

Joint Planning & Budget Committee Minutes

1:15 p.m., May 7, 2025

In person, Student Union 2310 – Senate Chambers

Guests may join via Teams [[Join the meeting now](#), Meeting ID: 259 549 139 25

Passcode: 3Fx64Pw6]

Recorder: Schweiger

Alternate Recorder: Talbot

JPB Committee and Ex-Officio Members in Attendance: Achenreine, Bearhart (Via Teams), Beeby, Brooks, Craig, Engen, Ericson, Figueroa, Galbraith, Grattan, Gray, Grunwald, Ives, Jax, Kim, Kunkel, McAndrews, Newton, Pope (Via Teams), Richter, Roraff, Schweiger, Thomsen, Thoune, Trnka, Walz (Via Teams), Weston, Yu, Ziegelman

Agenda:

1. Approval of Meeting Minutes M Andrew Ives, S-Sheri Craig
 - a. 4/23/2025
 2. Andrew Ericson-change via email to Chia-Chen Yu, minutes passed with this change
2. Strategic Plan (Stacy Twite and Whitney George, Co-Chairs of Strategic Plan Executive Committee)
 - a. Update
 2. Slides shared previous to meeting
 3. What is a strategic plan
 1. 2025-2030
 2. Compass that guides our work, I see where what I am doing relates to the goals of the university
 4. Why?
 1. Shared vision
 2. Decision making-sets priorities
 3. Prepare for challenges, maximize opportunities
 4. Inspiration
 5. HLC Compliance
 5. Inverted pyramid model
 1. Mission and Value statements will remain the same
 2. Focus on strategic priorities
 6. 2016 Strategic Plan
 1. Review in 2019
 2. Endorsed 2024
 7. Guiding Principles for creation
 1. Community Engagement: reflect voices of the entire UWL community
 2. Transparency: Open and accessible
 3. Accountability: decisions and actions grounded in a thorough, objective, and measurable process to uphold institutional integrity and effectiveness
 - o Updated website will show progress, links to surveys, previous plans

- Notes are available from meetings
 - a. Executive Committee's Suggested Qs to Ask
 - Where are we now in strategic planning?
 - 4. Phase 1: Jan-Mar 2025: Assess the landscape
 - Data gathering, touring shared governance groups
 - a. 7 round tables, 4 left to go; happy with attendance (315 seats available); one online the following week
 - External Landscape Analysis (aspirational and competitive institutions)
 - External Survey: including alumni and emeriti
 - 5. Summer looking through data
 - 6. Draft of pillars in fall, and campus will be given feedback
 - 7. By December, the plan is for revisions to be made and plan finalized
3. Discussion

Andrew Ericson -As a student, sustainability was important and there was a movement on campus to add that to the last plan, was told no. Wondering if there is a process in place for adjusting the strategic plan once it is founded if an important issue would come up again?

Hailee Gray-As far as student engagement, have you had student involvement?

Whitney George-Yes, about 50% of those attending have been faculty, 25% staff, 25% students. Evening sessions were more filled with students, but not as well attended. Visited student senate, 4 student reps on the engagement committee.

When we go into the fall revisions, will students have a voice heard then as well? (via workshops, survey, etc.)? Whitney George-Yes, something similar like listening sessions will be put together

Gwen Achenreiner Looking at 2016 pillars-they are still relevant, but the one thing that is confusing is what is different between "Advancing Transformational Education" v "Community Engagement". For example, where does a student internship fall within the pillars?

Tim McAndrews: Coming out of ACE Internationalization Lab. The goal was to internationalize our curriculum, which is immensely challenging. Is there a strategy to avoid BIG goals that don't have achievable outcomes? Whitney George-We want to make a focus on keeping things achievable

Lisa Weston-There are many people on campus who were involved in various ways on the previous plan, and it is important to honor the investment they made at the time. Might be good to bring those invested time into the conversation intentionally.

Whitney George-this was thought of when forming executive committee, and we might need to keep that in mind. We want to encourage EVERYONE to come to the table.

Troy Richter-The last plan had a day about this time, only 70 people were in the room giving strategic plan input. Through the additional sessions and outreach, we are having far more involvement in the creation. A lot of those who were involved are not longer at UWL

Andrew Ives-failures of the last strategic plan were leadership incentives to follow the plan. Certain areas utilized, but there was not consistency across leadership. Implementation will be important.

Sandy Grunwald-The top leadership might not have embraced it, but units, colleges, and divisions did implement it in their own planning. Which was a success.

Whitney George-opening the conversation to larger groups on campus has broken down silos and worked for increased understanding across campus

Chia-Chen Yu- How are the roundtable sessions going?

4. How much participation (round table and survey)? What can JPB help?
 1. Whitney George believes they are going “great”
 2. Engagement amongst people in attendance
 3. Themes are emerging from the groups
 4. Averaging 25 participants
 5. How can JPB help?
 1. Encourage colleagues and students to take the survey.
 2. No cap on online session
 3. Spread the word

Troy Richter-Do the survey, even if you do the round tables, talk to others.

Troy Richter-question for Chancellor, Beeby where do you want us to be in the next 5 years. How do you envision using this plan in your vision?

Chancellor Beeby-We are already an excellent university. We need to make sure we maintain excellent, and a choice destination. We can’t do everything, but what it is that we can do, and how do we get there. Play to our strengths. Be more engaged with the community, extending across the state and the region for a larger reputation. Do we need to change academic focus? How can we make sure we are welcoming for all students, faculty, and staff? How do we get the investments that we need. Expand Philanthropic initiatives, what does this mean for our physical plant?

Chia-Chen Yu-any other thoughts or suggestions before

Lisa Weston-Alignment with UW strategic plan? Is that part of the plan?

Chancellor Beeby-We need to think of it as ‘How do we embrace the WI idea?’

5. Potential Agenda Items and Topics Next Year: Suggestions
 - a. 1st meeting: Go over bylaws and discuss JPB Committee’s charges
 2. Familiarize new members with the work of JPB
 - a. System budget and UWL capital budget projects: update
 3. This will be critical to have this update
 - a. Strategic Plan: update
 - b. Enrollment status: update

c. Suggestions?

4. Andrew Ives-I would like to see guidance presented as to equitable compensation for CFO Pope
5. Dean Kunkel-Budget 101
 1. Within the first month-Troy Richter
6. Jeff Keenan (via Teams) Idea for JPB: A greater shared governance review. Consider benchmarking against other institutions. Update the bylaws of each body.
 1. Comprehensive review of the "powers and duties" of each body.
 2. Provide specific guidance so that each body can provide meaningful contributions
 3. Emphasize shared governance so that no body has more control or power than the others
 4. Consider how the university can best utilize each body to meet the goals of the institution and best serve students faculty & staff
 5. Can a systematic process be implemented for how items work through the different shared governance groups?

6. Chancellor's update

1. We are at the busy part of the semester with last week of classes and exams next week
2. Many end of semester activities-Thank you for your work with that!
 1. These highlight what we do here
 - o Academic Excellence
 - o Community Service
 - o Connection with students
 2. Please come to commencement
 3. Chancellor Beeby was in Wausau last week to the Joint Finance Committee
 - o Push for Prairie Springs 2
 - a. Kwik Trip
 - b. Students
 - c. President of Foundation all present
 - o Campus Close-up
 - a. Over 300 families on campus of college juniors
 - o Positive support in the news-Congressional Rep 3rd District advocating for Prairie Springs
 - o Many trips to state leadership to advocate for more resources for higher education
 - o Still waiting on the budget, it will take longer to pass than normal
 - o Monitoring state and federal law changes
 4. Inauguration-thank you for those who attended
 - o All those who visited from other campuses, enjoyed their time on campus, the physical plant and how kind the people were
 5. Thank you for the commitment to represent your constituents in JPB

6. Understand the importance of better compensation for our faculty and staff in order to best serve our students
3. Questions?
 1. Hailee Gray-who was endorsing?
 - o Chancellor Beeby: 3rd Congressional District Representative
7. Provost's update-Provost Morgan absent
 1. Sandy Grunwald for Provost Morgan-Registration-concluded last week, and students are still registering
 1. There were challenges in academic areas that we are trying to address
 2. Outreach to non-registered and non full-time registration students
 - o Advisors
 - o Navigate360
 2. Sam Pierce-NF25
 1. START begins June 9
 2. May 1 was enrollment deposit deadline
 - o Anticipating to exceed 2225
 - o Working on getting housing and START registrations
 - a. Over 1900 already registered for START
 - b. Have until 5/30, deadline being enforced
 3. Darci Thoune-are we expecting another record class
 - o Sam Pierce-The goal is not a record group, but it is possible
 - o Reduced admission by 200, but deposit numbers are stronger than past
 4. Troy Richter-are there certain departments that are struggling more?
 - o Sandy
 - a. CBA, continuing to be higher % each year
 - b. Rad Sciences-putting pressure on certain courses
 5. Chancellor Beeby: Are we getting students with more credits coming in?
 - a. Sam-about 70% of students come in with some credit
 6. Sam Pierce- Transfer students-about 200 for fall registered
8. CFO's update: No Update
9. Adjournment:

JPB Goals for 2024-25

1. To consider each agenda item in the context of its support for the strategic plan
2. To assist the University in planning for the next 3-5 years, budgeting to support that plan, and outlining longer-term planning needs
3. To educate the university community on how the strategic plan, enrollment management, capital budget projects, and State of Wisconsin budget impact the current priorities and future planning of UWL

JPB Executive Committee Members

Pearl Bearhart, Academic Staff
Ju Kim, Dean
Grant Hohman, Student Association
Tim McAndrews, Faculty
Mary Grattan, University Staff
Chia-Chen Yu, Chair

Joint Planning & Budget Committee Agenda

1:15 p.m., April 23, 2025

In person, Student Union 2310 – Senate Chambers

Guests may join via Teams [[Join the meeting now](#), Meeting ID: 251 937 346 072

Passcode: 8BK2Wa2A]

Recorder: Richter

Alternate Recorder: Schweiger

JPB Committee and Ex-Officio Members in Attendance:

Achenreiner, Bearhart (Via Teams), Beeby, Brooks, Craig, Engen (Via Teams), Ericson, Figueroa, Galbraith, Grattan, Gray, Grunwald, Guyer, Hohman, Ives, Jax, Kim, Kunkel, McAndrews, Morgan, Narcotta-Welp, Newton, Pope, Richter, Roraff, Talbot (Via Teams), Thomsen, Thoune, Trnka, Weston, Wycoff-Horn, Yu

Agenda:

1. Approval of Meeting Minutes M-Wycoff-Horn S-Ives Passed
 - a. 3/26/2025

Andrew Ives suggested discussing the 2d item before 2a MSP

Bring forth the values of the university guiding conversations and decision-making (Andrew Ives)

2.d Our Values

- ii. Mens Corpusque
 - iii. Diversity and Inclusion
 - iv. High Quality of Life/Work Management
 - v. Civic Engagement/The WI Idea
2. Discussion: Salary Study: How we might make salary adjustments if we get the budget increase we requested?
 - a. Initial thoughts and questions
 - b. JPB Executive Committee
 - i. University Staff: Salary data used to make comparisons for the University Staff? CUPA, UW System Schools, and some specific (outside) programs. Some are position dependent
 - ii. Other options in slide #3 in Salary Study PPT: Consider different models to address salary issues? e.g., centralized vs. partially decentralized for salary adjustments? Possible autonomy to individual units. What am I not thinking of? Across the board, nothing, what else is out there? Are there news ways to tackle this issue? Intend to keep centralized control. Need to keep it clean and equitable. May have some nuanced control. Could create bands of compensation.
 - iii. Discretionary funds used in the past: Strategies used historically to determine how the discretionary funds were distributed at UWL? Available for one time use, becomes available at some point, identify

funds, usually not a lot of money, STAR funds from UW System were an example of money allocated in the past, Faculty Senate made some decisions related to funding in the past to deal with inversion and compression. Some of the discretionary funds are “leftover” funds. Dollars that have not be used in Supplies and Expense, salaries from unstaffed positions. What funds can be used to fund one-time items? Fund type matters. Can’t use grant funds. Can’t use Capital Funds. Need to keep 102 and 128, 131 monies separated.

- iv. Salary adjustments: What and when do we know? and How much do we need? It is related to the State Budget. This is an unusual year. Both internal and federal actions. Good conversations happening at the Capital. Hope to hear more about the budget in July. We may not hear until later. What are UWL and UW System priorities. Each campus is having these conversations. Governor has supported 5%/4% raises for the 2 years of biennium. Will it be funded at full level? Merit and Market pay will be different. Will need to discuss priorities. Some limits on what the Chancellor can do with pay. Could this be another option, possible. Could we use pay plan monies more strategically? Lower paying and high turnover positions are a need to be discussed. Career Progression? Need to focus on global issue then discuss progression.
 - c. Initial thoughts from the four shared governance groups
 - i. Academic Staff Council encourages discussion on longevity, progression, more discretion given to deans and directors. Concern for those positions that are lowest paid, and those that have high turnover rates. Interest in using creative ways of leveraging pay plan. Can we study gaps related to identity? Salary savings from open positions-overload payments.
 - ii. University Staff-custodians lowest paid without creating compression,
 - iii. Faculty Senate-faculty specific, long-term balance of faculty and IAS, compression needs to be addressed, pay bumps after last promotion, merit based, longevity issue, hiring issues (low pay), how does also impact non-faculty, shouldn’t have to take second job to make ends meet, fair wage that is balanced, how is loyalty rewarded? Parity as it relates to turnover, why aren’t we striving for 100%,
 - iv. Student Senate-none
 - d. Current Priorities and Needs at UWL regarding Salary Issues
 - i. What are the priorities to address salary issues? What is equitable compensation? What is our plan when the money comes? Can we build the structure to make this happen? We should use our new strategic plan to determine priorities. How does student hourly wages impact other positions and pay? Do we act on what we think is important?
 - ii. What are the critical issues and needs to address?
3. Stephanie would welcome recommendations from JPB and thanked the JPB members for the discussion and ideas

4. Chancellor's update
 - a. VP from Madison here yesterday. Discussed challenges regarding compensation.
 - b. Busy time of the semester
 - c. Met with 16 legislators about Prairie Springs
 - d. Research in the Rotunda
 - e. HLC Conference in Chicago
 - f. Hosted a few Regents
 - g. Budget is a challenge
 - h. Federal action is a challenge
 - i. Monitoring our grants
 - j. Get involved with Strategic Planning
 - k. Inauguration
5. Provost's update

Grant funding elimination implications have been felt at UWL (TRIO, Adapted PE, etc.) staff costs and it could be immediate. What are the indirect costs? Need to tell our story and tell the impact to the community. No international students with VISA cancellations right now.
6. CFO's update

Construction Project on budget and maybe ahead of schedule

 - a. WIAA State Track meet planning
 - b. BOR approved auxiliary rates (housing, textbook, dining, parking, seg fees)
7. Adjournment

Future Meeting Date in Spring 2025 (presenters in parentheses)

- 5/07/2025: Update on the strategic plan (Stacy Twite and Whitney George, Co-Chairs of Strategic Plan Executive Committee, confirmed); Wrap-up & conclusion and future JPB goals (tentative)

JPB Executive Committee Members

Pearl Bearhart, Academic Staff
Ju Kim, Dean
Grant Hohman, Student Association
Tim McAndrews, Faculty
Mary Grattan, University Staff
Chia-Chen Yu, Chair

JPB Goals for 2024-25

1. To consider each agenda item in the context of its support for the strategic plan
2. To assist the University in planning for the next 3-5 years, budgeting to support that plan, and outlining longer-term planning needs
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Joint Planning & Budget Committee Meeting Minutes
March 26, 2025
Student Union 2310

Meeting called to order promptly at 1:15 p.m.

JPB Committee and Ex-Officio Members in Attendance: Achenreiner, Bearhart (via Teams), Beeby, Brooks, Craig, Engen, Ericson, Figueroa, Galbraith, Grunwald, Guyer, Hohman, Ives (via Teams), Jax, Kim, Kunkel, McAndrews, Morgan, Narcotta-Welp, Newton, Pope, Richter, Schweiger, Talbot (via Teams), Thomsen, Thoune, Trnka, Walz (via Teams), Weston, Wycoff-Horn, Yu, Ziegelman

Excused: Grattan, Gray

Agenda:

1. Approval of Minutes from March 12, 2025
 - Motion by Thoune, second by Craig, approved by voice vote.
2. Chancellor Update
 - During spring break spent some time advocating for Prairie Springs in Madison with legislators.
 - Joint finance hearings coming up across the state, Chancellor Beeby plans to attend one.
 - Strategic planning is moving forward.
 - Will be attending HLC conference and upcoming regents meeting. Will report back on highlights to this group.
3. Presentation: Salary Study (CFO)
 - CFO Pope shared data summaries on salary and comparatives.
 - Requested that the group review the data in the slides and be prepared to discuss in our next meeting parameters on how we might make salary adjustments if we get the budget increase we requested (we won't know what we will get until June/July at the earliest).
 - Questions/suggestions can go through executive committee. Chair Yu will send an email with instructions for how to channel this feedback.
 - Next meeting we will discuss this issue. Members should come prepared on April 23rd to discuss.
4. Presentation: Enrollment Planning (Provost's Office and Admissions)
 - Sandy Grunwald and Corey Sjoquist answered questions in the agenda with information in PowerPoint slides distributed to the committee prior to the meeting.

The JPB Chair provided a preview of upcoming meetings:

- 4/23/2025: Discussion about the data of the salary study

- 5/07/2025: Update on the strategic plan (Stacy Twite and Whitney George, Co-Chairs of Strategic Plan Executive Committee); Wrap-up & conclusion and future JPB goals

Adjournment at 2:50 p.m.

Minutes submitted by Joci Newton

Joint Planning & Budget Committee Meeting Minutes
March 12, 2025
Student Union 2310

Meeting called to order promptly at 1:15 p.m.

JPB Committee and Ex-Officio Members in Attendance: Achenreiner, Bearhart (via Teams), Beeby, Brooks, Craig, Engen (via Teams), Ericson, Figueroa, Galbraith, Grattan, Gray, Grunwald, Hohman, Ives, Jax, Kim, Kunkel, McAndrews, Morgan, Narcotta-Welp, Newton, Pope, Richter, Roraff, Schweiger (via Teams), Talbot, Thomsen, Thoun, Trnka, Walz, Weston, Wycoff-Horn, Yu

Absent: Guyer, Ziegelman (excused)

Agenda:

1. Approval of Minutes from February 12, 2025, as amended by the Committee Chair
 - Motion by Ives, second by Thoun, approved by voice vote
2. Presentation: Finance, Budget, & Capital Projects (Stephanie Pope, Chief Financial Officer & Vice Chancellor for Administration and Finance)
 - FY25 tuition surplus larger than expected due to strong enrollment
 - All underway capital projects on time and on budget
 - Less budget clarity for FY26 due to not knowing what budget will be
 - Governor signals strong support for UW System
 - Governor pay plan proposed at 5% for FY26 and 4% for FY27
 - Legislature signals less support than Governor
 - UWL budget due to UW System by April 1
 - Legislative Joint Finance Committee work likely will start in April
 - Governor's Capital Budget released on March 10, 2025
 - Prairie Springs remains top priority for UW System
 - UWL has other projects on list (i.e. residence hall fire sprinkler system, boiler burner replacements, and heating boiler capacity increase planning and design)
 - Mitchell Hall renovation not recommended by Governor
 - Follow-up budget questions and discussion followed.
 - Discussed distributed FAQs – Compensation-Related, Instructional Spending, Self-Funded Units
 - Provided data sources with web links
 - Current HR data sources are insufficient making it difficult to answer specific questions; however, Workday should address many of these shortcomings
 - Top future priorities will be informed by upcoming strategic planning process
 - Current priorities include Prairie Springs, state funding increase, employee compensation, and continuing academic excellence
 - UWL has very few financial investments beyond the Foundation

- No current plan for a decrease in funding; has not been indicated by either UWL or UW System
- Very difficult to determine what is spent on instruction
- 78% across university spent on compensation and 22% on S&E/capital expenses
- For Academic Affairs, 94% on compensation and 6.5% on S&E/capital expenses
- 49% spent of overall UWL budget spend in Academic Affairs; 51% on the rest of the university
- Total Academic Affairs S&E/capital expenses is \$7.8 million (~14% of university budget)
- UWL budget philosophy is on-par with most institutions across the country
- Self-funded units include auxiliaries like Residence Life and Parking, as well as several academic programs such as Dosimetry
 - Anything not fully funded by General Purpose Revenue (GPR)
- Self-funded programs are required to pay an administrative overhead
- Questions and discussion followed
- Vice Chancellor Pope's primary background is in Budget; currently has 24 years in higher education
- Prefers incremental budgeting model, used at UWL, because it is simple and transparent
- Importance of being strategic with spending
- UW System provides protections but also obligations
- Vision for JPB: an advisory group to the Chancellor that should be consulted when choices are present
- Further questions and discussion occurred
- JPB Chair thanked Vice Chancellor Pope for extensive comments and details and the committee applauded showing appreciation for the presentation

3. Chancellor Update

- Thanks to everyone for their hard work particularly during these uncertain and challenging times
- Closely monitoring federal and state developments. Will only send messages when final decisions occur as opposed to continual updates
- Spent time in Madison recently meeting with legislators about budget
- UWL has very positive impression at state capital
- Governor on campus yesterday and was impressed with UWL
- Meeting with local businesses and visiting adjacent communities
- Meeting with donors in Florida and Arizona
- Thanks to Deans for development work
- Various events happening on campus lately, such as National History Day, visual and performing arts, and athletics
- Men's basketball team is in the Division 3 "Sweet 16"
- Wrestling team, track and field, all in national championships
- Everyone seems ready for Spring Break! Encourages everyone to take time for themselves over the break

4. Provost Update
 - No substantive report
5. Chief Financial Officer Update
 - No report beyond earlier presentation

The JPB Chair provided a preview of upcoming meetings:

- 3/26/2025: Enrollment Planning
- 4/23/2025: Discussion of Future JPB Goals
- 5/07/2025: Wrap-up & Conclusion

Adjournment at 2:32 p.m.

Minutes submitted by Karl Kunkel

Joint Planning & Budget Committee Agenda

1:15 p.m., February 12, 2025

In person, Student Union 2310 – Senate Chambers

Guests may join via Teams [[Join the meeting now](#), Meeting ID: 215 410 043 365]

Passcode: sY2nW3Z3]

Recorder: Kim

JPB Committee and Ex-Officio Members in Attendance: Bearhart (via Teams), Brooks, Craig, Engen (via Teams), Ericson, Figueroa, Galbraith, Grattan, Gray, Grunwald, Guyer (via Teams), Hohman, Ives, Jax, Kim, Kunkel, McAndrews, Morgan, Narcotta-Welp, Newton, Pope, Richter, Roraff, Schweiger, Talbot, Thomsen, Thoune, Trnka (via Teams), Walz (via Teams), Weston, Wycoff-Horn, Yu

Excused: Achenreiner, Beeby, Ziegelman

Agenda:

1. Introduction of New Committee Member
 - a. New member Grant Hohman, Student Association. Welcome!
 - Replacement of Avery Ladd-Winders
 - b. Vote for a new student representative on the Executive Committee
 - Grant Hohman was elected to serve as the Student Association representative.
2. Approval of Meeting Minutes
 - a. 1/29/2025 – Motioned/Seconded/Passed
3. Continue to discuss frequently asked questions related to finance and budgeting (please see the *FAQs* file)
 - a. Discuss Faculty Senate's FAQs today (Student Association's, ASC's, and USC's FAQs were discussed in the December and January meetings)
 - Anne Galbraith clarified the Faculty Senate's FAQs.
 - Heather Talbot asked about the JPB's role.
 - Betsy Morgan reminded the JPB's role is to serve as an advisory to the Chancellor.
 - Chia-Chen Yu indicated that enrollment management would be invited to present.
4. Agenda Items for Spring 2025 (**newly added questions highlighted in yellow**)
 - a. The Chief of Staff's role (Stacy Twite, Chief of Staff; 2/12 confirmed)
 - Introduction of the Chief of Staff's role. Responsibilities, preferred communication methods, role at the university and System levels
 - How the JPB could assist and what advice they can provide to the Chief of Staff and Chancellor's Office?
 - **JPB's role in strategic planning**
 - Any additional information the JPB Committee should learn about the Chief of Staff.
 - JPB Committee's additional suggestions and questions

- Stacy Twite described her role as the Chief of Staff.
 - Her responsibilities include serving as a partner and advisor to the Chancellor, representing UWL positively, coordinating strategic alignment, and serving as the legislative liaison.
- b. Finance, Budget, & Capital Projects (Division of Administration and Finance; 3/12 confirmed)
- Update of State and UW System budgets & capital projects
 - Capital budget projects and priority at UWL
 - Frequently asked questions related to finance and budgeting. This list of FAQs should be available at the end of this semester.
 - CFO's vision, philosophy, and leadership style in planning and budgeting processes. How the JPB could assist and what advice they can provide?
 - JPB Committee's additional suggestions and questions
- c. Enrollment Forecasting and Planning for START and General Education & Enrollment Management (Provost's Office and Admission Office)
- How is the enrollment target set? The question is more about prospective students' interest in certain majors and colleges. Did UWL set a number of students to admit for each college? Or did UWL admit students regardless of students' intended majors?
 - What is UWL's maximum capacity for incoming students and total enrollment? At what point?
 - Projection and enrollment management for current students and the START program
 - Does UWL have the data to show incoming students with credits, for the number of Advanced Placement (AP) credits and which courses? Good information to help plan sections and seats for General Education.
 - It would be helpful for the JPB to learn the level of coordination among offices and colleges for enrollment management.
 - Course sections: It would be helpful to know the number of sections and seats needed so the colleges and departments could reserve and/or allocate resources early before students start to register.
 - Projection and plan for the change of enrollment from the new General Education Program
 - JPB Committee's additional suggestions and questions
- d. Overall questions to the Chancellor, Provost, and CFO
- Financial impact if the \$855 million state budget request is not approved or partially approved
 - o UW System's and UWL's plans. How would UWL address the financial impact? Will the System give each institution the autonomy of funding strategies, e.g., increasing tuition? Any long-term plans and strategic priorities?

- UWL's plan and preparation for the impact on DEI and federal grants and programs due to the President's executive orders. UW System's plan and guidelines?
 - Career progression for university and academic staff. Follow up and next steps?
5. Spring 2025 Meeting Dates for JPB (presenters in parentheses)
 - 2/12/2025: The Chief of Staff's role (Chief of Staff, confirmed)
 - 2/26/2025
 - 3/12/2025: Finance, Budget, & Capital Projects (CFO, confirmed)
 - 3/26/2025
 - 4/23/2025: Discussion of future JPB goals (tentative)
 - 5/07/2025: Wrap-up & conclusion (tentative)
 6. Chancellor's update
 7. Provost's update
 - a. Spring 2025 enrollment is strong
 - b. Lots of hiring processes are ongoing in the spring semester
 - c. Academic Affairs continues to face salary issues
 8. CFO's update
 - a. Workday will be rolled out soon.
 - b. The first communication on the ATP/Workday cutover plan is expected to be out later this week.
 9. Adjournment – 2:14 pm

JPB Goals for 2024-25

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JPB Executive Committee Members

Pearl Bearhart, Academic Staff
Ju Kim, Dean
Grant Hohman, Student Association
Tim McAndrews, Faculty
Mary Grattan, University Staff
Chia-Chen Yu, Chair

Joint Planning & Budget Committee Agenda

1:15 p.m., January 29, 2025

In person, Student Union 2310 – Senate Chambers

Guests may join via [MS Teams](#) [Meeting ID: 293 219 754 141 Passcode: pnYM2W]

Recorder: Grattan

JPB Committee and Ex-Officio Members in Attendance: Achenreiner, (via Teams) Bearhart (via Teams), Beeby, Brooks, Craig, Engen, Ericson, Figueroa, Galbraith, Grattan, Guyer, Ives, Jax, Kim, Kunkel, McAndrews, Morgan, Narcotta-Welp, Newton, Pope, Richter, Schweiger (via Teams), Talbot (via Teams), Thomsen, Trnka, Walz (via Teams), Weston, Yu

Excused: Thoun, Ziegelman

Agenda:

1. Introduction of New Committee Members and Updates
 - a. New members for replacement. Welcome!
 - Andrew Ives, ACS
 - Hailee Gray, Student Association
 - Sheri Craig, University Staff Council
 - b. Vote for a new USC representative on the Executive Committee
 - Mary Grattan was elected to serve as the USC representative.
2. Approval of Meeting Minutes
 - a. 12/11/2024 – M/S/P
3. Continue to discuss frequently asked questions related to finance and budgeting (please see the *FAQs* file)
 - a. Discuss Faculty Senate's and Academic Staff Council's (ASC) FAQs today (Student Association's and USC's FAQs were discussed in the December meeting)
 - ASC clarified their FAQs
 - Faculty Senate will share updates on their FAQs at 2/12 meeting
 - All FAQs will be addressed by the appropriate Director(s) in upcoming meetings
4. Agenda Items for Spring 2025
 - a. The Chief of Staff's role (Stacy Twite, Chief of Staff; 2/12 confirmed)
 - Introduction of the Chief of Staff's role. Responsibilities, preferred communication methods, role at the university and System levels
 - How the JPB could assist and what advice they can provide to the Chief of Staff and Chancellor's Office?
 - Any additional information the JPB Committee should learn about the Chief of Staff.
 - JPB Committee's additional suggestions and questions
 - b. Finance, Budget, & Capital Projects (Division of Administration and Finance; 3/12 confirmed)
 - Update of State and UW System budgets & capital projects

- Capital budget projects and priority at UWL
 - Frequently asked questions related to finance and budgeting. This list of FAQs should be available at the end of this semester.
 - CFO's vision, philosophy, and leadership style in planning and budgeting processes. How the JPB could assist and what advice they can provide?
 - JPB Committee's additional suggestions and questions
- c. Enrollment Forecasting and Planning for START and General Education & Enrollment Management (Provost's Office and Admission Office)
- How is the enrollment target set? The question is more about prospective students' interest in certain majors and colleges. Did UWL set a number of students to admit for each college? Or did UWL admit students regardless of students' intended majors?
 - Projection and enrollment management for current students and the START program
 - It would be helpful for the JPB to learn the level of coordination among offices and colleges for enrollment management.
 - Projection and plan for the change of enrollment from the new General Education Program
 - JPB Committee's additional suggestions and questions
5. Spring 2025 Meeting Dates for JPB (presenters in parentheses)
- 1/29/2025
- 2/12/2025: The Chief of Staff's role (Chief of Staff, confirmed)
- 2/26/2025
- 3/12/2025: Finance, Budget, & Capital Projects (CFO, confirmed)
- 3/26/2025
- 4/23/2025: Discussion of future JPB goals (tentative)
- 5/07/2025: Wrap-up & conclusion (tentative)
6. Chancellor's update
- a. Welcome to the Spring semester. Stay focused on the mission of UWL to best support our students.
 - b. Items the Chancellor's Office is working on
 - i. Budget process at both the State and UWL levels
 - ii. Prairie Springs push, speaking to the community and legislature
 - iii. Preparing for HLC visit
 - iv. Returning enrollment is strong. Spring Transfer student goal was 90 and we admitted 132.
 - v. Looking at what affect Direct Admit Wisconsin will have on UWL enrollment in the future.
 - c. Update on Strategic Planning
 - i. Co-Chairs: Stacy Twite, Chief of Staff and Dr. Whitney George
 - ii. Additional Executive Committee members
 - 1. Enildo Delgado
 - 2. Nevin Heard
 - 3. Kim Schliebe

4. Andrew Scott
 5. Troy Richter
 6. Lisa Walker
 - iii. Timeline
 1. Winter – Committee formation and roadmap finalized
 2. Spring – SWOT analysis, data gathering and townhall
 3. Summer – External engagement, refining themes and begin drafting
 4. Fall – Draft pillars, goals, feedback and refinement
 5. Winter – Plan finalized (Dec 2026), endorsement request
 - iv. UWL will not be hiring an outside consultant.
7. Provost's update
 - a. Planning for START. Working through challenges related to students getting out early
 - b. Hiring challenges; salaries are the main issue
 - c. Working on advising holds so students don't miss their registration appointed time
 - d. Working with Faculty Senate on A.P. exams; how will they credits transfer to UWL
 - e. Reviewing enrollment trends in different programs
8. CFO's update
 - a. ATP/WORKDAY is coming. Please attend trainings available now. More formal training will be rolled out in March. Training will be based on your assigned roll.
 - b. WORKDAY cut over dates should be posted soon. There will be a black out period. End of year business services deadlines may be bumped up this year.
 - c. Name the new cadet, a double doodle has been added to the force and will start Feb 13, 2025
9. Adjournment: 2:15 pm

JPB Goals for 2024-25

1. To consider each agenda item in the context of its support for the strategic plan
2. To assist the University in planning for the next 3-5 years, budgeting to support that plan, and outlining longer-term planning needs
3. To educate the university community on how the strategic plan, enrollment management, capital budget projects, and State of Wisconsin budget impact the current priorities and future planning of UWL

JPB Executive Committee Members

Pearl Bearhart, Academic Staff
Ju Kim, Dean
Avery Ladd-Winders, Student Association
Tim McAndrews, Faculty
Mary Grattan, University Staff
Chia-Chen Yu, Chair

Joint Planning & Budget Committee Minutes

1:15 p.m., December 11, 2024

In person, Student Union 2310 – Senate Chambers

Guests may join via [MS Teams](#) [Meeting ID: 291 499 424 330 Passcode: XbKZZE]

Recorder: Galbraith

JPB Committee and Ex-Officio Members in Attendance: Achenreiner, Bearhart (via Teams), Beeby, Brooks, Engen, Ericson, Figueroa, Galbraith, Grattan, Grunwald (via Teams), Guyer (via Teams), Jax, Kim, Kunkel, Ladd-Winders, Latus, McAndrews (via Teams), Morgan, Narcotta-Welp, Newton, Pope, Richter, Roraff, Schweiger, Talbot (via Teams), Thomsen, Thoune, Trnka, Vinney, Walz (via Teams), Weston, Yu, Ziegelman

Agenda:

1. Introduction of New Committee Member and Update
 - a. New member Andrew Ives, ACS
 - b. Change of student representatives
 - Vote for a new student representative on the Executive Committee (current student rep Emma Latus cannot attend spring meetings)
 - M/S/P that Avery Ladd-Winders serve as the new student rep
2. Approval of Meeting Minutes
 - a. 11/13/2024
 - M/S/P
3. Discuss frequently asked questions related to finance and budgeting (please see the *FAQs* file)
 - a. Contacted the leaders of the four different shared governance groups on November 15 and asked for three or so FAQs from their respective groups
 - Student Association, Faculty Senate, Academic Staff Council (ASC), University Staff Council (USC)
 - Got Q's from two groups (below), will follow up with the other two groups in the following weeks; comments were taken from JPB members regarding these items
 - Summary: CFO Pope said she can address SA's Q's in spring mostly; PV Morgan (and others) want to address the USC Q's but need a tuition increase/ steady enrollment to do so

Student Association (SA)

1. What are the top financial priorities for the upcoming fiscal year?
2. How is the success of financial investments measured?
3. Is there a plan in place if state funding were to decrease?

University Staff Council (USC)

1. Compression. Wages of staff that have been employed for several years matches the compensation of new hires. This creates a moral issue as well as a retention problem.
 2. Progression. University Staff welcomes the ability to better themselves for personal reasons as well as to benefit UWL and the campus community.
 3. Wages. As you mentioned, low wages continue to be a frustration. Right now, a Custodian at UWL starts at \$16.00 and could go to any local school district where the starting wage is at least \$19.00 with similar benefits. Likewise, an Admin Assistant at UWL can go to Western, La Crosse County or either of the local hospitals and start at \$5.00 - \$6.00 more per hour.
2. Agenda Items for Spring 2025
- a. Chancellor's preliminary plan for strategic planning (Chancellor)
 - Chancellor's vision, philosophy, and leadership style in planning and budgeting processes. Chancellor's expectations from the JPB Committee
 - Chancellor's preliminary plan for strategic planning
 - b. The Chief of Staff's role (Stacy Twite, Chief of Staff; 2/12 confirmed)
 - Introduction of the Chief of Staff's role. Responsibilities, preferred communication methods, role at the university and System levels
 - How the JPB could assist and what advice they can provide to the Chief of Staff and Chancellor's Office?
 - Any additional information the JPB Committee should learn about the Chief of Staff.
 - JPB Committee's additional suggestions and questions
 - c. Finance, Budget, & Capital Projects (Division of Administration and Finance; 3/12 confirmed)
 - Update of State and UW System budgets & capital projects
 - Capital budget projects and priority at UWL
 - Frequently asked questions related to finance and budgeting. This list of FAQs should be available at the end of this semester.
 - CFO's vision, philosophy, and leadership style in planning and budgeting processes. How the JPB could assist and what advice they can provide?
 - JPB Committee's additional suggestions and questions
 - d. Enrollment Forecasting and Planning for START and General Education & Enrollment Management (Provost's Office and Admission Office)
 - How is the enrollment target set? The question is more about prospective students' interest in certain majors and colleges. Did UWL set a number of students to admit for each college? Or did UWL admit students regardless of students' intended majors?
 - Projection and enrollment management for current students and the START program

- It would be helpful for the JPB to learn the level of coordination among offices and colleges for enrollment management.
- Projection and plan for the change of enrollment from the new General Education Program
- JPB Committee's additional suggestions and questions

3. Spring 2025 Meeting Dates for JPB (presenters in parentheses)

1/29/2025

2/12/2025: The Chief of Staff's role (Chief of Staff, confirmed)

2/26/2025

3/12/2025: Finance, Budget, & Capital Projects (CFO, confirmed)

3/26/2025

4/23/2025: Discussion of future JPB goals (tentative)

5/07/2025: Wrap-up & conclusion (tentative)

4. Chancellor's update

- Commencement is this Sunday- come join us!
- Keep people in mind who work on campus over the break
- Board of Regents meeting last week- response to the Deloitte Report on UWSA finances, two new programs approved
- Met with Sparta Chamber of Commerce (never had a UWL Chancellor there before)
- Talked about completion of Prairie Springs with legislators
- Budget process could be delayed
- Holiday Luncheon Dec. 12

5. Provost's update (ceded time since presenting later on)

6. CFO's update

- Will hear more as budget process continues
- For now, budget parameters are on Budget Office website
 - Composite fringe rate as part of transition to Workday does not impact the individual (if anyone gets questions)
 - Pay plan increase request is asking the State to cover the whole increase this time

7. Presentation: Minds Matter: Public Health Approaches to Student Mental Health (Provost and Crystal Champion, Counseling Services Director)

Summary:

- It was a good choice to focus on mental health
- Improvements were made in coordinating efforts across campus
- Less evidence of an "overall" public health nature of the effort
- Goals- increase the focus on resilience

Questions were then addressed from JPB

8. Adjournment at 2:41 pm

Minutes submitted by Anne Galbraith

JPB Goals for 2024-25

1. To consider each agenda item in the context of its support for the strategic plan
2. To assist the University in planning for the next 3-5 years, budgeting to support that plan, and outlining longer-term planning needs
3. To educate the university community on how the strategic plan, enrollment management, capital budget projects, and State of Wisconsin budget impact the current priorities and future planning of UWL

JPB Executive Committee Members

Pearl Bearhart, Academic Staff
Ju Kim, Dean
Emma Latus, Student Association
Tim McAndrews, Faculty
Sandra Vinney, University Staff
Chia-Chen Yu, Chair

Joint Planning & Budget Committee Minutes

1:15 p.m., November 13, 2024

In person, Student Union 2310 – Senate Chambers

Guests may join via [MS Teams](#) [Meeting ID: 228 517 848 568 Passcode: 5K4Her]

Recorder: Ericson

PB Committee and Ex-Officio Members in Attendance:: Achenreiner, Bearhart (via Teams), Beeby, Brooks, Ericson, Figueroa, Galbraith, Grattan, Grunwald, Guyer, Jax, Kim, Kunkel, Latus, McAndrews, Morgan, Narcotta-Welp, Newton, Pope, Richter, Roraff, Schweiger, Talbot, Thoun, Trnka (via Teams), Vinney, Walz, Weston, Wycoff-Horn, Yu, Ziegelman

Agenda:

1. Approval of Meeting Minutes
 - a. 10/30/2024
 2. *Motion to approve – Andrew Ericson, second by Mary Grattan, approved unanimously.*
2. JPB Executive Committee
 - a. *Executive committee met recently, and discussed goals for the year, those are listed below. They also discussed future agenda topics and discussed a proposal to gather frequently asked questions, that could guide future meetings. To gather these FAQs, the executive committee plans to reach out the leaders of the different shared governance groups and ask for three or so FAQs from their respective group. There was feedback from the committee that it might be helpful to provide some “guardrails” for what sort of questions could be asked. Another recommendation to include a link to the Budget 101 presentation, when those requests go out. Other items or possible topics can continue to come in. Additionally, they set a schedule for remaining meetings of the academic year. There was concern about the April 9th date for JPB. That meeting will not be included in the meeting invitations.*
 - ii. JPB Goals for 2024-25
 - To consider each agenda item in the context of its support for the strategic plan
 - To assist the University in planning for the next 3-5 years, budgeting to support that plan, and outlining longer-term planning needs
 - To educate the university community on how the strategic plan, enrollment management, capital budget projects, and State of Wisconsin budget impact the current priorities and future planning of UWL
 - iii. Agenda Items for Fall 2024 Meetings (presenters in parentheses)
 - iv. 11/13
 - Pillar leads for the four pillars have the 2024-25 action steps associated with the goals submitted to the Provost* (Provost)

- 12/11
 - Minds Matter: Public Health Approaches to Student Mental Health (Provost and Crystal Champion)
 - v. Future Agenda Items
 - Chancellor's vision, philosophy, and leadership style in planning and budgeting processes. Chancellor's expectations from the JPB Committee
 - Chancellor's preliminary plan for strategic planning
 - vi. Potential Topics/Plans for Spring 2025
 - Gather frequently asked questions related to finance and budgeting
 - e.g., possibility of tuition waiver benefits for employees
 - Capital budget projects and priority at UWL
 - The Chief of Staff's role?
 - vii. Tentative Spring 2025 Meeting Dates for JPB
 - 1/29/2025
 - 2/12/2025
 - 2/26/2025
 - 3/12/2025
 - 3/26/2025
 - ~~4/09/2025~~
 - 4/23/2025
 - 5/07/2025
3. Chancellor's update
1. *Attended system meeting in Madison about budget, no decisions were made. Met with some key individuals last week about Prairie Springs. Continuing to meet with stakeholders in the community, and continuing to make rounds on-campus, recently met with a small group of CSH faculty and will meet with some CBA faculty soon. The Women's Soccer Team won their conference!*
 - i. *A question about what he is hearing from community stakeholders. Some are refamiliarized themselves with what is happening at UWL. Others are excited about opportunities to partner with the University.*
4. Provost's update
1. *No update.*
5. CFO's update
1. *Graff Hall HVAC phase 1 is nearing completion, phase 2 will begin in January. REC Climbing wall, is running 1 week behind. Planned reopening of Climbing Wall will occur in early Spring semester. Morris all-gender bathrooms project is completed.*
 - i. *Questions about the Tree Lighting Event, if there was a way leverage the event into something bigger given the great turnout.*

- *This was the second year of this event. There could be opportunities to leverage the good turnout. Suggestions are welcome! But there is some benefit to having a lowkey event, with little structure.*
 - ii. *ATP workshop on 11/14/24 from 1-3pm on the 3rd floor of the Student Union.*
6. Presentation: Pillar leads for the four pillars have the 2024-25 action steps associated with the goals submitted to the Provost* (Provost)
- i. *HLC will be looking for a plan with action steps that are being followed. The new action steps created by the pillar leads and approved by JPB last year. Universities of Wisconsin strategic plan goals were mapped against the UWL Strategic Plan and its subsequent goals. There has been some shifting of the pillar leads. Each action has its respective pillar, goal, 24-25 action, and responsible party(ies). Provost Morgan went through each pillar and their 24-25 action steps.*
 - a. Ask JPB feedback on the action steps developed for the goals
 - ii. *Question about overlap with Universities of Wisconsin Strategic Plan, regarding career progression, and it not being on UWL updated plan. Because the updated UWL plan is to guide until the next strategic plan, which will begin soon, not everything of interest to the campus may be included. But these sorts of topics will likely come up in the upcoming strategic planning process.*
 - iii. *Question about how this updated UWL Strategic Plan aligns with other divisions, colleges, etc. and their strategic plans. Generally, its preferred to have the campus-wide strategic plan to guide others, however if that falls behind, it may be necessary for individual units to go ahead and generate their own.*
 - iv. *Provost Morgan and Chancellor Beeby, both provide some insight and thoughts about the length of time that a strategic plan should be, and where this upcoming process would be starting at, which was effectively from scratch.*
 - *Motion to endorse by T.J. Brooks, Second by Troy Richter, unanimously approved.*
7. Adjournment
- 1. *Meet adjourned at 2:16pm. Respectfully submitted, Andrew Ericson.*

*Note: Pillar leads for the four pillars in the “Revised Strategic Planning Goals” document (please see updates highlighted in yellow)

1. Pillar: Investing in our People: **Stephanie Pope & Julia Getchell**
2. Pillar: Achieving Excellence Through Equity and Diversity: Stacy Narcotta-Welp and **Nevin Heard**
3. Pillar: Community Engagement: Lisa Klein and **Marie Moller**
4. Pillar: Transformative Education: Betsy Morgan and Sandy Grunwald

JPB Executive Committee Members

Pearl Bearhart, Academic Staff
Ju Kim, Dean
Emma Latus, Student Association
Tim McAndrews, Faculty
Sandra Vinney, University Staff
Chia-Chen Yu, Chair

Joint Planning & Budget Committee Minutes

1:15 p.m., October 30, 2024

In person, Student Union 2310 – Senate Chambers

Guests may join via [MS Teams](#) [Meeting ID: 213 246 097 018] Passcode: LVDeoP]

Recorder: Brooks

JPB Committee and Ex-Officio Members in Attendance: Achenreiner (via Teams), Bearhart, Beeby, Brooks, Ericson, Figueroa, Galbraith, Grattan, Grunwald, Guyer (via Teams), Jax, Allen (for Kim), Kunkel, Ladd-Winders, Latus, McAndrews, Morgan, Narcotta-Welp, Newton, Pope, Richter, Roraff, Schweiger, Talbot, Thomsen, Thoun, Trnka, Vinney (via Teams), Walz (via Teams), Weston, Wycoff-Horn, Yu, Ziegelman

Agenda:

1. Introduction of New Committee Member and Update
 - a. New member Grace Guyer, student representative (attended online)
 - b. Update (please see *2024~25 JPB Members* file)
 - JPB Faculty Membership
 - o We have 8 faculty members and need only 7. Guidance from SEC that Tushar Das agreed to step down
 - JPB ACS Membership
 - o Contacted Academic Staff Council (ACS) for the new ACS representative to replace Chris Stindt (representative of Academic Staff Council)
2. Approval of Meeting Minutes
 - a. 10/09/2024
 - b. 10/16/2024
(approval of minutes moved Mary G/second TJB) passed unanimously.
3. JPB Executive Committee
 - a. Members: Pearl Bearhart, Ju Kim, Emma Latus, Tim McAndrews, Sandra Vinney, & Chia-Chen Yu
 - b. Agenda Items for Fall 2024 Meetings (presenters in parentheses)
 - 10/30
 - o HLC UWL Timeline and Components (Sandy Grunwald and Tim McAndrews)
 - 11/13
 - o Pillar leads for the four pillars have the 2024-25 action steps associated with the goals submitted to the Provost* (Provost)
 - 12/11

- Minds Matter: Public Health Approaches to Student Mental Health (Provost and Crystal Champion)
- c. Future Agenda Items
 - Chancellor's vision, philosophy, and leadership style in planning and budgeting processes. Chancellor's expectations from the JPB Committee
 - Chancellor's preliminary plan for strategic planning
- d. Tentative Spring 2025 Meeting Dates for JPB
 - 1/29/2025
 - 2/12/2025
 - 2/26/2025
 - 3/12/2025
 - 3/26/2025
 - 4/09/2025 likely conflict with April 10-11 regents meeting in Madison
 - 4/23/2025
 - 5/07/2025
- e. Topics/Plans for Spring 2025
 - If you have ideas, please share them. Will begin work on outlining topics
- 4. Chancellor's update
 - He got back from Milwaukee. No regents meeting. We discussed lump sum.
- 5. Provost's update
 - no update
- 6. CFO's update
 - no update
- 7. HLC UWL Timeline and Components (Sandra Grunwald & Tim McAndrews)
 - The process of UWL's next reaffirmation of our accreditation with the Higher Learning Commission (HLC)
 - Please see slides below.
- 8. New business
 - request by chair for agenda items for JPB.
- 9. Adjournment 2:20 p.m.

*Note: Pillar leads for the four pillars in the "Revised Strategic Planning Goals" document (please see updates highlighted in yellow)

1. Pillar: Investing in our People: **Stephanie Pope & Julia Getchell**
2. Pillar: Achieving Excellence Through Equity and Diversity: Stacy Narcotta-Welp and **Nevin Heard**

3. Pillar: Community Engagement: Lisa Klein and Marie Moller
4. Pillar: Transformative Education: Betsy Morgan and Sandy Grunwald

JPB Executive Committee Members

Pearl Bearhart, Academic Staff
Ju Kim, Dean
Emma Latus, Student Association
Tim McAndrews, Faculty
Sandra Vinney, University Staff
Chia-Chen Yu, Chair

HLC UWL Timeline and Components

Presenters: Sandra Grunwald & Tim McAndrews

UWL's HLC Reaffirmation Process

1

Why UWL cares about HLC Accreditation

- Assurance of program quality and credibility
- Eligibility for federal financial aid and scholarships
- Transferability of credits
- Professional licensure and certification
- Employer recognition and job opportunities

2

Timeline and Components

- Year 4: Mid-cycle Assurance Review
- Years 5-9: Quality Initiatives
- Year 10: Comprehensive Evaluation for Reaffirmation of Accreditation

We are in Year 9 right now!

UWL Quality Initiative Project *Minds Matter*

- The initiative focuses on a public health approach to promoting mental health with a focus on enhancing student success through increased attention to a healthy campus environment.

• <https://www.uwlax.edu/minds-matter/>

• Final Report due June 2025

Assurance Review

- Tim McAndrews lead on this part
- UWL submits an Assurance Argument, along with materials of evidence to demonstrate that it is in compliance with HLC's Criteria for Accreditation.
- The team of peer reviewers conducting the comprehensive evaluation reviews these materials in preparation for an on-site visit

7

Criteria for Accreditation

- **Criterion 1. Mission**
 - Mission Alignment
 - Mission and Public Good
 - Mission and Diversity of Society
- **Criterion 2. Integrity: Ethical and Responsible Conduct**
 - Integrity
 - Transparency
 - Board Governance
 - Academic Freedom and Freedom of Expression
 - Knowledge Acquisition, Discovery and Application
- **Criterion 3. Teaching and Learning for Student Success**
 - Educational Programs
 - Exercise of Intellectual Inquiry
 - Sufficiency of Faculty and Staff
 - Support for Student Learning and Resources for Teaching
 - Assessment of Student Learning
 - Program Review
 - Student Success Outcomes
- **Criterion 4. Sustainability: Institutional Effectiveness, Resources and Planning**
 - Effective Administrative Structures
 - Resource Base and Sustainability
 - Planning for Quality Improvement

8

Student Opinion Survey

- HLC conducts an online survey of UWL's student body two months prior to the on-site peer review visit.
- The survey is intended to give students an opportunity to participate in the evaluation process, and to help identify questions for the peer reviewers to ask while on site.

On Site Peer Review Visit

- April 20-21, 2026
- The team works with the institution to create the agenda for the visit, which typically includes meetings with the institution's leadership and board, as well as open forums with faculty, staff and students.
- Visits typically last 1 1/2 days. The team will remain in the area for an additional day of deliberations after the visit.
- Determine if any Interim Reports are required

Student Opinion Survey

- HLC conducts an online survey of UWL's student body two months prior to the on-site peer review visit.
- The survey is intended to give students an opportunity to participate in the evaluation process, and to help identify questions for the peer reviewers to ask while on site.

9

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On Site Peer Review Visit

- April 20-21, 2026
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- Visits typically last 1 1/2 days. The team will remain in the area for an additional day of deliberations after the visit.
- Determine if any Interim Reports are required

10

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Joint Planning & Budget Committee Minutes

1:15 p.m., October 16, 2024

Graff Main Hall 260 - Hesperich Auditorium

Guests may join via [MS Teams](#) [Meeting ID: 257 117 301 134 Passcode: cxVLzu]

Recorder: Bearhart

JPB Committee and Ex-Officio Members in Attendance: Achenreiner, Bearhart, Brooks, Ericson, Galbraith (via Teams), Grunwald, Grattan, Guyer, Kim, Kunkel, Latus, McAndrews, Morgan, Narcotta-Welp, Newton, Pope, Richter, Roraff, Schweiger, Thomsen, Thoun, Trnka, Vinney (via Teams), Walz, Weston, Wycoff-Horn, Yu

Agenda:

1. Approval of meeting minutes: 10/09/2024
 - a. Approval of meeting minutes will occur at the next JPB meeting.
2. Budget 101 – Stephanie Pope, Vice Chancellor for Administration & Finance, and Emily Roraff, Budget Director
 - a. Vice Chancellor Pope and Emily Roraff presented the Budget 101 slideshow, questions left for the end. Session was recorded.
3. Chancellor's update
Not present today.
4. Provost's update
No update.
5. CFO's update
Budget 101 is the update.
6. New business
No new business.
7. Adjournment at 2:10pm

JPB Executive Committee Members:

Pearl Bearhart, Academic Staff
Ju Kim, Dean
Emma Latus, Student Association
Tim McAndrews, Faculty
Sandra Vinney, University Staff
Chia-Chen Yu, Chair

Joint Planning & Budget Committee Minutes
1:15 p.m., October 9, 2024
Student Union 2310 – Senate Chambers

Guests may join via [Microsoft Teams](#) [Meeting ID: 216 479 675 210 Passcode: vSK8kH]

Recorder: Achenreiner

JPB Committee and Ex-Officio Members in Attendance: Achenreiner, Beeby, Brooks, Engen, Ericson, Figueroa, Galbraith, Grattan, Grunwald, Guyer, Jax, Kim, Kunkel (via Teams), Latus. McAndrews, Morgan, Narcotta-Welp, Newton, Pope, Richter, Roraff, Schweiger, Talbot, Thomsen, Trnka, Vinney (via Teams), Walz, Wycoff-Horn, Yu, Ziegelman

Agenda:

- I. Approval of meeting minutes: M/S/P to approve the 09-11-2024 meeting minutes – unanimous by voice.
- II. Updates
 - a. Chancellor's Update -- The Chancellor introduced Stacy Twite, Chief of Staff. He briefly discussed the Regents meeting hosted by UW Parkside and the regents' support for the Universities of Wisconsin budget request. He has also met with legislators and business leaders. Family weekend had a good turnout and was viewed favorably.
 - b. Provost's Update -- The Provost discussed two new majors – Data Science and Engineering Physics have been submitted to the Board of Regents for review at their December meeting. She also stressed the importance of Early Alert via Navigate.
 - c. CFO's Update – Numerous payroll errors (about 200) were discussed. UWL is working with the Universities of Wisconsin to identify the root cause of these errors. Her team is planning for a variety of budget scenarios, anywhere from \$0-855 million, depending on what the legislature approves. Workday is coming in July and will impact Business Services and Human Resources most directly, but all employees will be impacted and training for various levels of access will be provided.
- III. New Business
 - a. M/S/P unanimously to elect Chia-Chen Yu to Chair the Joint Planning and Budget Committee for 2024-25, via a voice vote.
 - b. Enrollment Update – Grace Engen shared high enrollment numbers for Fall 2024, along with more first year students entering with sophomore standing. Retention is also at a high (86.7%). Four- and six-year graduation rates are also high and have increased substantially from 10 years ago.
 - c. Enrollment Targets – Corey Sjoquist shared that enrollment targets for Fall 2025 will remain the same, or very similar, as this past year. We have seen a drop in the number of Pell-Eligible students which could impact federal grants

supporting programs like Mc Nair and Upward Bound.

- d. Rankings - Grace Engen shared updates regarding UWL's placement on regional and national rankings.

Upcoming meetings:

- 10/16 - Budget 101
- 10/30
- 11/13
- 12/11

Adjournment 2:10 p.m.

JPB Executive Committee Members:

Pearl Bearhart, Academic Staff

Sandra Vinney, University Staff

Ju Kim, Dean

Tim McAndrews, Faculty

Emma Latus, Student Association

Chia-Chen Yu, Chair

Joint Planning & Budget Committee Minutes

1:15 p.m., September 11, 2024

1102/1104 Wittich Hall

Recorder: McAndrews

Attendance

First Name	Last Name	Status	Group	Dept/Program
Pearl	Bearhart	Present	Member	ACS Vice Chair
Chris	Stindt	Present	Member	ACS
Jamie	Schweiger	Present	Member	ACS (2026)
Andrew	Ericson	Present	Member	ACS (2026)
Troy	Richter	Present	Member	ACS (2027)
Lisa	Weston	Present	Member	ACS (2027)
Karl	Kunkel	Present	Member	Admin Dean CASSH
Taggart	Brooks	Excused	Member	Admin Dean CBA
Ju	Kim	Present	Member	Admin Dean CSH
Meredith	Thomsen	Present	Member	Admin Dean GEL
Marcie	Wycoff-Horn	Present	Member	Admin Dean SOE
Stephanie	Pope	Present	Member	Admin VC Admin & Finance
Allison	Ziegelman	Present	Member	Admin VC Advancement
Stacy	Narcotta-Welp	Present	Member	Admin VC Diversity & Inclusion
Vitaliano	Figueroa	Present	Member	Admin VC Student Affairs
Betsy	Morgan	Present	Member	Admin VC Provost Academic Affairs
Emily	Roraff	Present	Ex-Officio	Ex-Officio Budget Director
James	Beeby	Present	Ex-Officio	Ex-Officio Chancellor
Graciela	Engen	Present	Ex-Officio	Ex-Officio Inst Research
John	Jax	Present	Ex-Officio	Ex-Officio Library
Sandy	Grunwald	Present	Ex-Officio	Ex-Officio Provost Assoc VC
Anne	Galbraith	Excused	Member	Faculty CSH Vice Chair Fac Sen
Tim	McAndrews	Present	Member	Faculty CASSH
Chia- Chen	Yu	Present	Member	Faculty CSH
Tushar	Das	Present	Member	Faculty CSH
Jocelyn	Newton	Present	Member	Faculty CASSHe
Darci	Thoune	Present	Member	Faculty CASSHe (Shonk replacement)
Gwen	Achenreiner	Present	Member	Faculty CBA
Ben	Trnka	Present	Member	Faculty IAS CBA
Emma	Latus	Present	Member	Student Association
Avery	Ladd-Winders	Present	Member	Student Association
		To be elected	Member	Student Association
Heather	Talbot	Present	Member	Graduate Student
Mary	Grattan	Present	Member	USC
Sandra	Vinney	Excused	Member	USC

- I. Introductions – name, role, and reason/interest for serving
- II. Approval of 05-01-2024 Minutes (attached) (motion, second, pass)
- III. Election of Chair and Recorder
 - a. Chair (any member that served last year)
 - i. Chris Stindt nominated to serve as chair of JPB (m/s/p)
 - b. Recorder
 - i. Committee members will take turns
- IV. Executive Committee Elections
 - a. Membership: JPB Chair, 1 faculty, 1 dean, 1 academic staff, 1 university staff, 1 student
 - b. Faculty rep: Tim McAndrews nominated (m/s/p)
 - c. Dean rep: Ju Kim nominated (m/s/p)
 - d. Academic Staff (NIAS) rep: Pearl Bearhart nominated (m/s/p)
 - e. University Staff rep: Sandra Vinney nominated (m/s/p)
 - f. Student rep: Emma Latus nominated (m/s/p)
- V. Charge and Remarks by Chancellor Beeby
 - a. Special charge: Please work with the pillar leads for the four pillars of the current strategic plan to provide proposed action steps to JPB associated with the goals endorsed in Spring 2024. JPBs role will be to provide feedback on the action steps to be helpful to the process.
 - i. Increasing community engagement – Lisa Klein
 - ii. Achieving excellence through equity & diversity – Stacy Narcotta-Welp
 - iii. Investing in our people – Stephanie Pope and Julia Getchel
 - iv. Advancing transformational education – Betsy Morgan and Sandy Grunwald
- VI. Discussion
 - a. Meeting pattern
 - i. Every other week starting Wed., Dec. 2
 - ii. Next meeting date, Wed., Dec. 2 – Budget 101
 - b. JPB Faculty Membership
 - i. We have 8 faculty members and need only 7
 - ii. Awaiting guidance from SEC regarding faculty membership

Adjournment: ~2:10 pm