



BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

September 29-30, 2022
UW-Eau Claire W.R. Davies Student Center
77 Roosevelt Avenue, Eau Claire, Wisconsin
& via Webex videoconference

Wednesday, September 28, 2022

6:00 p.m. – 8:00 p.m. **Dinner hosted by Chancellor Schmidt***
The Brewing Projekt
1807 N. Oxford Avenue, Eau Claire, Wisconsin
Event is by invitation only. Please contact Corry Mahnke,
publ51@uwec.edu for more information.

Thursday, September 29, 2022

8:45 a.m. – 10:00 a.m. **Audit Committee**
Ho-Chunk Room (320E), Davies Student Center

8:45 a.m. – 10:00 a.m. **Capital Planning & Budget Committee**
Ojibwe Grand Ballroom (330), Davies Student Center

10:30 a.m. – 12:00 p.m. **Business & Finance Committee**
Ho-Chunk Room (320E), Davies Student Center

10:30 a.m. – 12:00 p.m. **Education Committee**
Ojibwe Grand Ballroom (330), Davies Student Center

12:00 p.m. **Performance by Blugold Marching Band***
3rd Floor Outdoor Terrace, Davies Student Center

12:15 p.m. **Lunch***
Dakota Ballroom (340), Davies Student Center

1:15 p.m. **I. Board of Regents**
Ojibwe Grand Ballroom (330), Davies Student Center

Closed Session

Ojibwe Grand Ballroom (330), Davies Student Center

5:30 p.m. – 8:00 p.m. **Reception at the Pablo Center at the Confluence***
128 Graham Avenue, Eau Claire, Wisconsin
Event is by invitation only. Please contact Corry Mahnke,
publ51@uwec.edu for more information.

Friday, September 30, 2022

8:45 a.m. **II. Board of Regents**
Ojibwe Grand Ballroom (330), Davies Student Center

Optional Closed Session

Ojibwe Grand Ballroom (330), Davies Student Center

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

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

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

I. Board of Regents

Thursday, September 29, 2022
1:15 p.m.

Ojibwe Grand Ballroom
W.R. Davies Student Center
UW-Eau Claire
77 Roosevelt Avenue, Eau Claire, Wisconsin
and via Webex videoconference

1. Calling of the Roll
2. Declaration of Conflicts
3. Updates and Introductions
4. Approval of the record of the August 18-19, 2022 meeting of the UW System Board of Regents
5. Report of the Board President
 - A. Report(s) of the Wisconsin Technical College System Board
 - B. Update on the UW-Whitewater and UW-Platteville Chancellor Search processes
 - C. UW School of Veterinary Medicine Collaborative Mural
 - D. Preview of November Board of Regents Meeting
6. Report of the System President
 - A. Start of the Fall 2022 Semester
 - B. UW-Stevens Point Chancellor Installation
 - C. 100 Days Round-up
 - D. Visit to Washington, D.C.
 - E. Preliminary Enrollment Numbers
 - F. Telehealth Contract
 - G. Increasing Access: FAFSA Initiative
 - H. National Student Transfer Week
 - I. Recognitions of Special Accomplishments in the UW System
7. Host-campus Presentation by Chancellor James Schmidt, UW-Eau Claire: "Inclusion, Innovation, Impact!"
8. Presentation and Discussion: UW System Strategic Plan Update

9. Closed Session – Ojibwe Grand Ballroom, W.R. Davies Student Center

Move into closed session to:

- A. Consider a compensation adjustment for an individual with a salary that exceeds 75% of the UW System President's salary, as permitted by s. 19.85(1)(c), Wis. Stats.

The closed session agenda also may be considered on Friday, September 30, 2022, 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.

UW SYSTEM STRATEGIC PLAN

REQUESTED ACTION

For information and discussion only.

EXECUTIVE SUMMARY

President Jay Rothman will present an overview of UW System's proposed strategic plan for 2023-2028.

In his presentation, President Rothman will highlight the three proposed strategic pillars that would guide the work of the UW System if the plan is ultimately adopted by the Board of Regents:

- Enhance the student experience;
- Serve the public good; and
- Build the successful university system of the future.

The presentation will also include a discussion on specific goals and potential strategies and tactics that may be used by the 13 universities and System Administration to achieve the goals.

The discussion among Regents and Chancellors will be used to inform future drafts of the strategic plan which will be brought forward for the Board's review and approval at the December 2022 Board of Regents meeting.

Presenters

- Jay Rothman, UW System President

BACKGROUND

Since May 2022, the UW System has been engaged in a strategic planning process. As part of this process, President Rothman has met with chancellors, senior leadership teams at each university and System Administration, and shared governance leaders from across the UW System.

ATTACHMENTS

- UW System Strategic Framework (DRAFT)



DRAFT

2023-2028

9.21.2022

STRATEGIC FRAMEWORK

Our 13 universities – and the people who make us who we are – change the trajectory of lives every single day, drive critical research, improve communities, and move Wisconsin forward with expanded opportunities.

We are growing Wisconsin's economy by expanding knowledge and by helping more state residents earn college degrees and additional skills. We are committed to opening the doors of our universities to talented students from families across Wisconsin, regardless of background.

The UW System will support and advocate for our students and our universities, while continuing to strengthen our lasting relationships with the people and organizations who count on us.

The following framework sets out our over-arching goals for the next five years.

The University of Wisconsin System

Our Vision

The University of Wisconsin System aims to be the best university system in the country.

Our Purpose

The University of Wisconsin System will fulfill the Wisconsin Idea by delivering transformative educational outcomes and research that enhance the quality of life for all in Wisconsin and beyond.

The Role of the UW System Administration

The following is a high-level summary of the roles that the University of Wisconsin System Administration (UWSA) should play.

- A. **Support:** UWSA exists to provide support to the universities (e.g. in academic and student affairs, compliance, or finance), particularly in areas in which we are positioned to leverage resources across the entire network of universities. The support UWSA provides may vary depending on the unique needs of each university. In addition, UWSA performs the following specific support functions:
 - a. *Resource Allocation:* UWSA serves as the clearinghouse for the allocation of state and other funds for both operating and capital expenditure purposes.
 - b. *Advocacy:* UWSA serves as an advocate for the universities, including with key stakeholders such as the legislative and executive branches at the state and federal levels, the business community, students, faculty and staff, as well as the public at large.
 - c. *Coordination:* UWSA serves as a connector/coordinator/ facilitator among the universities to ensure that collaboration occurs where appropriate and beneficial.
 - d. *Shared Services:* UWSA provides specifically defined administrative services to the universities where feasible, cost-effective, and efficient.

- B. **Stewardship:** UWSA provides oversight in support of the universities consistent with the statutory mandates set forth in Chapter 36 of the Wisconsin Statutes and informed by enterprise risk management principles. The role of UWSA is to assist the Regents in fulfilling their fiduciary responsibilities. As part of this process, UWSA, in collaboration with the universities, works with the Board of Regents to set strategic priorities and direction that are ultimately approved by the Regents.

Our Core Values

Purpose-Driven: Our purpose drives all that we do.

- **Student-Centered:** A primary reason for our existence is to serve the students enrolled at the universities comprising the System. We do so by fostering excellence in teaching and learning, research, scholarship, and creative activity, and community service.
- **Pursuit of Truth:** We support the pursuit of truth that drives the core research mission and serves as the foundation for teaching and learning.
- **Advancement of Knowledge:** The dissemination of knowledge, discovery of new truths and areas of inquiry, and the search for a deeper understanding of our world and our place in it are central to our work and to our core values.
- **Service:** An essential aspect of the System and the family of universities that comprise it is service to the State of Wisconsin and to the public good in general.

People-Focused: We value and promote all who work, live, and learn in the System, as well as those in communities we serve across the state.

- **Collaboration and Teamwork:** We appreciate and understand that our best work will be done working together as teams in a collaborative and supportive environment.
- **Diversity:** We are committed to diversity, equity, inclusion, and belonging. These principles are key to our long-term success.
- **Mutual Respect and Trust:** We support an environment of civility, trust, collegiality, open and honest communication, and mutual respect by building a sense of community and caring among faculty, staff, students, and community partners.

Stewardship: The decisions we make are focused on the best interests of those who work and learn at the universities that comprise the System and the State of Wisconsin. As stewards, we are accountable to each other, to the System, and to the Wisconsin Idea.

- **Accountability:** We are committed to live our core values and deliver excellence every single day.
- **Integrity:** We adhere to high standards of ethics and professionalism and safeguard the reputation of the System and the universities that comprise it.
- **Innovation:** We understand the importance of adapting to the changing conditions in which we work, being open to new ideas, and continuously seeking solutions to challenges we face.
- **Sustainability:** We take the long-term view, ensuring that the System is structured and supported to serve the people of Wisconsin for generations to come. Our goal is to leave the System better than we found it.

Strategic Directions



**ADVANCE
ECONOMIC PROSPERITY**



**ENHANCE THE STUDENT
EXPERIENCE AND SOCIAL
MOBILITY**



**FOSTER CIVIC
ENGAGEMENT AND
SERVE THE PUBLIC GOOD**

GOALS

Advance Economic Prosperity

1. Foster a culture of innovation across the System.
2. Support the employer community by meeting pressing workforce and other needs.
3. Ensure that the universities comprising the System are financially sustainable and operationally efficient.
4. Promote differentiation among the universities.

Enhance the Student Experience and Social Mobility

5. Increase access to a higher education while closing the opportunity gap(s) for historically underserved students, including those from lower socioeconomic backgrounds.
6. Provide high-quality support for students across the higher education life cycle (from entering student through graduation and beyond).
7. Promote excellence and innovation in teaching, research, and service to improve student learning outcomes.
8. Recruit, develop, and retain a high-quality, diverse faculty and staff.

Foster Civic Engagement and Serve the Public Good

9. Continue to be a global leader in research, scholarship, and creative activity that advances knowledge and benefits society.
10. Adhere to the principles of free expression, academic freedom, and civil discourse.
11. Provide services and support to address societal and community needs across Wisconsin.
12. Provide leadership in fostering environmental sustainability across the universities.

09/22/2022

BOARD OF REGENTS OF THE UNIVERSITY OF WISCONSIN SYSTEM

II. Board of Regents

Friday, September 30, 2022
8:45 a.m.

Ojibwe Grand Ballroom
W.R. Davies Student Center
UW-Eau Claire
77 Roosevelt Avenue, Eau Claire, Wisconsin
and via Webex videoconference

1. Calling of the Roll
2. Declaration of Conflicts
3. Report and approval of actions taken by the Audit Committee
4. Report and approval of actions taken by the Business & Finance Committee
5. Report and approval of actions taken by the Education Committee
6. Report and approval of actions taken by the Capital Planning & Budget Committee
7. Video Presentation: Collaboration along the I-94 Corridor
8. Panel Discussion: The Value of Economic Development Collaborations
9. Presentation of Board of Regents 2022 University Staff Excellence Awards
 - Ms. Nicole Owen, Academic Department Associate, Department of Mathematics, UW-Eau Claire
 - Ms. Jo Johnson, Assistant Director of Payroll & Benefits, Human Resources, UW-Stout
 - Custodial Services, UW-River Falls
10. Resolution of appreciation to UW-Eau Claire for hosting the September 2022 meeting
11. Regent communications, petitions, and memorials
12. Optional Closed Session

Adjourn

The closed session agenda for Thursday, September 29, 2022, may also be considered on Friday, September 30, 2022, 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.

THE VALUE OF ECONOMIC DEVELOPMENT COLLABORATIONS

REQUESTED ACTION

For information and discussion only.

SUMMARY

Collaborations between University of Wisconsin System universities and businesses in Wisconsin offer significant mutual value and opportunities.

Through internships, UW students gain important hands-on experience and insights into possible future careers. Businesses that host interns are part of a pipeline to recruit new talent into the workforce.

Dialogue between businesses and universities can help ensure that UW programs are relevant and useful in meeting current and future workforce needs, benefiting both businesses and students. UW research and expertise can help find solutions and new opportunities for Wisconsin businesses.

Panelists representing businesses along the I-94 corridor will highlight and discuss the impact of university-business collaborations, with a specific focus on UW-Eau Claire, UW-River Falls, UW-Stout and UW-Superior.

A brief video will precede the panel discussion, highlighting collaborative efforts between area businesses and three UW universities along the I-94 corridor.

Panelists

- Steve Jahn, Executive Director, Momentum West (moderator)
- Jen McHugh, Vice President, Community Engagement, Royal Credit Union
- Dr. Jeffrey J. Cernohous, Chief Operating Officer, Interfacial, a Nagase Company
- Brian Elwood, General Manager of Customer and Community Service, Xcel Energy
- Bryan Barts, Director, UW-Stout Career Services
- Pete Koenig, Program Manager, Nolato Contour

BOARD OF REGENTS 2022 UNIVERSITY STAFF EXCELLENCE AWARDS

REQUESTED ACTION

Presentation of the Board of Regents 2022 University Staff Excellence Awards.

SUMMARY

The purpose of the annual Regents University Staff Excellence Awards is to recognize the dedicated work, vital services, initiative, and outstanding contributions of the UW System's university staff.

UW System universities may nominate one university staff member and one program staffed primarily by university staff for these awards. The Regents University Staff Excellence Awards Committee selects the recipients, including two individual and one program, who receive awards of \$7,500 to support professional development or program enhancements.

The 2022 University Staff Excellence Award recipients are:

- Ms. Nicole Owen, Academic Department Associate, Department of Mathematics, UW-Eau Claire
- Ms. Jo Johnson, Assistant Director of Payroll & Benefits, Human Resources, UW-Stout
- Custodial Services, UW-River Falls

ATTACHMENTS

- Profiles of the 2022 University Staff Excellence Award Recipients

**Profile of
Nicole Owen
Academic Department Associate, Department of Mathematics
University of Wisconsin–Eau Claire
2022 Regents University Staff Excellence Award Individual Recipient**

Highlights from nomination materials:

- Serves as academic department associate for mathematics department, one of the largest departments on campus. Owen supports approximately 200 student mathematics majors, 150 mathematics minors, 40 full-time faculty and academic staff, as well as more than 100 student employees each year.
- Assists the department chair, faculty, and academic staff to ensure they can be in the classroom, participating in research and serving students; also helps to support students so they feel engaged and connected to campus.
- Actively involved with the many large-scale events the mathematics department sponsors annually, including the Math Meet and Sonia Kovalevsky Day, which are recruitment events. Other events include the Math Retreat, Graduation and Awards Celebration, Math in the Woods, and the Holiday Luncheon, which build community for current students and staff.
- Organizes the annual University Staff Professional Development Conference, which promotes professionalism throughout the university and fosters connections among work units.
- Member of University Staff Council since 2016; council chair since October 2020.
- Passionate about improving campus culture and morale; strives to be an advocate for employees.
- Actively participated in campus deliberations and decisions during COVID-19 pandemic; spent many hours meeting with shared governance, the university's Rapid Response Team, the chancellor's leadership team, and community health leaders to understand the pandemic, debate concerns, and reach consensus on how to create a safe learning environment.
- Member of planning team for 2023 National Conference on Undergraduate Research, which UW-Eau Claire is hosting for 4,000 student researchers from across the country.
- With two other colleagues, in 2016, developed the Administrative Professional Collaboration Group, which currently has about 90 members who regularly attend; group works to enhance training, onboarding, and developing professional relationships across campus.
- Joined the UW-Eau Claire Caregiving Group in 2021, which works with the UW System Caregiving Taskforce; group meets regularly to advocate for caregiving needs for both staff and students on campus.
- University staff liaison to UW-Eau Claire's Commission on the Status of Women.

In Nicole Owen's own words:

- "Being the point person for the [mathematics department] is a large responsibility. This department is my home, and I take great pride and ownership in being part of this family."

In the words of colleagues:

- "Nicole is driven by her passion for our students, for her colleagues, and for UW-Eau Claire. When she sees a challenge or an opportunity, she doesn't hold back but plunges in to make a difference."
—James Schmidt, Chancellor, UW-Eau Claire
- "Nicole's warmth, combined with her organization and can-do attitude, have been instrumental in helping new instructors get established in our department."
—Abra Brisbin, Associate Professor of Mathematics, UW-Eau Claire

**Profile of
Jolanda “Jo” Johnson
Assistant Director of Payroll and Benefits
Human Resources, University of Wisconsin–Stout
2022 Regents University Staff Excellence Award Individual Recipient**

Highlights from nomination materials:

- Has worked in the Human Resources office at UW-Stout since 1999; currently holds the position of Assistant Director of Payroll and Benefits, providing leadership to benefits and payroll team, which delivers crucial functions to the university.
- Helped implement the AskHR program to ensure timely responses to requests.
 - Worked closely with the UW-Stout IT department to review, purchase, set up, and implement the well-received program, which enables the HR office to be more responsive to customer needs and provides metrics to track workload.
 - With the new program, employees are confident that their questions will be answered in a timely fashion, and the HR office can review and track issues, targeting communications to employees where they see frequently asked questions.
- Worked with programmers to develop an overload tracker to replace an outdated tracking spreadsheet, which eliminated overload limit issues; shared this program with all departments for their use.
- Helped lead the implementation of the software solutions and the change management process associated with both the AskHR program and the overload tracker.
- Earned January 2018 Stout University Staff Employee of the Month, an award for which she has been nominated more times than any other employee at UW-Stout (award criteria specifies that an employee can only receive the award once every five years).
- “Big picture” thinker.
- Collaborates with UW System Administration and UW-Shared Services to provide feedback and review training materials developed for the entire UW System in the payroll and benefits area.
- Takes time out of vacations, evenings, and weekends to answer questions from employees and to ensure tasks are completed accurately and quickly. Often puts needs of the university and its employees above her own.
- Sees her human resources team as a family; puts departments first and always available to help colleagues.
- Trusted person for employees to go to for help and guidance during the challenges of the COVID-19 pandemic.
- Part of the Administrative Transformation Project advisory committee.

In Jo Johnson’s own words:

- “Our students are the reason why we are all here, and I try every day to do something to enhance their experience.”

In the words of colleagues:

- “I have had the opportunity to interact with Jo on several occasions, and every interaction with her has left me impressed. She is knowledgeable, thorough, professional, and goes above and beyond her responsibilities to ensure that questions are answered and tasks are completed....I know that my experiences are not unique.”
—Katherine P. Frank, Chancellor, UW-Stout
- [The Assistant Director of Payroll and Benefits position] requires interaction with...different internal and external stakeholders of different educational, cultural, and social backgrounds. It also requires the ability to liaise between different departments. Success is dependent on strong communication and interpersonal skills. Ms. Johnson approaches every personal interaction consciously and with purpose.”
—Terrance M. McCann, Chief Human Resources Officer, UW-Stout

**Profile of
Custodial Services
University of Wisconsin–River Falls
2022 Regents University Staff Excellence Program Award Recipient**

Highlights from nomination materials:

- The University Staff in Custodial Services have developed detailed work task guides and procedures to facilitate efficient and comprehensive custodial services. This group of employees not only do their cleaning tasks but also take great pride in serving the students, the campus community, and visitors.
- This program employs 50+ student custodian employees, including a student hiring coordinator and student trainers.
- Professional supervisors and custodians work together with the significant student custodian staff to provide excellent service to campus. A further benefit is that these students get co-curricular experience that will benefit them in their future careers.
- Custodial Services staff do more than traditional custodial work. They embody the spirit of campus core values and contribute positively to the university's mission of helping prepare students to be productive, creative, ethical, engaged citizens and leaders with an informed global perspective.
- Custodial units adapted their job responsibilities and increased cleaning procedures during the COVID-19 pandemic, finding new ways of doing their work, even when understaffed.
 - As one example, they helped to empty and clean a large residence hall in one week so that it was ready for COVID-19 quarantine and isolation.
 - Early in the pandemic, while the Centers for Disease Control and Prevention (CDC) was still trying to firm up recommendations for personal protective equipment for employees, the UW-River Falls custodians were on campus every day keeping the campus clean, safe, and in operation, exhibiting their deep commitment to students and UW-River Falls.
- Campus visitors consistently say they are very impressed with the cleanliness of the university buildings. Many also comment on the friendly, welcoming personality of a custodian they may have asked for directions or encountered in a building.
- The university recently performed a study to analyze whether keeping custodial services in-house was the most sustainable long-term solution.
 - It was determined that it was sustainable, for financial reasons and because the university community expressed how much the Custodial Services employees contribute to the positive and caring campus climate.
- Custodial Services earned the first Chancellor's Recognition Award for University Staff in 2021.

In the words of colleagues:

- "Custodial Services plays a crucial role in supporting the success of UWRF students. Hundreds of our students benefit from campus employment in this department. The professional staff all go above and beyond to mentor the student employees, not just on how to perform the custodial work, but also in qualities like leadership, professionalism and how to live out our campus values. The entire department is characterized by a strong work ethic combined with a deep understanding that we are all here for the students."
—*Maria Gallo, Chancellor, UW-River Falls*
- "The custodial staff working in the residence halls [are] dedicated to not only providing a clean living environment, but in creating relationships with the students in their individual buildings....Each custodian received lots of positive feedback and stories about how they have helped students and made a difference in the building they work in."
—*Michelle Sponholz, Associate Director of Residence Life-Business Operations and Facilities, UW-River Falls*