

Committee Membership
UW-L Joint Planning and Budget Committee
2016-2017 FY

1. Seven Faculty Members

Martin Allen, CS-CSH
Enilda Delgado, SOC-CLS
Peter Haried, IS-CBA
Rebekah Fowler, ENG-CLS/Faculty Senate VC
Eric Kraemer, PHL-CLS
Rebecca LeDocq, MTH-CSH, **Chair**
Steve Senger, CS-CSH

2. Six Academic Staff Members

Sam Pierce, Residence Life
Chris Stindt, Career Services/ASC VC
Will Van Roosenbeek, University Centers
Robin Tuxen, Budget Office
Maren Walz, University Advancement
Jordan Schaller, University Police

3. Eight Administrative Members

Robert Hetzel, VC for Admin & Finance (CFO)
Julia Johnson, Dean, CLS
Paula Knudson, VC for Stud Affairs/Dean of Students
Betsy Morgan, Interim Provost/VC for Acad Affairs
Laura Milner, Dean, CBA
Gregory Reichert, VC for Univ Advancement
Mark Sandheinrich, Interim Dean, CSH
Marcie Wycoff-Horn, Dean, SOE

4. Two University Staff Members

Deanna Wachter, ACC
Brandon Harris, IT

5. Four Student Representatives

Patrick Brever, undergrad
Jacob Schimmel, undergrad
, grad
, grad

6. Six Ex-Officio (non-voting) Members

Sandy Grunwald, Interim Assoc VC for Academic Affairs
Catherine Lavalley-Welch, Library Director
Aaron Monte, Immediate Past Chair of JP&B Committee
(replacement for Mark Reeves?), Asst VC, Financial Services
Natalie Solverson, Director of Institutional Research
(Kristin Stanley, Budget Director)

UW-L Joint Planning and Budget Committee By-Laws & Procedures (Revised and Adopted October 2015)

BY-LAWS

Duties and Responsibilities

The Joint Planning and Budget (JP&B) Committee is an advisory committee that represents the university community in regards to planning and budget decisions. The mission and strategic plan of the university should drive both planning and budget. The committee will make recommendations to the Chancellor regarding budget planning and proposals and reporting actions to the governance groups and the campus community. JP&B shall provide guidance regarding planning and budgeting processes including, but not be limited to, involvement in campus mission and strategic planning, new programs and units, new initiatives, shifts in resources from one division or unit to another, input on budget reductions, and/or the allocation of new resources. JP&B may solicit, study, and review all available and pertinent information relating to the university budget and budget issues.

Membership

The committee shall consist of 26 members that include:

- Seven faculty members appointed by the Faculty Senate, including the Vice-Chair of the Faculty Senate, one representative from the College of Liberal Studies (CLS), one from the College of Science and Health (CSH), and one from the College of Business Administration (CBA). It is preferred that one of the faculty representatives be an instructional academic staff member. Faculty members will serve for up to six consecutive years with the length of appointment determined by the Faculty Senate. A one-year break is required after six consecutive years of service for additional reappointments.
- Six academic staff appointed by the Academic Staff Council, including the Vice-Chair of the Academic Staff Council. Preference for representation across units. Academic staff members will serve for up to six consecutive years, with the length of appointment determined by Academic Staff Council. A one-year break is required after six consecutive years of service for additional reappointments.
- Eight administrative members: Vice Chancellor for Administration and Finance, Provost/Vice Chancellor for Academic Affairs, Vice Chancellor for Student Affairs, Vice Chancellor for University Advancement, Dean of CLS, Dean of CSH, Dean of CBA, and Dean of SOE. Length of term is indefinite.
- Two University staff members appointed by the University Staff Council. University Staff members will serve for up to six consecutive years with the length of appointment determined by the University Staff Council. A one-year break is required after six consecutive years of service for additional reappointments.
- Four student representatives. Two undergraduates appointed by the Student Senate, two graduate students appointed by the Graduate Student Organization. Student members may serve for up to two consecutive years with the length of appointment determined by Student Senate and Graduate Student Organization. A one-year break is required after two consecutive years of service for additional reappointments.

Ex-officio (non-voting) consultants to the committee shall include:

- Assistant Vice Chancellor for Financial Services (official source of budget data)
- Director of Institutional Research (official source of enrollment management data)
- Associate Vice Chancellor for Academic Affairs
- Library Director
- Immediate Past Chair of JP&B Committee (if not already a regular member)

PROCEDURES

A senior returning faculty member, appointed by the Faculty Senate, shall serve as the convener (ideally in consultation with the Vice Chancellor for Administration and Finance). The Chair of the committee will be elected by the committee from any member who has served the previous year on the committee.

The committee receives a charge letter annually from the Chancellor and will report directly to the Chancellor. Meeting times and dates will be posted in the *Campus Connection*. Minutes from the meetings will be posted within seven days to the Chancellor's website. The committee will operate during the fiscal year (July 1 – June 30). The first committee meeting of the fiscal year will be convened by the returning faculty member no later than the middle of September.

Robert's Rules of Order will be followed. A quorum shall be a simple majority of committee members. A quorum is necessary to conduct a vote. A simple majority of those voting is necessary to pass a motion. Abstentions are not votes. Voting occurs with a voice vote or a hand vote and any member can call for a roll-call vote. Proxy voting is not allowed. Members in attendance and members who join by teleconference and have heard the deliberation are eligible to vote. Minutes reflecting action items will be recorded by the faculty and staff members of the committee.

Executive Committee

An executive committee will be nominated from the membership at the first meeting of the year and will be comprised of the JP&B Chair, one faculty representative, one academic dean, one academic staff member, one university staff representative, and one student. The executive committee will help to determine the agenda for upcoming meetings and review materials for distribution, as necessary.

Changes to the By-Laws and Procedures

These by-laws and procedures may be amended through the following process: a simple majority of the current membership present and eligible to vote on by-laws is required to amend the by-laws. Any proposed amendment(s) shall be presented and distributed in writing prior to a meeting and voted on at the next subsequent meeting. All changes to this document must be approved by the Chancellor.

(Adopted by the committee on 2014.10.01)

(Approved by the Chancellor on 2014.10.02)

(Approved by the committee on 2015.10.07)

Minutes

UW-L Joint Planning and Budget Committee

1:15 PM, May 4, 2016

325 Graff Main Hall

Present: Marty Allen, Cynthia Carlson, Molly Davies, Enilda Delgado, Anne Galbraith, Kaila Henry, Bob Hetzel, Jenifer Holman, Ingrid Iverson, Louise Janke, Julia Johnson, Paula Knudson, Eric Kraemer, Becky LeDocq, Laura Milner, Kaylee Otterbacher, Greg Reichert, Troy Richter, Chris Stindt, Will Van Roosenbeek, Maren Walz

Ex-officio and guests: Sandy Grunwald, Madaline Holzem, Catherine Lavalley-Welch, Aaron Monte, Natalie Solverson, Kristin Stanley

1. Approval of Meeting Minutes from April 20, 2016 M/S/P Kramer/Johnson
2. Chancellor's Update
 - a. Chancellor attending Chancellors meeting with UW System President later in the week.
 - b. Summarized recent events with UW-Madison's no confidence vote on Ray Cross and Board of Regents and the potential impact with the legislature and future budgets.
3. Provost's Update- No report
4. CFO's Update
 - a. Information Item: Faculty & Staff Position Budget Allocation
 - i. From previous meeting, Marty Allen had asked whether GQA faculty/staff distribution (85% funding for faculty and 15% for staff) aligned with instructional and non-instructional positions for this current year. Bob Hetzel indicates that UWL spent \$36 million for Faculty and IAS – 557 positions. On the non-faculty side (Academic Staff and University staff), UWL spent a little less, \$34 million- 646 positions.
 - ii. Marty Allen- How does UWL compare to other institutions and to UWL in last 10 years? Bob will get answer for next meeting in the fall.
 - b. Budget Restoration 2
 - i. 2015/17 biennium had \$250 million budget cut to the UW System – share for UWL = \$16 million total for the biennium. Largest single budget cut ever in the history of UW System.
 - ii. Financial report indicates that UW System has \$1.5 billion in cash reserves. Of this, \$300 million is restricted for retirements and another \$300 million is restricted due to grants and contracts.
 - iii. Two weeks ago the CBO's met and system CFO indicated that another \$72 million had been found by the end of April. How did it happen?
 1. \$49 million is fringe benefits saved from hundreds of positions that were cut and also from current employees paying more due to changes in healthcare plans.
 2. \$23 million from utilities savings due to a mild winter.
 3. If one includes veterans' remissions, the total "found" could grow to \$100 million by June 30th.

4. System is focusing on strategic priorities on how to use these funds. These priorities are:
 - a. Compensation- System allocated \$569,563 to UWL (total allocated to all campuses combined = \$15.6 million). This amount must be spent on compensation by June 30th. Distribution based on traditional GPR split. This \$15.6 million is base money.
 - i. Earlier this year JP&B approved base salary adjustment to those with < 100 % of CUPA – increase 2% base adjustment with nuances set for faculty by PTS. Individuals who are >100% or had no adjustment this year received a one time (lump sum) 1% increase. **Current proposal**- spend the \$569,563 on a one-time basis. Those individuals who are above CUPA, who received the one-time 1%, will get an additional one-time 2%, for a total of 3% total one-time payment. Those individuals who received the 2% base adjustment will get a 1% one-time lump sum. Why not a base commitment to the campus?
 1. Expected budget cut to FY 17-19 at the state level.
 2. Fair Labor Standards Act (FLSA) exempt salary adjustments
 3. Potential enrollment decline
 4. Strategic Planning initiatives

We have base money, but we are not going to spend it as base, but rather use it as a way to plan for the above-expected/possible changes.
 - ii. Maren Walz – concern that this plan may not tackle equity issues. Later on, Dean Johnson did clarify that Dean’s discretionary funds have helped address equity and compression issues within faculty in CLS. Progress is being made even as the median does continue to go up every year.
 - iii. Cynthia Carlson- need to ensure that folks who receive a lump sum are aware that it is a one-time payment and not a base increase.
 - iv. FY16- Lump sum payment will be June 1st (June 9th for University Staff)
 - v. FY17- Lump sum payment will be October 1st
 - vi. Anne Galbraith- 1) be mindful that median is just that- median/the middle. 2) Clarification sought if the 1% increase is across the board and not following the PTS formula. Bob Hetzel- that is the understanding since there is a time crunch with the

end of the semester, payroll processing by June 1st,
and not enough time to go through PTS.

- b. Affordability (financial aid) - Chancellors, in their meeting this upcoming Friday May 6th, will discuss how to spend the other \$57 million. Expectation is that this money will be used for financial aid but is yet to be determined.

Maren Walz : Requests further discussion on changes to Fair Labor Standards Act. Madeline Holzem: \$23,000 is current threshold. Expected new threshold is expected to go to \$50K. Final number will be out in May – Final number may go down to \$47,000. This does not affect instructional roles; only non-instructional. Implement whatever changes expected by September. UW-system may create another employee category: non-exempt staff.

Vote for Endorsement of budget restoration 2: M/S/P – Eric Kraemer/Troy Richter. Endorsement passes.

7. Old Business- None

8. Adjournment 2:15 p.m

Respectfully submitted,
Enilda A. Delgado

Minutes
UW-L Joint Planning and Budget
Committee
2:20 PM, September 14, 2016
325 Graff Main Hall

Present: Marty Allen, Enilda Delgado, Rebekah Fowler, Peter Haried, Brandon Harris, Bob Hetzel, Julia Johnson, Paula Knudson, Eric Kraemer, Becky LeDocq, Laura Milner, Betsy Morgan, Sam Pierce, Greg Reichert, Steve Senger, Chris Stindt, Will Van Roosenbeek, Deanna Wachter, Maren Walz, Marcie Wycoff-Horn

Ex-officio and guests: Aaron Monty [Since none of these folks initialed, I'm not sure who was here; I know I saw Aaron Monty, and that Catherine Lavellee-Welch sent regrets.]

1. Introduction of Committee Members
2. Election of Chair
 - a. Steve Senger and Becky LeDocq were nominated.
 - b. Steve Senger nomination M/S/P.
 - c. Becky LeDocq nomination M/S/P.
 - d. Ballot vote taken.
 - e. Becky LeDocq elected 2016-2017 Chair of JPC.
3. Election of Executive Committee
 - a. Faculty: Enilda Delgado nominated; M/S/P; no other nominees; Enilda Delgado elected.
 - b. Academic Staff: Maren Walz nominated; M/S/P; no other nominees; Maren Walz elected.
 - c. Classified Staff: Brandon Harris nominated; M/S/P; Brandon Harris elected.
 - d. Student: no students present; student governance will meet soon and a student elected.
 - e. Dean: Mark Sandheinrich and Julia Johnson nominated; M/S/P; hand vote taken; Julia Johnson elected.
4. Approval of Minutes from May 4, 2016; M/S/P.
 - a. All meetings Wednesdays at 1:15p: 9/28, 10/12, 10/26, 11/9, 11/30, 12/14
 - b. M/S/P
5. Chancellor's Update
 - a. Information Item: System Budget
 - i. System is requesting \$42m biennially for new initiatives, but this is not enough to ensure that approximately 1000 positions will not be eliminated. This amount considers the predictions that utilities will not increase this year, and may not account for cost-of-living increases.
 - ii. Gov. Walker is still pushing for a tuition freeze, and has mentioned lowering tuition, as well.

- iii. We need to be cautious when considering budget, as we will not know until spring what System will get.
- b. Information Item: Enrollments
 - i. Enrollment is up by 111 students for Fall 2016. Actual enrollment right now is at 10,531.
 - ii. International enrollment is still down, as is out-of-state enrollment. In this area, we are \$1.5m down.
 - iii. CFO Hetzel mentioned: GPR reallocation, with a target of 2,050 and an actual of 2,091 for first-year students; Transfer student enrollment is up by 4 to 504; According to 10-day enrollments, but not including waivers and remissions, numbers are up from 10,408 students last semester to 10,531 this semester; We are down on unrestricted non-resident tuition; Summer enrollments were soft; GQA positions may need to be tweaked.
 - iv. Provost Morgan mentioned that the whole campus community works very hard to keep transfer students here.
 - v. A comment from the floor reminded us to consider that international students are not just dollars for us and that we need to work on efforts to bring in and retain more international students.

6. Provost's Update- No report

7. CFO's Update

- a. Information Item: System GPR, Budget 101, and State Allocations
 - i. Representatives from each campus attended Budget 101 and reallocation from some campuses to others was discussed. CFO Hetzel has few details at this time other than it will impact us because of GQA, which gives us a funding line that other campuses do not have.
 - ii. Regents President Cross wants to make decisions prior to the '17-'19 state budget process to avoid the legislature making decisions for us about how monies will be reallocated. Because Madison has a large lobbying group, these talks could get "interesting."
 - iii. Steve Senger asked how allocations would be determined. CFO Hetzel remarked that monies would go from better-funded campuses like UWL to under-funded campuses: UW-Milwaukee, River Falls, Green Bay, and Parkside.
 - iv. Chancellor Gow and CFO Hetzel discussed the political and regional impacts of lobbying and legislative pushes for reallocations to their districts and constituent schools.
 - v. The decision is not made by flat per-student dollars, as UW-Milwaukee students receive more than UW-L students. It is inequitable.
 - vi. We started our GQA program because of the state's refusal to look at GPR; now they want to take our GQA funding away.
 - vii. Enilda Delgado asked if other schools had paid lobbyists; Chancellor Gow said "probably not." Enilda: Are we lobbying? Do we have any deep pockets in the community to lobby for us? Response: Not like

Madison. We don't have Badger sports, for instance. Our Foundations can't do this kind of lobbying. Otherwise, Chancellor Gow says we are talking to legislators. Discussion on lobbying continued with more discussion from the floor on technical colleges (different focus and structure), and what politicians lobby for the under-funded campuses that may be benefitting from our dollars (we have Sen. Schilling).

8. Strategic Planning Update: Enilda Delgado and Maren Walz
 - a. The Committee and Actions Teams are making good progress. Much was done between May 17, 2015 and now. Ann Zanzig, the Consultant brought in to help with the process, has been extremely helpful.
 - b. Goals have been developed for each of the three priorities (A Stronger, Inclusive, and Equitable UWL; Transformational Education; and Increased Community Engagement).
 - c. Action Teams have been formed to work on the goals and to develop actions steps, leading to accountability measures and timelines. The work being time by the teams, and the strategic plan, generally, is evolving, so there may be changes.
 - d. Meetings were held by the steering committee with the CBA and SAH Chairs, University Staff Council, and Academic Staff Council to get feedback.
 - e. Feedback is also being solicited from a variety of other internal and external groups, and has been very useful so far.
 - f. Five open forums are planned, which have been vetted by HR and the student organization for inclusivity. There will be forums, for example, for 3rd and 2nd shifters and that take student schedules into account.
 - g. Maren Walz and her team have created an interactive website, which is informational, but also has a place to provide feedback. Feedback can be anonymous.
 - h. The Committee was solicited for initial feedback: what do we like? what don't we like? what is missing?
 - i. "Likes": Focus on inclusion and continuing efforts for an inclusive campus; Community Engagement—we need to work on improving community (city/state) opinions of us and what we do, build community relationships, provide information concerning what a faculty-member's day looks like, better address the parking situation, and better communicate what each member group (faculty, administrators, students, staff) do, including such things as the hardships faced by working students; Transformational Education—we do good things, already.
 - j. "Don't Likes": There are pluses and minuses to Transformational Education, as we already do things well that we can build upon.
 - k. The "don't like" conversation led to a more extensive discussion centered on the question, "What happens after December" when the SP Committee's work is done. Enilda responded that it is a process and outlined the timeline from now until then, including the Team meetings, another meeting with Ann Zanzig, going through the feedback, writing up the data and report, sending the report to Chancellor Gow, and being implemented by Administration.

Chancellor Gow explained that the Administration would decide *how* the goals would be implemented, but that financials would come to JPB. When asked about the possible benefits of putting this information before external constituencies, Chancellor Gow suggested that it would be better to have specifics first in order not to raise expectations that we may not be able to meet. Also, he noted that the timeline for the Strategic Plan actions should correspond to the state budget announcement.

- i. "Missing": Sustainability was raised by Chancellor Gow as an example of one question he was asked about what is not a primary focus. Enilda explained that the entire campus was vetted for feedback and the current goals are the ones stated as main priorities. Another missing item voiced included personnel matters, such as how cuts impact personnel decisions, as well as staff development and career progression matters.
- m. Enilda reinforced the point that all voices were being heard so all contributors know they are valued and that their thoughts are validated, but we can't enact everything.
- n. Another "missing" question involved System goals and well in step we are with them, and whether aligning our campus with these goals would smooth our path.
- o. Enilda reminded us that the language of each priority and each goals was intertwined: each overlaps with the others, and they are not ranked; however, some things will be prioritized as more necessary now or later.
- p. Finally, JPB members were encouraged to submit further feedback on the Strategic Planning website.

7. New Business- None

8. Old Business- None

9. Adjournment 3:21 p.m

Respectfully
submitted, Rebekah
M. Fowler

Minutes

UW-L Joint Planning and Budget Committee

1:15 PM, September 28, 2016

325 Graff Main Hall

Present: Marty Allen, Enilda Delgado, Peter Haried, Rebekah Fowler, Eric Kraemer, Becky LeDocq, Steve Senger, Sam Pierce, Chris Stindt, Will Van Roosenbeek, Robin Tuxen, Maren Walz, Jordan Schaller, Bob Hetzel, Julia Johnson, Paula Knudson, Laura Milner, Greg Reichert, Mark Sandheinrich, Deanna Wachter, Brandon Harris, Jacob Schimmel, Patrick Brever, Natalie Solverson.

1. Approval of Minutes from Sept 14, 2016; M/S/P.
2. Chancellor's Update
 - a. Information Item: Enrollment
 - i. UWL enrollment increased from last year by about .6%. The Chancellor was surprised that UW System enrollment overall was down by around 5,000 students.
 - ii. Specifically, UW-Colleges were down around 23%. UW Colleges have cancelled upcoming transfer fairs. A possible reason is to keep students at the colleges until they earn their associates degree.
 - b. Information: Performance Based Funding
 - i. Politicians are a fan of potential performance based funding initiatives. They question "If you have less students, why more money."
 - ii. A variety of performance-based metrics are being discussed. The Chancellor has concerns that one metric cannot fit all of UW System. Discussion suggest that UWL would be able to select a set of criteria. Examples of criteria include: # of graduates, # of PELL eligible students, Programming for High School Students, # of students enrolled with an associates degree, # of high impact experiences, research funding, # of students completing 30 credit hours towards a degree, # of graduates in stem and health areas, # of alumni living in WI 3 years after graduation, # of WI residents served by a program, avg # of semesters to degree obtainment, administrative expenses per student, and external funds attracted per dollar of state support.
 - iii. The Chancellor has some concerns over how to improve or measure many of the criteria.
 - c. Information: Post Tenure Review
 - i. The Board of Regents had interest in having the UWL post tenure review policy on the October Board of Regents Meeting. However, there has been some discussion regarding where the review ends. UWL would like to see a policy where if department approves a post tenure review that it ends there. Others want the Dean or Chancellor to have the ability to override a department's recommendation. UWL's post tenure review policy did not make the October meeting and might be on the November Board of Regents meeting.

3. Provost's Update- No report
4. CFO's Update
 - a. Information Item: Tuition Task Force
 - i. The tuition task force is in draft stage. Given that the Governor's support for a continued tuition freeze in the 17-19 biennium budget, additional work really cannot move forward until after the 17-19 biennium. Not much that can be done with tuition until after that biennium.
 - b. Information Item: GPR reallocation.
 - i. This Friday September 30th, will be the next GPR reallocation meeting. The CFO distributed materials to inform the group about what the meeting will focus on. The meeting will discuss professional school funding and research allocations. The group is discussing if professional school funds and research allocations stay in the GPR pool or if it is reallocated. Ray Cross would like to see GPR reallocation decisions completed before Fall and before legislators discuss.
 - c. Information Item: Building Projects
 - i. The UWL artificial soccer field moving forward, summer 2017.
 - ii. The Eagle Center Rec addition will be presented to Board of Regents.
 - iii. Cowley Hall is waiting for contract approval to begin phase 2 planning. A groundbreaking/celebration for Cowley in the works (no date set).
 - iv. The Field House project is waiting on contract approval. The hope is that a contract will be in place within a month.
 - v. The Student Center is planning an opening celebration Jan 23-28.
5. Strategic Planning Update: Enilda Delgado
 - a. Information Item: Information sessions
 - i. The Strategic Planning Group is holding a series of open forums and meeting with campus groups.
6. 10th Day of Record Enrollment Numbers and Fiscal Implications:
 - a. Natalie Solverson reported on the 10th day of record enrollment numbers. Enrollment is up when compared to Fall 15. Enrollment for Fall 16 was reported as 10,546, which is up from Fall 15 of 10,408. UWL enrollment was 12 students short of the record 2014 enrollment.
 - b. UWL has increased the retention rate from 84.4% (F15) to 86.3% (F16). This resulted in 101 students in the sophomore class.
 - c. UWL has increased student diversity. U.S. students of color comprise 11.3% of the incoming first-year class, compared to 10.4% last year.
 - d. Graduate enrollment up. 60 additional graduate students compared to last year
 - e. UWL attracted a strong transfer class. Transfers amounted to 504 students compared to 513 last year. The transfer target was revised to 500 and that target was achieved. Lots of hands on work, greatly appreciated.
 - f. International enrollment is down. International enrollment is 177, which is down 68 students from Fall 2015.

- g. The 4 year graduation rate is trending up. Students who enrolled in Fall 2012 posted a 41.6% 4 year graduation rate. The historical average is in the mid 30% range.
- h. UWL students had the second highest academic achievement of the first year students (second to Madison)
- i. Bob Hetzel reported that even with the increase in enrollment FTE is actually down. Students are not taking as many credits. Overall, tuition is roughly the same as last year even with more students this year. The explanation lies in part with the increase in part-time students.
- j. Lower FTE is resulting in additional impacts. Segregated fee totals are down with the lower FTE.
- k. Graduate enrollment is up, but state funded 102 graduate programs are down. Enrollment growth is coming from self-supporting programs.
- l. International and domestic non-resident enrollment is down. The expectation is with the international recruiter positions filled that enrollment will improve. Recruiters have visited 15 countries, at the end of December they will have visited 25 countries.
- m. Overall, UWL is holding its own, but no real progress with revenue streams.

7. Summer Session: Enrollments and Finances

- a. Natalie Solverson reported challenges with summer enrollment. The central tuition pool has seen an increase of 5.0% from 2013, but has been decreasing since 2014. Summer growth in self-supporting programs has seen an increase of 33.4% since 2013. Summer tuition dollars go into the central tuition fund.
- b. Bob Hetzel reported that there is around a \$250,000 shortfall in the central tuition pool. Along with the lowered adjusted transfer student goals for Spring 17, UWL is short around \$450,000.
- c. To address the shortfall in GQA, 5 faculty and 1 staff position will be adjusted down for Fiscal 18. The Deans council has started discussions on how to adjust positions to reduce the GQA budget. The overall amount of reductions up or down will be dependent on J-Term enrollments.
- d. Aaron Monty suggested that the summer pay process may need to be revised to improve efficiency and clarity for HR. Suggestions were made in regards to revising the summer pay plan.

8. New Business - None

9. Adjournment 2:38 p.m

Respectfully submitted,

Peter Haried

Agenda
UW-L Joint Planning and Budget Committee
1:15 PM, October 12, 2016
325 Graff Main Hall

Recorder: Sam Pierce (for Julia Johnson)

Alternate Recorder: Knudson

Present: Marty Allen, Enilda Delgado, Peter Haried (excused), Rebekah Fowler, Eric Kraemer, Becky LeDocq, Sam Pierce, Chris Stindt, Will Van Roosenbeek, Robin Tuxen, Maren Walz, Jordan Schaller, Bob Hetzel, Julia Johnson, Paula Knudson, Betsy Morgan, Laura Milner, Greg Reichert, Mark Sandheinrich, Deanna Wachter, Brandon Harris, Jacob Schimmel, Patrick Brever,

- Special Notes: If you are unable to attend, please get substitute but substitute cannot vote. You are unable to “pass” vote to another member according to the bi-laws.

1. Approval of Meeting Minutes from September 28, 2016: M/S/P
2. Chancellor’s Update
 - a. Will attend at 2:10pm
 - b. Video of GPR Draft at next chancellors meeting.
3. Provost’s Update—No update.
4. CFO’s Update—No update
5. Strategic Planning Update – Enilda Delgado
 - a. Tuesday, October 18th from 2:10-3 p.m. in Centennial Hall of Nations
6. UW System Information Assurance - CIO Mohamed Elhindi*
 - a. Passwords will need to be extended to 12 characters but will only need to be changed every 6 months (instead of every 4)
 - b. "Data stewards" will be identified across campus (estimated only 20-40 employees) as people who have regular access to sensitive information. These people will receive special training in February to be knowledgeable about the other data/access changes coming.
 - c. Expect to see some mandatory/"strongly recommended" information security training coming our way next Spring. Exact modes of distribution are being decided with costs/benefits etc.

17-19 Biennium Compensation Planning *

1. Budget Bienniums
 - a. Every two years state does a budget cycle and the State has started to distribute budget requirements to the universities.
 - i. State Funded Pay Plan History included: furlough days, the passing of ACT 10, and increases in insurance rates

- ii. For future
 - 1. *Everyone* will get 1% increase in state funded pay plan.
- b. Retirement Contribution Increase
 - i. Current contribution is 6.6% by the state and is matched by the employee; the change would increase to 6.8% out of pocket. Health insurance would increase while dental insurance remains flat.
- c. How do we want to fund compensation?
 - i. Some recommendations stated: We can fund an additional 1% compensation by UWL according to CUPA median. Everyone will get a 3% increase over the next 2 years and there would be some one time payments and others payments over the course of 2 years. As we approach the CUPA median, employees are getting grouped together in the middle and overall pay is not spreading out. For people below 88%, we are trying to bring them up closer to the CUPA median. Another recommendation included retitling. However, UW System retitling study will not see any result until 18-19 biennium.
- d. GPR model will be coming from UW System to show what a possible GPR allocation COULD look like. First look will be coming in a few days.
- e. Strategic Planning Options:
 - i. We can use existing reserves to fund *some* initiatives of strategic planning, however, we can only use one time dollars to do this.
- f. UW System allocated dollars with emphasis on compensation!
 - i. Could stretch it but UW System will ask how we spent it at UWL.
- g. Flexibility with percentages? Any pay plan under 3% is across the board
 - i. PTS: Promotion Tenure, Salary: will have opportunity to move monies around if deemed necessary
- h. Endorsement from JP&B?
 - i. Motion by Eric Kramer to support general plan
 - ii. Motion is tabled till we hear more details from Dr. Bob Hetzel which will include dollar amounts.

8. New Business

- 1. 85%/15% (dollars) break for GQA dollars between Faculty/University Staff
 - a. History:
 - i. Original plan had \$1200 tuition increase
 - ii. Relooked at plan in 2007: Chancellor Gow went to students and changed amount to \$1000 increase: 3200 students voted (67% willing to raise tuition by \$1000) to hire 100 faculty/20 staff (GQA) positions. 85% of every dollar went to hire faculty line while 15% of every dollar went to a staff line.
 - iii. This is the model for how we allocate money for new positions.
 - b. We are not allowed to use differentials to backload off of budget cuts
 - c. Discussion ensued on why would we change model to cut more staff versus faculty when we now have to make cuts?
 - d. Would have a hard time changing the current model.
 - e. Further discussion on the issue.

7. Adjournment— 2:42pm

Respectfully submitted,

Sam Pierce
Residence Hall Director-Eagle Maroon Hall

Meeting Minutes
UW-L Joint Planning and Budget Committee
1:15 PM, October 26, 2016
325 Graff Main Hall

Recorder: Johnson

Alternate Recorder: Knudson

Present: Marty Allen, Enilda Delgado, Peter Haried, Rebekah Fowler, Eric Kraemer, Becky LeDocq, Sam Pierce, Chris Stindt, Will Van Roosenbeek, Robin Tuxen, Maren Walz, Jordan Schaller, Bob Hetzel, Julia Johnson, Mark Sandheinrich, Laura Milner, Marcie Wycoff-Horn, Paula Knudson, Betsy Morgan, Deanna Wachter, Brandon Harris, Patrick Brever. **Absent:** Steve Senger, Greg Reichert, Jacob Schimmel.

Meeting begins: 1:15

1. Approval of Meeting Minutes from October 12, 2016* — Senger’s name added; do not have to have a substitute for meetings. Change “agenda” to minutes. M/S/A
2. Chancellor’s Update:
 - Traction in media on proposal to change the way we do capital projects. System has to make changes to deferred maintenance. HVAC for UWL is in there. We have 48.5 million in deferred maintenance at UWL. Solution is to give us ability to do our own bonding. Would help with securing a new residence hall. Call to give UW System ability to oversee its own construction projects. Will require cutting DOA and Dept. of Facilities Projects out of the projects, which requires that they receive a 4% management fee currently.
 - Friday Chancellors from across System will discuss compensation request.
 - Post Tenure Review – Chancellors to discuss on Friday, including discussion of campus flexibilities versus System mandates. Result of Chancellor’s discussion will determine when the PTR policies go before Regents.
 - Question: How will GPR breakdown go? Possible issues to determine will include in state students, mission, and more. GPR reallocation is complex. State swept \$25 million that we hope will be restored to System in next biennium and the redistribution of those monies will need to be determined.
 - Another question: Why is money being taken away if they plan to give it back? Historical information of process was shared. Redistribution could come back disproportionately to System campuses. Lower enrolled campuses will likely receive a larger portion of reallocation. Additional conversation ensued.
3. Provost’s Update
 - Looking at additional GQA cuts. \$387,000 cuts to be shared amongst colleges, SOE, & Murphy. Using the same formula based on SCH production
4. CFO’s Update

- GQA cuts for staff = \$67,000. Paula, Betsy, Greg & Bob discussed and each unit giving up S&E to address cut. No vacancies in GQA in any of their units. This comes at a cost. IT relies heavily on S&E. Academic Affairs and other units giving up approximately 78% allocation associated with GQA positions in units.
- Question: How do eliminations in faculty and staff impact overall balance/ratio of university employment. Will we get those numbers? Bob said he would bring next time. We will impact student-faculty ratio with these cuts (raising ratio).
- Question: Historical picture of GPR funding since 2007? Bob will provide.
- Question: Once we get allocation, how is it distributed over time? We would like to see that, too. NACUBO reports provide metrics for institution (we report).
- Question: Numbers end up on System accountability dashboard?
- Question: 85/15 split w/GQA—how does reporting break down? Same as GQA? Equal way to break down 102 fund split (instructional/non-instructional)? Yes, says Bob. He will bring info to next meeting.
- Conversation ensued.
- Good news: Groundbreaking for Science Labs building = Nov 16 at 1:30 p.m. All welcome. Sandheinrich to drive big machine.

5. Strategic Planning Update – Enilda Delgado –

- Finished communications piece regarding feedback from campus. Website still live if you want to provide more feedback.
- Committees completed action steps. Meet tomorrow with consultant tomorrow. Hope to have something concrete for Chancellor in near future.
- Forums successful as was web feedback. Three groups worked very well and got their jobs done well.
- Distributed “bringing your strategic plan to life”. Reading is from book that the steering committee used. Basic overview of strategic planning JPB can use when plan comes back to us (per Joe’s instruction).
- Kudos to Enilda from Provost and Chancellor.

6. FLSA Update – US Dept. of Labor has new policy effective Dec. 1.

- Increasing threshold to \$47,476. About 100 employees impacted by raised threshold. If they work more than 40 hours per week they will have to be paid overtime. We are developing policies and guidelines to manage the situation.
- The following four criteria are being used at UWL to address the situation:
 - treat people fairly and equally;
 - good work-life balance;
 - no new money on this so units will be responsible for funding from salary savings;
 - ensure it is cost neutral for institution.
- HR is thinking about mechanics.

- Joy Gutknecht: Accumulated list of those impacted with individuals who moved from exempt to non-exempt. Provided workshops to explain changes. One change is now a timesheet to record number of hours worked per day. During second week of November, holding individual meetings with employees impacted so they understand impacts to pay and work life.
- Question: People who make threshold once 1% increase kicks in? On July 1 there will be a number of individuals who are now below threshold who will be ineligible for overtime because they will be above threshold as of July 1. Want to make sure people who are eligible for overtime can get it, if even for 7 months.
- Possible pinch points? Yes, there are concerns if people need to work overtime to do their jobs (e.g. Residence Life). Bob believes units have sufficient balances or vacancy savings to fund a nominal level of overtime.
- Anyone being asked to do less and what happens to the other work that has to be done. Conversation ensued.

7. Compensation

- We anticipate State to provide 1% to all employees and UWL thinks we can provide 1% as well plus one-time allocations. (See Table 1 and Table 2 handout).
- New table is Table 2 that breaks down 1% by employee classification.
- Every 1% institution wide is an approximate \$630,000 cost.
- Fund 128 is auxiliary. Fund 131 GQA & Academic Initiatives.
- Question: Does PTS have any ability to determine funds in items 1, 3, and 5 in Table 1? Totals are told to PTS and they decide how to allocate? Right, says Bob. More discussion.
- Move to support the proposed plan as outlined? M/S/A

8. Voluntary Separation Incentive Program (VSIP)

- 3 years ago, System said we could do this. In past, UWL said it is not fiscally appropriate for us.
- Last year, with big GQA cuts, we decided to offer VSIP in departments where there would be realignment to service needs more appropriately (across or within a department).
- Discussion of last year's process provided.
- Would like to do this again this year.
- Request endorsed: M/S/A

9. Adjournment 2:33 p.m.

Minutes

UW-L Joint Planning and Budget Committee

November 9, 2016

Present: M. Allen, E. Delgado, P. Haried, R. Fowler, E. Kraemer, R. LeDocq, S. Senger, S. Pierce, C. Stindt, W. Van Roosenbeek, R. Tuxen, M. Walz, J. Shaller, R. Hetzel, L. Milner, G. Reichert, M. Sandheinrich, M. Wycoff-Horn, B. Harris, P. Brever, J. Schimmel, S. Grunwald, C. Lavallee-Welch, A. Monte, N. Solverson, K. Stanley

1. **M/S/P** Approval of Minutes from previous meeting, October 26 2016
2. **Chancellor's Report:** Chancellor Gow provided a brief update on various matters UW-L is facing.
3. **Strategic Planning:** Enilda Delgado reported on the Strategic Planning Process. As a result of meeting with facilitator Ann Zanzig on October 27 to identify patterns a fourth priority was identified: Investing in Our People. A new working group was formed to address this priority which begins meeting this afternoon, and has a short time-line. Delgado has agreed to continue to work with the process for the next 3 semesters.
4. **CFO Hetzel then took the floor and led the discussion of various previously shared documents.**

[a] Faculty/IAS & Staff Budget Allocation summary for Fiscal Year 2016-2017.

Worries were expressed about the number of people in different categories, the need to look at overall balance of positions, the retraction of GQA and the FTE balance before GQA, and the need for data going back to 2000.

CFO Hetzel outlined the history of budget cuts, position losses and faculty student ratios over the past 15 years.

CFO Hetzel said he would get data about faculty/staff ratios since 2000 to the committee.

[b] All Funds Budget by Expenditure Function

Questions and Answers regarding this chart.

[c] Summary of UW System Unrestricted PR Balances by Level of Commitment

Questions and Answers regarding this chart.

[d] FY 16 Program Revenue Summary

Questions and Answers regarding this chart.

[e] Review of Table that specifies all ...

Questions and Answers regarding this chart.

[f] FY 2016 PR Balances, by category: two pie charts;

Questions and Answers regarding this chart.

5. **CFO Announcement:** Audit coming on UW-L's use of special course fees.
6. **JPB 101:** will be held sometime after Thanksgiving.
7. **Adjournment:** The meeting was adjourned at 2:36 pm.

Minutes

UW-L Joint Planning and Budget Committee

December 14, 2016

Present: M. Allen, E. Delgado, P. Haried, R. Fowler, E. Kraemer, R. LeDocq, S. Pierce, C. Stindt, W. Van Roosenbeek, R. Tuxen, M. Walz, J. Shaller, R. Hetzel, C. Martin Stanley (for Dean Johnson), P. Knudson, B. Morgan, L. Milner, G. Reichert, M. Sandheinrich, M. Wycoff-Horn, D. Wachter, B. Harris, P. Brever, J. Schimmel, S. Grunwald, C. Lavallee-Welch, N. Solverson, K. Stanley

1. **M/S/P** Approval of Minutes from previous meeting, November 9, 2016
2. **Chancellor's Report:** Chancellor Gow attended the Board of Regents meeting last week. BOR approved increased tuition for Graduate and out of state students. Undergraduate students will continue at least one more year of tuition freeze. The Governor's proposed budget should be available at the next JPB meeting in spring semester. Chancellor Gow discussed various competing state interests entering the next state biennium budget. The Regents also requested a 2% compensation increase, which would then go to the Office of Employee Relations.
3. **Provost Report:** Provost Morgan stated that the Joint Committee on the Promotion, and Tenure System will be reviewing the model and forwarding recommendations to Faculty Senate.
4. **Strategic Planning:** Enilda Delgado referred to the Chancellor's email and reported that the process will be moving forward in January.
5. **Dashboard:** Natalie Solverson shared the updated GQA dashboard that provides JPB the metrics to measure progress. This web site is located off the Chancellor's web page. The only update is in the Financial Aid metric based on DOE requirements. Enrollment is up as well as retention. Retention is exceeding system averages.
6. **CFO Report:** CFO Hetzel shared several schedules. The base compensation that the BOR approved and indicated the complexity of the compensation plan. CFO Hetzel shared two schedules. The first schedule addressed a compensation plan that was provided by UW System comparing campuses in a variety of measures. It showed that the state did not allocate any increase, yet individual campuses identified 34 million to allocate for compensation adjustments. UWL allocated 1.6 million in compensation.

The second schedule addressed the one time lump sum payments. This was for those that were above the CUPA median. Many system institutions utilized the option for the one time lump sum payment.

Finally, CFO Hetzel share the change from 2001 – 2017 budget allocation summary between Faculty/IAS vs Academic/University Staff as requested.

Questions and Answers regarding these schedules. The budget percentage has not changed significantly over that time. Most of the Faculty/IAS position increase is a result of GQA.

7. The next meeting for Spring semester will be Feb 1, 2017 and tentatively every other week for the remainder of the semester. Adjournment: The meeting was adjourned at 2:10 pm.

Submitted by: Paula Knudson

Minutes

UW-L Joint Planning and Budget Committee

February 15, 2017

Called to order: 1:15 p.m.

Present: Martin Allen, Enilda Delgado, Peter Haried, Rebekah Fowler, Eric Kraemer, Rebecca LeDocq Steve Senger, Sam Pierce, Christ Stindt, Will Van Roosenbeek, Robin Tuxen, Maren Walz, Jordan Schaller, Robert Hetzel, Marie Moller (for Julia Johnson), Larry Ringgenberg (for Paula Knudson), Betsy Morgan, Laura Milner, Gregory Reichert, Mark Sandheinrich, Marcie Wycoff-Horn, Deanna Wachter, Brandon Harris, Patrick Brever, Jacob Schimmel, Sandy Grunwald, Catherine Lavallo-Welch, Aaron Monte, Natalie Solverson, Kristin Stanley

1. **M/S/P** Approval of Minutes from previous meeting, December 14, 2016

2. **Chancellor's Report:** Chancellor Gow

Three major issues confronting UW-L:

- a. Work UWL needs to do on campus for next year in light of anticipated international enrollment downturn;
- b. Governor's budget proposal is quite simply a proposal. Walker is being generous but legislature might not see that way; and
- c. Strategic Planning work has laid out the plan, and UWL now needs to decide resources.

UWL needs to make decisions on the anticipated international enrollment downturn quickly.

3. **Provost Update/Strategic Planning Update:** Interim Provost Morgan ceded to Special Assistant to the Provost Enilda Delgado.

Special Assistant Delgado covered Year One Goals and the Spring 2017 deliverables month by month of the Strategic Plan, now named "Sustaining Excellence" which has 4 priorities: achieving excellence through equity and diversity; increasing community engagement; investing in our people; and transformational education. Process has included meeting with content liaisons for each pillar. She has met with all as an entire group and then has been meeting with each pillar's leadership. Special Assistant Delgado will be reaching out across campus to help with implementation.

4. **CFO's Report & Budget Planning for FY18:** CFO Hetzel

CFO Hetzel presented issues with the Segregated (seg) Fee. The legislature is just beginning its deliberations for recommendations. Walker is advocating an opt out for segregated student fees. Walker's proposal could have impact on the \$13 million with 1.08 million in allocable segregated fees collected from UWL students. Seg fee pays for new student union and typically programmatic initiatives including the 26 programs across campus. Walker wants students to decide on a personal basis which ones they would like to pay for.

Discussion ensued. UWL Student Association President Jacob Schimmel noted all student government groups across state is against it. Prioritizing could be political and ugly. A multitude of clubs and services could be decimated. As it is now, many clubs don't have enough money. Example: cheerleading club would like to be nationally competitive. There has already been a Wisconsin Supreme Court judgement against students voting on individual activities. President Schimmel will work to "educate" the legislature on the issues.

Bi-annual state budget website link the Administration & Finance and Budget Office homepages will be placed the JPB website.

CFO Hetzel noted there are a number of things impacting UWL's institutional risk and financial challenges:

1. International enrollment;
2. Graduate enrollment is up but Fund 102 to support Graduate Students is not;
3. Summer school and J-term: Significant shift in student behavior;
4. Changing dynamic with transfer enrollment;
5. 4th year of tuition freeze. Gov. Walker wants to continue freeze for an extra 5th year and CFO Hetzel suspects it will be a 6th year. 153 faculty are funded by GQ&A. 34 staff are funded.; and
6. Increasing Wisconsin competition. Chancellor Blank wants to institute a Badger Promise. Madison will give 1 year free and if Pell eligible then Madison will give 2 free years. This was a surprise. UW Madison expects that the state will fund it, but it is not in the UW budget. Wisconsin colleges are down 3000 students and other comprehensives are down 2000. Comprehensives are getting aggressive for students.

Director of Institutional Research Solverson presented on graduate enrollments. Graduate student SCH production over last 5 fall terms is fairly stable. However, the composition of that enrollment shows a 36% decline in non-resident students. Growth has happened in self-supporting programs. Same trends apply in spring semesters.

Chancellor Gow notes that declines cannot be offset in 102's. Questions centered on program cannibalization. Interim Provost Morgan notes that except for MBA, there are no F2F equivalents to online graduate programs so there should not be any cannibalization since graduate programs are not usually considered fungible by prospective students.

Director Solverson notes that with international students, enrollments are deteriorating as the current students graduate, and UWL is not backfilling with new arrivals. Fall 2017 it is anticipated that UWL will only have 60 continuing internationals based on anticipated graduations versus the current 74. Anticipated is 3 less continuing international graduate students. Exchange students are never expected to stay. ESL is tough to predict. Even if UWL hits the goals set out, UWL will be down relative to current numbers. So there was thinking to already plan for 20 or 30 less international students, but that thinking was before the Federal Ban on Immigration. So it is anticipated to be worse. Exchange students are not revenue generators, and UWL can get lop-sided in exchanges which it now works to avoid.

Admissions Director Sjoquist described the international student recruitment process. His office is following up with contacts from last semester. At international college fairs, it has become obvious that students are lining up at Canadian schools. Also interest is being expressed in Great Britain and Australia as well.

CFO Hetzel pointed out that the 10th day record (2.3.17) for spring was down. Tuition revenue from J-term was soft. CFO Hetzel suspects it is Madison taking students. Budget Director Kristen Stanley monitors daily. Enrollment was lower, particularly in non-residents. UWL is down just under \$33,000 for J-term and \$328,000 for spring. UWL has been cutting G,Q,& A since last academic year...mostly due to international student enrollment. The picture is not improving and will be worse next year. CFO Hetzel wants to be proactive now rather than wait and try to do a mid-year rescission next year. He wants

to plan for 30 less students which is \$900,000. Provost Morgan points out that Admissions Director Sjoquist needs to know now how many domestic students to admit since this prime decision making time by quality students. (Note it takes roughly 2 resident students to make up for 1 non-resident in terms of tuition.)

If 25 more domestic students are enrolled that will yield \$900,000 and that buys down the cut that has to be made. All UWL institutions will be increasing enrollments to offset international student loss. Madison is currently searching for an Admissions Director so Director Sjoquist has a difficult time tracking what they are doing.

To even get a \$50,000 in savings in summer will necessitate a change in summer for faculty salary. UWL is now down to \$600,000 left, so that leaves positions to be cut...6 positions, 1.5 Academic Staff if UWL plans for reducing 30 international students. Questions arise as to why UWL focuses on GQA positions. There apparently has been an increase in positions in IAS faculty and also staff across campus. The question is why not reduce other pools other than GQ&A? CFO Hetzel says that UWL cannot cross subsidize with different pools of money. Concerning when other pools of money might dry up, CFO Hetzel says that auxiliary units (such as those from segregated fees) have also been reduced. They are already working on cuts of \$45,000-59,096 for anticipated student enrollments in Fall '18 in other units. User fees and seg fees can never be used to support the academic enterprise according to CFO Hetzel.

Enrollment Management advocated counting on a reduction of 25 students. Now the question is whether 30 should actually be a target. It is noted that some Deans for the prior cuts were able to put some GQ&A faculty into 102 lines.

Questions of issues of strategy vs just cutting open positions arose. The library came up as an example as a unit that has already been told to stop a search because it is so dire.

A motion was made:

M/S/F: Direct the CFO to prepare a budget that accounts for 20 fewer international students.

A motion was made:

M/S/P: Direct the CFO to prepare a budget that accounts for 30 fewer international students.

5. New Business

Joint Promotion and Budget Chair LeDocq notes that a Budget 101 has not been offered for a while. So in lieu of a regularly scheduled meeting of the Joint Planning and Budget Committee in two weeks, March 1, there will be a Budget 101 session that is optional for Committee members but all university faculty and staff are welcome.

6. Adjournment: 3:07 pm

Submitted by Laura Milner

Minutes

UW-L Joint Planning and Budget Committee

April 12, 2017

Called to order: 1:15 p.m.

Present: Martin Allen, Enilda Delgado, Peter Haried, Rebecca LeDocq, Sam Pierce, Christ Stindt, Will Van Roosenbeek, Robin Tuxen, Maren Walz, Jordan Schaller, Robert Hetzel, Julia Johnson, Paula Knudson, Laura Milner, Mark Sandheinrich, Deanna Wachter, Brandon Harris, Patrick Brever, Jacob Schimmel

1. **M/S/P:** Approval of Minutes from previous meeting, February 15, 2017
2. **CFO's Report & Budget Planning for FY18:** CFO Hetzel

CFO Hetzel updated the Committee on the status of the UWS biennial budget. He indicated that the legislature is focused on issues associated with the funding of roads and transportation and not currently discussing UW System budget or pay plan for state employees. However, a number of policy items have been removed from the governor's budget proposal, including the proposal to allow university students to opt out of paying certain segregated fees.

UWL's budget for FY18 has been completed and sent to UW System.

Building projects on campus are making good progress. The renovation and addition to the entrance of the Center for the Arts is nearly completed. Work on the Science Labs Building is ahead of schedule. Final plans for the renovation of Wittich Hall are almost ready for final approval by the Division of Facilities Management (Wisconsin Department of Administration). The new Student Union has received LEED Gold certification. It is likely to be the last building on campus to receive official LEED certification because the legislature has eliminated funding for certification designation; however, future building projects will include plans for energy conservation, etc.

CFO Hetzel summarized changes in GQA funding since FY16 and the recent reductions in GQA positions and S&E for FY18 (see attached documents) and invited the academic deans to comment on the effects of these reductions to their colleges. Interim Dean Sandheinrich stated that the positions to be eliminated were addressed by not filling impending vacancies due to resignations, including moving one individual in a GQA position to a 102-budget vacancy. A position in Chemistry for secondary teacher education was eliminated, as well as 2 IAS positions in biology, and 0.5 position in Computer Science. One position in biology will be temporarily re-filled with funds from salary savings for the next year. Dean Johnson indicated that personnel cuts will mean larger class sizes, more work for existing faculty/staff, and less time available from faculty/staff for individual students. Any additional cuts will likely lead to non-renewal of some contracts. Dean Milner reiterated Dean Johnson's comments. Martin Allen indicate that the 0.5 FTE reduction in Computer Science as well as the decision not to fill another position may limit the ability of the department to offer computer science courses to non-majors.

3. **Strategic Planning Update:** Special Assistant to the Provost Enilda Delgado.

Special Assistant Delgado provided an update on year-to-date tasks completed for the Strategic Plan "Sustaining Excellence" (see attached document). In particular, she highlighted some of the results of two surveys.

Community members responded to a survey on their perceptions of UWL. In general, community members had very favorable overall views of UWL (range: 79% favorable view of UWL as a manager of financial resources to 98.2% favorable view of the educational quality of UWL). However, approximately only approximately 57% of the respondents indicated that UWL does a good job informing individuals and local business of its value to the community.

University and academic staff employees were asked to respond in a survey to the question “other than compensation, what would make you feel more valued as an employee at UWL?” An analysis of the 109 surveys completed indicated the following most common themes: (1) Invest in employees’ professional development, (2) validate employees’ worth, (3) offer the perks and benefits that matter to them (parking/lunches/vacation/discounted events), (4) reimburse tuition, (5) create recognition events, announcements, acknowledgement and achievement awards, (6) flexible work schedules, (7) discounted access to the rec center.

3. New Business

None

4. Adjournment: 1:45 pm

Submitted by Mark Sandheinrich