

**MINUTES OF MEETING
WISCONSIN TECHNICAL COLLEGE SYSTEM (WTCS) BOARD
NOVEMBER 9-10, 2021
SOUTHWEST WISCONSIN TECHNICAL COLLEGE**

Tuesday, November 9, 2021

Members Present: Megan Bahr, Quincey Daniels, Douglas Holton, Sr., John Johnson for Jill Underly, John W. Miller, Rodney Pasch, Kelly Tourdot, S. Mark Tyler, Stephen Willett (virtual), Mary Williams.

Members Absent: Becky Lezvow, Terry McGowan, Amy Pechacek.

System Office Staff Present: Monique Currie, Julie Drake, Morna Foy, Christina Lorge, Colleen McCabe, Dan Scanlon, Conor Smyth, Brandon Trujillo, Jim Zylstra.

District/Others Present: Betty Bruski Mallek, Peter Mallek, Layla Merrifield, District Boards Association; Bryan Albrecht, Gateway Technical College; Shelly Mondeik, Mid-State Technical College; Bonnie Baerwald, Moraine Park Technical College; John Van De Loo, Nicolet College; Chuck Bolstad (District Board), Holly Clendenen, Jason Wood, Southwest Technical College; Samantha Lundeen-Janiak, Wisconsin Student Government; R. Paul Buhr (Rabur Holsteins), Dan Klecker (Foundation of Wisconsin Automobile & Truck Dealers), Sara Rogers, (Employ Milwaukee), WTCS Board Appointees.

Board President Pasch called the meeting to order at 4:30 pm. Julie Drake read the open meeting statement and roll call indicated that a quorum was present.

President Pasch introduced and recognized Samantha Lundeen-Janiak, Vice President of Wisconsin Student Government (WSG), who joined the meeting on behalf of WSG.

Board President Pasch thanked President Jason Wood and his team for hosting the WTCS Board. Dr. Wood welcomed the Board to Southwest Tech.

ITEM A: Approval of September 14-15, 2021, Meeting Minutes

It was moved by Board Member Williams, seconded by Board Member Tourdot, that the September 14-15, 2021, meeting minutes be approved. Motion carried unanimously.

ITEM B: Report of the Board President

The UW System Board of Regents reports for October, November and December will be shared at the January meeting.

Board Member Tourdot shared that a number of events are scheduled for November 15-21, National Apprenticeship Week, including both in-person and virtual.

Board President Pasch presented Conor Smyth, WTCS Director of Strategic Directions, with a certificate of commendation in honor of his retirement on January 7, 2022.

Board Members Daniels and Willett joined the meeting at 4:39 pm.

ITEM C: Report of the System President

System President Foy provided an update on the System's Commitment to Progress.

- On October 1 and 15, Wisconsin's Tribal Colleges and the 60Forward partners (WTCS, UW System and the Wisconsin Association of Independent Colleges and Universities) offered an Equity in the Classroom professional development series for faculty members with 500 participants, including great representation from WTCS.
- In late October, a System-wide team that included Dr. Hilary Barker from WTCS, planned and delivered a System-wide Open Educational Resources (OER) Symposium. It included both an introduction to OER and in-depth content to support faculty members ready to teach with relevant OER content. More than 400 participants from across the country as well as Canada and China attended.

To mark National Apprenticeship Week, President Foy noted that Wisconsin's Apprenticeship program was the first in the nation and was created in the same year as WTCS, more than a century ago.

Foy also noted that:

- Nine Wisconsin technical colleges are eligible for the \$1 million Aspen Prize for Community College Excellence, a long-standing, coveted and widely recognized award.
- WTCS Education Directors Nancy Nakkoul and Katie Roberts were key partners in the development of the Department of Workforce Development's (DWD) Early Childcare Educator apprenticeship program, a two-year apprenticeship that includes 432 hours of paid related instruction at Milwaukee Area Technical College. Apprentices work full-time in a childcare setting as a co-teacher and are mentored by experienced teachers.
- DWD partnered with Employ Milwaukee, to bring in the first cohort of early childcare education apprentices, and the program is partially funded through the Workforce Innovation and Opportunity Act (WIOA).
- On October 4, WTCS Education Director for Apprenticeship and Construction programs, Nancy Nakkoul, participated in the grand opening of the new Apprenticeship Training Center at Western Technical College.

In September in Portland, Oregon, WTCS Fire Service Training Director Angie White was sworn in as the first female President of the North American Fire Training Directors (NAFTD) organization.

ITEM D: Wisconsin Technical College District Boards Association

Wisconsin Technical College District Boards Association (DBA) President and Mid-State Trustee Betty Bruski Mallek updated the Board on recent activities.

The Fall Legal Issues Seminar, hosted by Waukesha County Technical College, and quarterly DBA meeting were held virtually on October 28-29. The seminar included three tracts: Campus Safety; Administration; and Governance.

Board Member Pasch attended the seminar and was particularly interested in the keynote Bryan Alexander's presentation. The presentation will be shared with the WTCS Board.

The Winter quarterly meeting will be held at the Osthoff Resort, January 27-29, 2022, with a virtual option available. The focus will be on Board competencies and updating the mission and vision statements to include DEI (the WTCS Strategic Directions guided them in this process).

The Association of Community College Trustees (ACCT) conference was held in San Diego, California, October 13-16. The focus was on Advancing Diversity, Equity and Inclusion. Madison, Lakeshore and Gateway technical colleges presented sessions. Wisconsin had a total of 50 attendees and Zaida Hernandez-Irisson from Gateway Technical College was elected Chair of the DEI Committee and will join the ACCT Board next year.

The DBA announced a new team member, Diane Handrick, a native of Superior with more than 20 years of experience as a research assistant, committee clerk and legislative staffer in the Capitol.

ITEM E: Overview – System-wide Equity Efforts

WTCS Board Member Megan Bahr provided an overview of System- and college-level efforts in the area of Diversity, Equity and Inclusion. Bahr was recognized as one of fifteen student scholars at the National Conference on Race and Ethnicity (NCORE) annual conference in 2021, where she shared the presentation.

Gateway Technical College has sent 63 staff, faculty and students to the annual conference; 40 of them being students. NCORE inspired Bahr to focus on Equity, Diversity and Inclusion.

During research for the poster, it became evident that all of Wisconsin's technical colleges are increasing DEI efforts. To accommodate the volume of information collected and share it widely, Bahr created a Google site.

The future of the project includes involving students from across the system through videos and interviews and presenting an updated version of the project at the NCORE 2022 annual conference. Board President Pasch noted the increase in student common-language growth from pre- to post-assessment.

Board Member Holton asked Board Member Bahr what the greatest challenge was in assembling the information. Board Member Bahr stated that time constraints were a challenge, with only three weeks to develop the poster, while learning new software.

Board Member Tyler commended Board Member Bahr and Board President Pasch commented that a student perspective is very important in the Board's work.

It was moved by Board Member Williams, seconded by Board Member Holton, to recess the meeting until Wednesday, November 10, 2021. Motion carried unanimously.

The meeting recessed at 5:29 pm.

Wednesday, November 10, 2021

Members Present: Megan Bahr, Quincey Daniels, Jr., Douglas Holton, Sr., John Johnson for Jill Underly, John W. Miller, Rodney Pasch, Amy Pechacek (virtual), Kelly Tourdot, S. Mark Tyler, Stephen Willett (virtual), Mary Williams.

Members Absent: Becky Lezvow, Terry McGowan.

System Office Staff Present: Hilary Barker (virtual), Monique Currie, Julie Drake, Morna Foy, Colleen Larsen, Christina Lorge, Colleen McCabe, Brenda Powles, Dan Scanlon, Conor Smyth, Brandon Trujillo, Jim Zylstra.

District/Others Present: Tracy Pierner, Blackhawk Technical College; Sunem Beaton-Garcia, Chippewa Valley Technical College; Betty Bruski Mallek, Peter Mallek, Layla Merrifield, District Boards Association; Bryan Albrecht, Tammi Summers (virtual) Gateway Technical College; Shelly Mondeik, Suzanne Rathe, Chris Severson Mid-State Technical College; Nicholas Brayton, Milwaukee Area Technical College; Bonnie Baerwald, Moraine Park Technical College; John Van De Loo, Nicolet Area Technical College; Jeannie Worden, Northcentral Technical College; Chuck Bolstad (District Board), Jason Wood, Southwest Technical College; Roger Stanford, Western Technical College; Samantha Lundeen-Janiak, Wisconsin Student Government; R. Paul Buhr (Rabur Holsteins), Dan Klecker (Foundation of Wisconsin Automobile & Truck Dealers).

Board President Pasch called the meeting to order at 9:56 am. Julie Drake read the open meeting statement and roll call indicated that a quorum was present.

ITEM F: WTCS Presidents' Association

Dr. Roger Stanford, President of Western Technical College and of the Association, provided a brief update on recent activities of the Association.

The Presidents' Association met prior to the September WTCS Board meeting, which included a number of presentations on System-wide efforts and structures.

Board Member Tyler offered his appreciation for the colleges' ongoing efforts on transfer and expanding opportunities for students. Tyler believes technical colleges are a vital entry point to higher education, with many students starting at a technical college with the intent and expectation to transfer to a four-year college or university, right away or at some point in the future.

ITEM G: Consent Agenda

It was moved by Board Member Williams, seconded by Board Member Holton that the Board approve the program and facilities development requests as presented, as well as verifying the interim board appointment, with the exception of programs and facilities items for Gateway Technical College. Motion carried unanimously.

It was moved by Board Member Tourdot, seconded by Board Member John Johnson that the Board approve the program and facilities development requests for Gateway Technical College. Motion carried 10-1. Board Member Bahr abstained.

ITEM H: 2021-2024 WTCS Facilities Plan

WTCS Facilities Director Dan Scanlon provided an overview of the 2021-2024 WTCS Facilities Plan, including a three-year summary of the technical colleges' capital maintenance budgets and planned facility development projects.

It was moved by Board Member Tyler, seconded by Board Member Tourdot, that the Board accept the 2021-2024 Facilities Plan. Individual projects included in the Plan are subject to the Board's review and approval, pursuant to s. 38.04(10) Stats. Motion carried unanimously.

Board Member Tyler asked for additional information about Jakes Café at Lakeshore Technical College. Scanlon explained that it is part of LTC's culinary program.

Board Member Willett joined the meeting at 10:14 am.

ITEM I: Teaching and Learning – System-wide Equity Report

WTCS Education Directors Colleen Larsen and Dr. Hilary Barker, WTCS Human Resources Manager Brenda Powles, and System-wide Diversity, Equity and Inclusion (DEI) co-chairs Nick Brayton (Milwaukee Area Technical College) and Dr. Tammi Summers (Gateway Technical College) provided an overview of the 2021 WTCS System-wide Equity Report.

Board Member Tyler commended everyone involved in preparing the report, including highly effective graphics used to identify over or under representation among college personnel relative to student population.

Tyler asked how the System's demographics compare with Wisconsin's population as a whole? The presenters noted that the System is more diverse.

Board Member Johnson commended the System on this important report and on creating opportunities for a diverse pipeline of students seeking higher education opportunities.

Board Member Holton asked whether faculty had been engaged in the discussion about how to diversify the faculty ranks, stating that he believes working with faculty unions and part-time faculty will be important. Panel members shared that Presidents Daniels (Madison College) and Albrecht (Gateway) have worked with Human Resources Directors from across the System to form a recruitment and retention task force for faculty and staff positions.

Ms. Powles stated that the colleges have an opportunity to recruit technical colleges students and graduates with the goal of diversifying faculty and staff positions. Board Member Tyler commented that unlike industry, higher education institutions have historically given greater consideration to credentials rather than ability.

Board Member Tyler also noted that community demographics vary considerably between technical college districts, offering the example that the City of Baron, in the Northwood Tech district, has more than 30 percent Somali residents. Ms. Powles concurred, stating that each college must consider the demographics of the communities it serves as it develops recruitment and retention plans.

Board Member Daniels commented that just as with students, colleges cannot lose sight of the importance of retention as recruitment planning expands.

Board Member Holton asked if it is possible to analyze the extent to which part-time or adjunct faculty are subsequently hired as full-time faculty. Ms. Larsen and Dr. Barker noted that this is a challenge because data definitions for "adjunct" or "part-time" vary by college. Holton believes this is a common path and suggested focusing on the part-time to full-time pipeline as part of efforts to diversity faculty.

Board Member Tourdot sees an opportunity, based on the diversity of adult education populations, to transition these students into programs and apprenticeships after they experience success at a technical college. She would be interested in discussing this topic, including grant-funded Integrated Education and Training (IET) outcomes, at a future meeting.

Board Member Bahr asked what the plan is for sharing this information with and engaging students. Ms. Larsen shared that the 2018 report was presented to Wisconsin Student Government (WSG), with a plan to do so again. Additionally, the group is planning to share the results during the 2022 Wisconsin Conference on Race and Ethnicity (WISCORE) event, which is planned by and focuses on students.

Board Member Pasch expressed significant interest in Dr. Summers' comments on students' mental health concerns, asking whether there are efforts underway to coordinate a response to students' mental health challenges with K-12. Dr. Summers noted the complexities of this type or coordinated approach to what is becoming an overwhelming challenge well beyond education.

Board Member Johnson said that addressing students' mental health concerns at the K-12 level was part of the Department's past two biennial budgets, with some success in seeking funding. Johnson agreed with Dr. Summers that this is a pressing, widespread challenge. Ms. Larsen shared that the spring session of another ongoing, System-wide effort – Working as One – will focus on mental health and is open to students, staff and community partners.

Copies of the reports will be distributed to DEI leads at each college and other stakeholders, with a digital version available on the website for broader distribution.

ITEM J: Legislative Update

WTCS Policy Advisor Brandon Trujillo updated the board on state legislative issues.

Trujillo also provided an update on his work as the Board's liaison to Wisconsin Student Government (WSG), which meets five times annually. The organization's current legislative priorities are focused on increasing funding for, and making policy changes to, need-based Wisconsin Grants for technical college students; amending state statutes to allow all WTCS districts to offer AA/AS; and expanding the use of Open Educational Resources (OER) to reduce students' textbook costs.

Executive Vice President Jim Zylstra recently testified during legislative hearings on expanding Veterans benefits and on anti-racism and anti-sexism efforts related to instruction and employment at the UW System and WTCS institutions. Turina Bakken, Madison College Executive Vice President for Academic Affairs; Tammi Summers, Gateway Technical College Vice President of Diversity, Equity and Inclusion; and Layla Merrifield, District Board Association Executive Director, also testified on the latter bill, detailing concerns with the bill as written.

Ms. Merrifield noted that she is also tracking a bill currently being circulated for co-sponsors, which addresses free speech on campus and academic freedom. The bill would have a fiscal impact associated with required annual surveys, and potential reductions in Wisconsin Grant funding.

WTCS Policy Advisor Monique Currie provided a Federal update.

ITEM N: Announcements/Adjourn

The next meeting of the Board will be held January 18 at the System office in Madison.

It was moved by Board Member Williams, seconded by Board Member Tourdot, to adjourn the meeting. Motion carried unanimously.

The meeting adjourned at 11:52 am.

Respectfully submitted,
Julie Drake