as well as pedagogy. This meant UW-Oshkosh has been providing a college-like experience from its very beginning. Today, as a full-fledged public, regional comprehensive institution, UW-Oshkosh has over 100,000 Titan alumni over its history. The university is educating more than 15,000 undergraduate, graduate, doctoral and high-school dual-enrollment students this year.

UW-Oshkosh's founders' experiment worked. Today, nearly 90 percent of graduates remain in the state after earning their diplomas. About 45 percent of students who hail from out of state and earn diplomas stay in Wisconsin, too.

The founders wagered that the establishment of such a public institution in the region would serve as a source of transformation and enlightenment for their local schools, their community and their broader economy. The success of UW-Oshkosh affirms their hopes.

I. All Regents

Item 10.

Thursday, October 7, 2021

**UNDERSTANDING AND MINIMIZING THE INFLUENCE OF
UNCONSCIOUS BIAS AND ASSUMPTIONS
ON THE EVALUATION OF JOB CANDIDATES**

REQUESTED ACTION

No action required; this presentation is for educational purposes only.

SUMMARY

Most individuals believe they are objective and fully capable of judging people solely on merit—on their credentials, the quality of their work, and the nature of their achievements. Copious research, however, shows that a lifetime of experience and cultural history shapes every one of us, our judgments of others, and our assessments of excellence.

The results of controlled research studies demonstrate that even people who are strongly committed to egalitarian values and believe that they are not biased can hold implicit or unconscious assumptions that influence their judgments. Examples of such implicit biases include expectations about physical and/or social characteristics associated with race, sex, age, and ethnicity; assumptions about people who are likely to match certain job descriptions or enter specific fields of study; and even attitudes about types of academic institutions and the people they educate and employ.

A vast and growing body of research demonstrates the role unconscious or implicit biases and assumptions can play in evaluation of job applicants; assessments of leadership, research, writing, and teaching; admission and assessment of students; evaluation of job performance; decisions about awards and promotions; and even how we interact with one another. It is important to note that most studies demonstrate that we are all subject to the influence of unconscious or implicit bias, regardless of our identity. Men and women, for example share and apply the same assumptions about gender. People of different races, ethnicities, religions, culture can share and apply the same sets of assumptions about these groups of people.

Learning about this research can increase your awareness of how biases and assumptions can influence evaluation and assessment of individuals and recognizing the role that biases and assumptions can play may help reduce their impact on your search and review of

applications. However, while awareness and recognition are essential, they are not sufficient. Research in this area is expanding and provides evidence about strategies to reduce the influence of bias – as well as evidence about strategies that are not effective.

This presentation will highlight research studies demonstrating the influence of unconscious or implicit bias on the evaluation of job candidates and will recommend evidence-based practices and strategies for minimizing this influence.

(References to this research are included in the guidebook *Searching for Excellence & Diversity*, Elements 3 and 4 and in WISELI's online bibliography.)

Presenter

- Dr. Eve Fine, Senior Scientist and Director of Curriculum Development for Women in Science & Engineering Leadership Institute (WISELI) at UW-Madison

BACKGROUND

The University of Wisconsin System is an Equal Opportunity and Affirmative Action employer. As part of the UW System's commitment to providing equal employment opportunities, programming and planning, UW System Administration asks members of all search committees to participate in training on unconscious bias.

Related Policies

- Regent Policy Document 17-4, Equal Opportunity and Affirmative Action in Employment

ATTACHMENTS

- A) Brochure from UW-Madison's Women in Science & Engineering Leadership Institute, "[Reviewing Applicants: Research on Bias and Assumptions](#)"
- B) [Searching for Excellence & Diversity, A guide for Search Committees at the University of Wisconsin-Madison](#)

09/30/2021

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

II. All Regents

Friday, October 8, 2021
8:45 a.m.

UW-Oshkosh Reeve Memorial Union
Ballroom 227BC
748 Algoma Blvd., Oshkosh
Via WebEx Videoconference

1. Calling of the Roll
2. Declaration of Conflicts
3. Report and approval of actions taken by the Capital Planning & Budget Committee
4. Report of the Research, Economic Development, and Innovation Committee
5. Report and approval of actions taken by the Audit Committee
6. Report and approval of actions taken by the Business & Finance Committee
7. Report and approval of actions taken by the Education Committee
8. Presentation: Wisconsin Intercollegiate Athletic Conference
9. Recognition of former Wisconsin Intercollegiate Athletic Conference Commissioner Gary Karner
10. Presentation: Board of Regents 2021 University Staff Excellence Awards
 - a. Brenda Cullin, Department of Economics, UW-Milwaukee
 - b. Monika Pynaker, Division of Information technology, UW-Green Bay
 - c. You Have Options Program, University Police Department, UW-Parkside
11. Resolution of appreciation to UW-Oshkosh for hosting the October meeting
12. Regent communications, petitions, and memorials
13. Optional Closed Session
14. Adjourn

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II. All Regents

Item 8.

Friday, October 8, 2021

WISCONSIN INTERCOLLEGIATE ATHLETIC CONFERENCE

SUMMARY

This presentation will cover a brief history of the Wisconsin Intercollegiate Athletic Conference (WIAC) and its accomplishments while featuring two current student-athletes and one faculty athletic representative.

Presenter(s)

- Danielle Harris, WIAC Commissioner
- Melanie Marine, University of Wisconsin-Oshkosh, Faculty Athletic Representative
- Rahdea Jarvis, University of Wisconsin-Oshkosh, Gymnast
- Cody Else, University of Wisconsin-Oshkosh, Swimmer

BACKGROUND

On July 1, 1997, the nine members of the former Wisconsin State University Conference (WSUC) and the Wisconsin Women's Intercollegiate Athletic Conference (WWIAC) were joined together to form a single conference – the Wisconsin Intercollegiate Athletic Conference. Dr. Gary F. Karner was appointed commissioner in July 1996 to direct the merged conferences.

The WIAC has continued the record of athletics and academic excellence established by its predecessors. The conference is widely recognized as the premier Division III conference in the country as evident by the number of NCAA championships captured annually by WIAC teams (a total of 118 since the 1982-83 academic year) and the overall finish of WIAC institutions in the Division III Learfield Sports Directors' Cup standings. The conference also has assumed a significant leadership role in the governance structure of the NCAA and been recognized for its advances in gender equity and the community activism of its student-athletes.