

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

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

UW-Oshkosh Reeve Memorial Union
748 Algoma Boulevard
Oshkosh, Wisconsin

-President Manydeeds presiding-

CALLING OF THE ROLL (A.M.)	3
CLOSED SESSION (A.M.)	3
<i>Closed Session Resolution</i>	3
CALLING OF THE ROLL (P.M.)	4
DECLARATION OF CONFLICTS	4
INTRODUCTION OF REGENT RODNEY PASCH	4
OTHER UPDATES AND INTRODUCTIONS	5
APPROVAL OF MEETING RECORDS	6
REPORT OF THE BOARD PRESIDENT	6
Reports of the Wisconsin Technical College System Board	6
Update on Tribal Consultation Policy	6
Update on the UW System President Search.....	7
Report of the Special Regent Committee on Governance Issues.....	7
UW System Celebrates 50 Years.....	7
REPORT OF THE PRESIDENT OF THE SYSTEM	8
"70 for 70" Vaccination Campaign.....	8
In-Person Instruction for Fall 2021 Semester.....	8
Procure-to-Pay (P2P) and Payroll Updates.....	8
Transfer Agreement with Wisconsin Technical College System	8
HOST CAMPUS PRESENTATION BY UW-OSHKOSH CHANCELLOR ANDY LEAVITT: "DELIVERING ON THE PROMISE OF A REGIONAL COMPREHENSIVE UNIVERSITY"	9
PRESENTATION BY DR. EVE FINE: "UNDERSTANDING AND MINIMIZING THE INFLUENCE OF UNCONSCIOUS BIAS AND ASSUMPTIONS ON EVALUATION OF JOB CANDIDATES"	9
CLOSED SESSION (P.M.)	10
<i>Closed Session Resolution</i>	10
<i>Authority to Name the New College of Letters and Science Academic Building, UW-Madison</i>	11

Salary Adjustment for Russell Coff, Professor and Chair, Department of Management and Human Resources, Wisconsin School of Business, UW-Madison11
Salary Adjustment for Philip (Dean) Corbae, Professor and Academic Director, Puelicher Center for Banking Education, Wisconsin School of Business, UW-Madison11
Student Request for Review of a UW-Madison Disciplinary Decision 12

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

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

UW-Oshkosh Reeve Memorial Union
748 Algoma Boulevard
Oshkosh, Wisconsin

-President Manydeeds presiding-

The recording of this meeting's open session is available at: [October 7, 2021 Webcast](#)

CALLING OF THE ROLL (A.M.)

PRESENT: Regents Robert Atwell, Scott Beightol, Amy Bogost, Héctor Colón, Michael Grebe, Edmund Manydeeds, John Miller, Rodney Pasch, Andrew Petersen, Cris Peterson, Ashok Rai, Brianna Tucker, Jill Underly, Karen Walsh, and Kyle Weatherly

UNABLE TO ATTEND: Regents Mike Jones, Tracey Klein, and Corey Saffold

CLOSED SESSION (A.M.)

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

Closed Session Resolution

Resolution 11687 That the Board of Regents 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.

Before considering any items on the closed session agenda, President Manydeeds 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.

The Board adjourned from closed session at 8:25 a.m. to attend committee meetings.

The Board reconvened in open session at 1:00 p.m.

CALLING OF THE ROLL (P.M.)

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

PRESENT: Regents Robert Atwell, Scott Beightol, Amy Bogost, Héctor Colón, Michael Grebe, Mike Jones, Tracey Klein, Edmund Manydeeds, John Miller, Rodney Pasch, Andrew Petersen, Cris Peterson, Ashok Rai, Brianna Tucker, Jill Underly, Karen Walsh, and Kyle Weatherly

UNABLE TO ATTEND: Regent Corey Saffold

DECLARATION OF CONFLICTS

Before considering any items on the open session agenda, President Manydeeds 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.

INTRODUCTION OF REGENT RODNEY PASCH

[\[Recording: 00:01:34\]](#)

President Manydeeds introduced Regent Rodney Pasch, who succeeds Regent Emeritus Becky Levzow as President of the Wisconsin Technical College System Board.

Regent Pasch served as Vice President of Human Resources, IT, and Facilities at Moraine Park Technical College for 18 years. More recently, he was Director of Human Resources and interim IT Director for the City of Fond du Lac, and served a six-year term as Commissioner with the Wisconsin Employment Relations Commission. His professional and community service included 13 years as a Consultant/Evaluator for the North Central Association, The Higher Learning Commission, evaluating colleges in a 19-state area for institutional effectiveness and ongoing accreditation status. In addition, he served 16 years on the Board of Directors of Fox Valley Savings Bank, was a member of the Fond du Lac Area Economic Authority, and served in numerous other local, state, and national leadership capacities.

Regent Pasch earned bachelor's and master's degrees in Industrial Technology from UW-Platteville and a Ph.D. in Educational Administration from UW-Madison. His teaching experience includes carpentry trades at Southwest Tech in Fennimore, graduate courses in architectural design and industrial materials at UW-Platteville, and graduate courses in Educational Leadership and Public Sector Labor Law at Marian University in Fond du Lac.

Stating that it is an honor to serve on the Board of Regents on behalf of the Wisconsin Technical College System, Regent Pasch noted that several members of his family have been beneficiaries of Wisconsin's public school systems.

OTHER UPDATES AND INTRODUCTIONS

[\[Recording: 00:06:30\]](#)

President Thompson welcomed Dr. Maria Gallo, who began serving at the 20th Chancellor of UW-River Falls in mid-July. She previously served as President of Delaware Valley University in Doylestown, Pennsylvania. Prior to that, she was Dean and Director of Research and Cooperative Extension of the College of Tropical Agriculture and Human Resources at the University of Hawaii at Manoa. She earned her B.S. in agronomy from Cornell University and both her M.S. in crop science and Ph.D. in genetics from North Carolina State University. She is a fellow of the American Society of Agronomy and the Crop Science Society of America, and is a former Fulbright Scholar.

Chancellor Gallo said, "I'm thrilled to be here, proud to be a Falcon, and I look forward to working with our students and the great state of Wisconsin."

President Thompson introduced John Chenoweth as the new Provost and Vice Chancellor for Academic Affairs at UW-Whitewater. Dr. Chenoweth previously served as Dean of UW-Whitewater's College of Business and Economics.

President Thompson also introduced Marty Loy as the interim Provost and Vice Chancellor for Academic Affairs at UW-Stevens Point. Dr. Loy has served as Dean of the UW-Stevens Point College of Professional Studies since June 2010.

In other updates, President Thompson announced that Dr. Jim Henderson has agreed to extend his term as interim Chancellor of UW-Whitewater for a second year. He also congratulated Dr. Michael Alexander on his recent formal installation as Chancellor of UW-Green Bay, noting that although he began serving in May 2020 the ceremony had been postponed due to the pandemic.

APPROVAL OF MEETING RECORDS

[\[Recording: 00:06:30\]](#)

Regent Petersen moved for the approval of the records of the July 29, 2021 and September 1, 2021 meetings of the Executive Committee of the UW System Board of Regents. The motion was seconded by Regent Beightol and approved on a voice vote.

REPORT OF THE BOARD PRESIDENT

[\[Recording: 00:15:05\]](#)

Reports of the Wisconsin Technical College System Board

The July 2021 and September 2021 reports of the Wisconsin Technical College System Board had been provided. There were no comments or questions.

Update on Tribal Consultation Policy

President Manydeeds provided a brief update on the Board's proposed Tribal Consultation policy. Following discussion with tribal representatives at the Board's July meeting, President Manydeeds and Regent Bogost met with tribal leaders in August to discuss the proposed policy. Noting that an additional meeting with tribal leaders is planned for later in October, he indicated that a draft policy is expected to be ready for the Board's consideration in December.

Regent Bogost added that the Board looks forward to getting more input from the tribes and working together.

Update on the UW System President Search

President Manydeeds announced that the search for the next UW System President launched in July with the appointment of the Search & Screen Committee, which includes representation from campuses across the state in addition to several current and former Regents.

Regent Vice President Walsh, Chair of the Search & Screen Committee, provided an update on the committee's recent activities, which included holding a series of listening sessions at each of the UW institutions in order to learn what members of the campus communities would like to see in the next President.

President Manydeeds indicated that he plans to announce the membership of the Special Regent Committee for the UW System Presidential Search in the next several weeks. The Special Regent Committee is tentatively expected to announce finalists and conduct interviews in January.

Report of the Special Regent Committee on Governance Issues

President Manydeeds announced the appointment of the Special Regent Committee on Governance Issues, which has been charged with considering items such as the chancellor selection and evaluation processes; setting priorities and evaluating progress related to equity, diversity, and inclusion goals; reviewing resource allocation methodology; and tuition policies and procedures.

Regent Klein, Chair of the Special Regent Committee on Governance Issues, provided an update on the committee's first two meetings during which members spent considerable time reviewing and discussing the chancellor search process and recommended changes, which will be shared with campus and shared governance leaders for additional feedback before final consideration at the Board's November or December meeting.

Regent Klein said the committee also began looking at equity, diversity, and inclusion (EDI) and the role the Board can play in setting priorities and evaluating the progress of UW institutions in the areas of EDI and campus climate.

UW System Celebrates 50 Years

President Manydeeds recognized the upcoming 50th anniversary of the founding of the University of Wisconsin System, which was created through the merger of two statewide systems of higher education in Wisconsin: "There have been many changes, many challenges, and many things to be proud of over those 50 years."

REPORT OF THE PRESIDENT OF THE SYSTEM

[\[Recording: 00:22:32\]](#)

“70 for 70” Vaccination Campaign

President Thompson announced that seven universities so far have reached or exceeded the 70% threshold for students vaccinated against COVID-19. Due to the positive student response, he said the UW System recently extended the campaign’s deadline by two weeks, to October 31, to provide an opportunity for several additional universities to reach the vaccination goal and give more students the chance to receive one of the offered scholarships.

In-Person Instruction for Fall 2021 Semester

President Thompson reported that the UW System is providing in-person classes at pre-pandemic levels, with 80 percent of undergraduate courses being taught in person. He thanked staff, faculty, and administrators for helping to make this happen while also prioritizing the health and safety of the students and campus communities.

Procure-to-Pay (P2P) and Payroll Updates

President Thompson reported that the UW System is seeing improved oversight and increased efficiencies following the implementation of the Procure-to-Pay (P2P) and ShopUW+ projects in April 2021. He also reported that all employees have been transitioned to a single biweekly payroll cycle as of August 2021.

Transfer Agreement with Wisconsin Technical College System

President Thompson announced that the UW System is delivering on its commitment to access by signing an historic transfer agreement with the Wisconsin Technical College System that will make it easier for students to transfer up to 72 credits of core general education courses between the two systems. The agreement was effective as of September 1, 2021.

**HOST CAMPUS PRESENTATION BY UW-OSHKOSH CHANCELLOR ANDY LEAVITT:
“DELIVERING ON THE PROMISE OF A REGIONAL COMPREHENSIVE UNIVERSITY”**

[\[Recording: 00:40:14\]](#)

Following a video highlighting notable events throughout UW-Oshkosh’s 150-year history and the impact the university has had on the surrounding community, Chancellor Leavitt discussed the important role UW-Oshkosh serves as a regional comprehensive university: delivering liberal and professional education, providing affordable and accessible degrees, balancing teaching and research to provide high impact opportunities for students, and serving as an economic and cultural force in the region and the state.

Chancellor Leavitt also discussed various efforts at UW-Oshkosh to expand access, support campus-community collaborations, develop sustainable and transparent financial processes, and improve diversity, equity, and inclusion on campus.

Chancellor Leavitt also acknowledged the efforts of UW-Oshkosh faculty and staff in response to the pandemic, including the transition to online and alternative teaching modes in Spring 2020, as well as the organization of testing centers and vaccine administration for students, employees, and community members.

Chancellor Leavitt reported that UW-Oshkosh, including its two-year access campuses at UWO-Fox Cities and UWO-Fond du Lac, is currently undertaking a strategic planning process that will develop a shared vision for the future. He indicated that UW-Oshkosh will be presenting a new mission statement for the Board’s approval in Spring 2022.

Chancellor Leavitt answered questions from the Regents about UW-Oshkosh’s efforts to recruit and retain diverse students and faculty; successes and challenges related to its Cooperative Academic Partnership Program (CAPP); and opportunities for graduates in the region.

**PRESENTATION BY DR. EVE FINE: “UNDERSTANDING AND MINIMIZING THE
INFLUENCE OF UNCONSCIOUS BIAS AND ASSUMPTIONS ON EVALUATION OF
JOB CANDIDATES”**

[\[Recording: 01:29:05\]](#)

Dr. Eve Fine, senior scientist and Director of Curriculum Development and Implementation at UW-Madison’s Women in Science & Engineering Leadership Institute, presented findings from research into the influence of unconscious bias and assumptions on hiring practices, particularly related to the evaluation of job applicants.

President Manydeeds noted that this type of education is one of many tools the UW System uses to comply with state and federal requirements to ensure the university's hiring practices are free from discrimination.

CLOSED SESSION (P.M.)

[\[Recording: 01:34:57\]](#)

President Manydeeds called upon Vice President Walsh to read the motion to move into closed session. The motion was seconded by Regent Peterson and adopted on a roll-call vote, with Regents Atwell, Beightol, Colón, Grebe, Jones, Klein, Manydeeds, Miller, Pasch, Petersen, Peterson, Rai, Tucker, Underly, Walsh, and Weatherly voting in the affirmative. There were no dissenting votes and no abstentions. (Regent Bogost re-joined the meeting following the vote to move into closed session.)

Closed Session Resolution

Resolution 11688 That the Board of Regents 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) 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.; and (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.

Before considering items on the closed session agenda, President Manydeeds 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 Atwell recused himself from the discussion regarding potential litigation.

During the closed session, Regent Walsh moved for the adoption of Resolution 11689. The motion was seconded by Regent Petersen and approved on a voice vote.

Authority to Name the New College of Letters and Science Academic Building, UW-Madison

Resolution 11689 That, upon the recommendation of the Chancellor of UW-Madison, and the President of the UW System, the UW System Board of Regents authorizes that the new College of Letters and Science Academic Building be named "Irving and Dorothy Levy Hall."

Regent Petersen moved for the adoption of Resolution 11690. The motion was seconded by Regent Beightol and approved on a voice vote.

Salary Adjustment for Russell Coff, Professor and Chair, Department of Management and Human Resources, Wisconsin School of Business, UW-Madison

Resolution 11690 That, upon the recommendation of the President of the UW System and the Chancellor of the University of Wisconsin-Madison, the Board of Regents approves an annual salary of \$384,633 for Russell Coff, Professor and Department Chair, Department of Management and Human Resources, Wisconsin School of Business, at the University of Wisconsin-Madison, effective August 23, 2021.

Regent Walsh moved for the adoption of Resolution 11691. The motion was seconded by Regent Petersen and approved on a voice vote.

Salary Adjustment for Philip (Dean) Corbae, Professor and Academic Director, Puelicher Center for Banking Education, Wisconsin School of Business, UW-Madison

Resolution 11691 That, upon the recommendation of the President of the UW System and the Chancellor of the University of Wisconsin-Madison, the Board of Regents approves an annual salary of \$418,422 for Philip (Dean) Corbae, Professor and Academic Director, Puelicher Center for Banking Education, Wisconsin School of Business, at the University of Wisconsin-Madison, effective August 23, 2021.

Regent Peterson moved for the adoption of Resolution 11692. The motion was seconded by Regent Atwell and approved on a voice vote.

Student Request for Review of a UW-Madison Disciplinary Decision

Resolution 11692 That the Board of Regents adopts the attached Proposed Decision and Order as the Board's Final Decision and Order in the matter of a student request for review of a UW-Madison academic disciplinary decision.

- - -

The meeting was adjourned at 4:49 p.m.

- - -

Submitted by:

/s/ Jess Lathrop

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