

## **Minutes of Meeting**

Wisconsin Technical College System Board  
June 29-30, 2010  
Ambassador Hotel and Milwaukee Area Technical College  
Milwaukee, Wisconsin

### **Tuesday, June 29, 4:30 p.m., Ambassador Hotel**

#### **Members Present:**

Forrest Ceel  
Stan Davis  
Terry Erickson  
Eddie Paul  
Michael Rosen  
Roberta Gassman  
Mark Tyler  
Jose Vasquez

#### **Members Absent**

Mary Quinnette Cuene  
Tony Evers  
Ann Greenheck  
Phil Neuenfeldt  
Brent Smith

#### **System Office Staff Present:**

Dan Clancy, Kathy Cullen, Morna Foy, Donna Jordan, Jim Zylstra, Willa Panzer, Annette Severson, Conor Smyth, Nancy Merrill, Sandy Schmit, Randy Zogbaum

#### **District/Others Present:**

Michael Burke, Milwaukee Area Technical College  
Vicki Martin, Milwaukee Area Technical College  
Tim Elverman, Milwaukee Area Technical College  
Bruce Barker, Chippewa Valley Technical College  
Lori Weyers, Northcentral Technical College  
Barbara Prindiville, Waukesha County Technical College  
Jim Rehagen, Waukesha County Technical College  
Bryan Albrecht, Gateway Technical College  
Mike Lanser, Lakeshore Technical College  
Paul Gabriel, District Boards Association  
Jean Trempe, District Boards Association  
Eric Gage, Wisconsin Student Government  
Layla Merrifield, Legislative Fiscal Bureau  
Leigh Barker, WEAC

Board President Davis called the meeting to order at 4:35 p.m.

Donna Jordan read the following open meeting statement: "The June 29-30, 2010, meeting of the Wisconsin Technical College System Board, and all other meetings of this Board, are open to the public in compliance with state statute. Notice of the meeting has been sent to the press in an attempt to make the general public of Wisconsin aware of the time, place, and agenda of the meeting."

Roll call indicated that a quorum was present.

**It was moved by Board Member Rosen, seconded by Board Member Vasquez, that the May 18, 2010, Board minutes be approved. Motion carried unanimously.**

Board President Davis noted that the Election of Officers item would be postponed until later on the agenda.

A. Welcome/Report of the Board President

Board President Davis noted that a written copy of the UW Board of Regents report from their June 10-11, 2010, meeting was available in Board member folders. He asked Board Member Vasquez to comment further regarding the draft letter contained in Board member folders concerning support for the federal DREAM Act.

Board Member Vasquez shared a statement concerning his personal experience of his family moving to the United States when he was very young, and how this experience was similar to the majority of young men and women who will benefit from the provisions contained in the DREAM Act. Board Member Vasquez stated, "The DREAM Act is about the United States of America, which embraces the intelligence, the creativity, skills and talents of all of its populace. The richness of this country was not built solely by native-born citizens.... The only thing that matters is the desire to build a future and in turn benefit this country." Board Member Vasquez encouraged Board members to show their individual support for the Act by signing the letter so that it may be forwarded to Wisconsin's Congressional delegation. He noted that a similar letter had been sent on behalf of the Board of Regents to several national bodies of higher education endorsing the Act.

Board President Davis thanked Board member Vasquez for his leadership in advancing the support of both the UW Board of Regents and the State Board for the federal DREAM Act. He stated that Milwaukee Area Technical College (MATC) has a large Hispanic population, and many of the issues they have encountered as students are because of no choice of their own. The potential of the DREAM Act to make things easier for these students so they can contribute to their communities is very important.

Board member Rosen stated that he felt that it was important that the Board adopt a resolution in support of the DREAM Act. System President Clancy indicated that the Board has

not used resolutions to indicate positions on state or federal legislation. Because the provisions of the Act are lengthy and could change, the American Association of Community Colleges (AACC) and Association of Community College Trustees (ACCT) have asked members to send letters of support for the legislation. Support letters could be sent out much sooner than a formal resolution.

Board President Davis indicated that if Board members wished to add their name to the draft letter, they should let Donna Jordan know and she would add their electronic signature.

Board President Davis presented the Board's 2011 and 2012 draft calendar for review. No changes were made to the 2011 dates; 2012 dates include visits to four additional colleges through normal rotation. The final calendar will be presented to the Board for adoption in September.

#### B. Report of the System President

System President Clancy reported that Dr. Thomas Eckert has been appointed President of Blackhawk Technical College in Janesville effective August 31st. Dr. Eric Larson is retiring after serving 13 years as President of the college.

System President Clancy reported that staff are in the process of proposing Administrative Rule changes to the Workforce Advancement Training Grant program. The proposed changes would eliminate the 25 percent match requirement for businesses, which was identified as a major barrier for companies to participate in the program. Businesses already make a contribution by allowing release time for their employees to receive the additional training. This proposed rule change has the support of the College Presidents. System President Clancy noted that the promulgation process has begun for an Emergency Rule, with permanent rule changes proceeding through the required legislative review process.

System President Clancy reported that several special Legislative Council committees have been established in the areas of financial aid, strategic job creation, and local service consolidation. These committees will be meeting over the next several months. The System Office has submitted several names for consideration as WTCS representatives to the various committees. Final committee membership has yet to be determined by the committee chairs.

System President Clancy reported that in order to address the issues discussed by the Board at previous meetings relating to the for-profit sector of higher education, the System Office will be working with the College Instructional Services Administrators over the next several months to develop and share information on questions and facts students need to ask to make informed decisions on higher educational services. The information will address program accountability, transferability of credits, job placement rates, student debt levels and student retention rates.

C. WTCS Presidents Association

Bruce Barker, President of Chippewa Valley Technical College, reported that the Presidents Association met in mid-June in La Crosse for its annual organizational and planning meeting. Officers for 2010-2011 were appointed as follows: Bruce Barker, President; Bryan Albrecht, Vice President; Jeff Rafn, Secretary; and Bob Meyers, Treasurer. The Executive Committee also includes Paul Gabriel, District Boards Association; Dan Clancy, System President; and Lori Weyers, past President of the Association. The Presidents recommitted to continue their efforts in their five current areas of focus – advocacy, diversity, economic development, funding and grants, and green jobs. President Barker briefly outlined ongoing and planned activities in each of the focus areas.

President Barker provided a summary of a letter sent to System President Clancy addressing concerns raised by State Board members about the WTCS program approval process. As stated in the letter, Presidents feel the current program approval process is thorough and transparent. Presidents and other college administrators routinely discuss program changes with their district counterparts, and district staff have sufficient opportunity to review proposals and voice their concerns during the program approval process. After discussion at the Presidents' June meeting, it was the consensus of the group that the current program approval process works effectively and should not be modified.

D. WTC District Boards Association

Jean Trempe, President of the District Boards Association, reported that with approval of the annual district board appointments by the State Board today, 27 percent of the district board members will be new to the System. A major emphasis for the Association over the next year will be assimilating the new members to the System and the roles they will play as local board members. Ms. Trempe reported that the Association will be holding its annual planning meeting in late August and the Association's fall meeting will be held on September 17-18<sup>th</sup> in Janesville. The Association of Community College Trustees (ACCT) will be holding its annual leadership conference in Toronto in October. Over 1,500 local board members from across the nation participate. Wisconsin has always been well represented, with a large number of conference presentations by WTCS board members and college staff. Ms. Trempe noted that Association Executive Director Paul Gabriel, System President Clancy, and System Associate Vice President Annette Severson will be presenting on the System's program approval process and Marketing Consortium Director Kyle Schwarm will be presenting on the Futuremakers systemwide campaign.

Board President Davis thanked the District Boards Association and Presidents for the advocacy role they play as the System continues to move forward in serving the needs of the state's dislocated workers, veterans, and all students. Increased collaboration on the part of all System's partners will continue to be critical to the economic recovery of the state.

E. Waukesha County Technical College District Board Appointment

Morna Foy, Executive Vice President, reported that as part of its annual appointment process, the Waukesha County Technical College (WCTC) appointment committee submitted Richard R. Brandt for appointment as an employee member of the WCTC Board. However, Mr. Brandt does not meet the qualifications for an employee member who reasonably represents the various businesses and industries in the district because his employer is located outside the boundaries of the district. Mr. Brandt is employed by the Greater Milwaukee United Way which is not physically located within the WCTC district. This requirement is outlined in Chapter TCS 2 of the Wisconsin Administrative Code. Ms. Foy apologized and stated that System Office staff had previously approved Mr. Brandt's appointment as an employee member of the WCTC in error. With the disapproval of Mr. Brandt, the district board appointment process will start over. Mr. Brandt will continue to serve until the a new employee member is appointed and approved by the State Board. It would be expected that the WCTC Board appointment could be considered at the State Board's September 2010 meeting.

**It was moved by Board Member Ceel, seconded by Board Member Paul, that, upon the recommendation of the Wisconsin Technical College System President, the Wisconsin Technical College System Board disapproves the appointment of Richard R. Brandt for the employee position of the WCTC Board. Motion carried unanimously.**

System President Clancy indicated that a letter would be sent to Mr. Brandt apologizing for the error made in his original appointments as well as thanking him for his service to the Waukesha County Technical College Board.

Election of Officers

**It was moved by Board Member Erickson, seconded by Board Member Vasquez, that a unanimous ballot be cast to reelect the current Board officers - President Stan Davis, Vice President Mark Tyler, and Secretary Roberta Gassman for 2010-2011.**

Board Member Erickson called for nominations two additional times. No other nominations were voiced.

**Motion carried unanimously.**

F: Teaching and Learning – “Greening Up” Future and Occupational Programming in the WTCS

Sandy Schmit, Education Director, reported that a recently released report from the Workforce Strategy Center, *“Building Effective Green Energy Programs in Community Colleges,”* identified various challenges in developing green energy education and training programs. These include: (1) it is difficult to forecast the demand for green energy jobs, (2) the majority of green jobs require high skill levels, (3) ARRA (American Recovery and Reinvestment Act) funding is targeted for low skilled workers, (4) industry standards and

certifications are necessary, and (5) there is confusion among training and education entities on how the ARRA funds can be used most effectively. Ms. Schmit outlined the historical events that have led to the current emphasis on the nation's green economy. She also highlighted the differences in thinking and approaches of the Generation X, Baby Boomers, Generation Y and Generation Z populations.

Randy Zogbaum, Education Director, stated that there is no clear consensus on what a green job is and how to effectively move forward. Two reports developed by the Center on Workforce Strategy (COWS) identified "Pure Green" as dealing with renewable energy and energy efficiency and "Greening Up" as providing new tools for existing occupations.

Mr. Zogbaum highlighted how the colleges are using ARRA funds provided through the Department of Labor and Department of Education in the green industry area. Currently, the System offers six programs in the renewable energy area and two other green programs. The System also is involved in greening up 356 programs. These programs include both apprenticeship and degree programs in the skilled trades and manufacturing areas, i.e., industrial, engineering and architectural technician programs; electrical mechanical and electronics programs; and IT and business programs. Mr. Zogbaum stated that because of the ever changing and evolving economy, it is important that the core skills be identified which will transition into the new green technologies. The colleges will continue to work closely with industry to develop and adapt to the new technologies by updating their curriculums and continuing to develop additional green programs. Six additional programs are scheduled to be offered in Fall 2010, with ten scheduled for the following year.

Board Member Vasquez asked whether any particular sector was further ahead in greening up their existing jobs. Mr. Zogbaum replied that a heavy focus has been on the industry sector and how they can make their processes more energy efficient.

Board Member Ceel stated that a lot of technicians are involved in green jobs based on their existing occupations. Many jobs have a trickle down effect. The involvement of the Legislature, such as the mandate of all utilities being involved in renewable power by 2015, would have an impact on how many people are steered into green industries. It is important that the jobs are there for these people.

Board Member Gassman stated that the \$6 million grant received by the Department of Workforce Development earlier this year is aimed at greening up the apprenticeship areas and creating new apprenticeships in energy related fields. A majority of the grant funds will provide the training in the skilled trades area where there is a large potential for growth.

System President Clancy noted that all the technical colleges are involved in the development of green programs or greening up their current programs at various levels. Several of the colleges have chosen to focus on specific green energy areas, i.e., solar, geo-thermal, based on the businesses within their region. Mr. Zogbaum stated college faculty throughout the System are very knowledgeable in the green technologies area, even though they may be engaged at different levels. One of the very effective tools used by the colleges is that of developing local certificates in order to determine whether further program development in specific areas would be successful.

Board Member Vasquez asked whether the colleges are taking steps to make their own facilities energy efficient. System President Clancy stated that Bob Dimperio works closely with the districts in their remodeling and new facilities development efforts to make sure the facilities are sustainable and energy efficient. Several of the recent facilities projects have been developed using LEED certification standards.

Board Member Paul stated that Fox Valley Technical College Chilton Regional Center was developed through student involvement in how to best green up the facility and make it more energy efficient.

#### G. Futuremakers Partner Award

Board President Davis noted that the Futuremakers Partner Award will be presented just prior to dinner following the close of the meeting.

The Board recessed at 5:55 p.m.

#### Futuremakers Partner Award

System President Clancy announced that Johnson Controls, Inc. of Milwaukee was selected as the recipient of the Board's *WTCS Futuremakers Partner Award* in recognition of the contributions it has made to the design and construction of world-class education and training facilities in the Milwaukee region, helping Milwaukee Area Technical College fulfill its commitment to renewable energy, and creating sustainable economic opportunities for businesses and individuals throughout the region. System President Clancy stated that MATC and Johnson Controls have a history of partnership that has provided the greater Milwaukee area with high quality technical education based on best practices. Staff from Johnson Controls provide guidance and expertise to MATC administrators, faculty and students by serving on various committees. A recent collaborative effort between MATC and Johnson Controls is the 32 acre photovoltaic educational farm. Not only will it generate electricity for the college, it will serve as a training center for a wide variety of professionals in the renewable energy area.

MATC President Burke stated that he was proud to nominate Johnson Controls, Inc. to receive the State Board's *Futuremakers Partner Award*. President Burke highlighted several other areas of collaboration between MATC, the Milwaukee community, and Johnson Controls.

Dave Myers, Johnson Controls, stated that he is proud to accept the award symbolizing the many collaborative and ongoing efforts with MATC. Mr. Myers commended MATC for their strong commitment to sustainable and renewal energy, and for their efforts and leadership in providing the Milwaukee community with a skilled workforce to address the needs of the future.

**Wednesday, June 30, 8:30 a.m., Milwaukee Area Technical College**

Members Present:

Forrest Ceel  
Stan Davis  
Terry Erickson  
Eddie Paul  
Michael Rosen  
Roberta Gassman  
Mark Tyler  
Jose Vasquez

Members Absent

Mary Quinnette Cuene  
Tony Evers  
Ann Greenheck  
Phil Neuenfeldt  
Brent Smith

System Office Staff Present:

Dan Clancy, Kathy Cullen, Morna Foy, Donna Jordan, Jim Zylstra, Willa Panzer, Annette Severson, Conor Smyth, Nancy Merrill

District/Others Present:

Michael Burke, Milwaukee Area Technical College  
Vicki Martin, Milwaukee Area Technical College  
Lee Rasch, Western Technical College  
Mike Lanser, Lakeshore Technical College  
Mike Stark, Madison Area Technical College  
Chris Matheny, Fox Valley Technical College  
Debbie Heath, Fox Valley Technical College  
Paul Gabriel, District Boards Association  
Layla Merrifield, Legislative Fiscal Bureau  
Leah Barker, WEAC

Board President Davis called the meeting to order at 8:30 a.m.

Donna Jordan read the following open meeting statement: “The June 29-30, 2010, meeting of the Wisconsin Technical College System Board, and all other meetings of this Board, are open to the public in compliance with state statute. Notice of the meeting has been sent to the press in an attempt to make the general public of Wisconsin aware of the time, place, and agenda of the meeting.”

Roll call indicated that a quorum was present.

H. Consent Agenda Items

**It was moved by Board Member Vasquez, seconded by Board Member Tyler, that, upon the recommendation of the Wisconsin Technical College System President, the Wisconsin Technical College System Board approves the facilities development requests as presented. Motion carried unanimously.**

Fox Valley Technical College – Rental of facilities in Oshkosh for expanded welding programs at an initial cost of \$195,657 per year.

Fox Valley Technical College – Rental of facilities in Wautoma at a cost of \$27,547 annually.

Gateway Technical College – Construction of a building addition on the Elkhorn Campus for student service functions and library at a cost of \$1,500,000.

Gateway Technical College – Rental of property in Kenosha at a cost of \$31,815 per year.

Gateway Technical College – Construction/installation of a wind turbine on the Racine Campus at a cost of \$35,300.

Madison Area Technical College – Modification of previous approval to rent facilities in Madison.

Northeast Wisconsin Technical College – Remodeling of facilities on the Green Bay Campus to increase chemistry storage at a cost of \$78,000.

Western Technical College – Acquisition and remodeling of property in Black River Falls to relocate the campus at a total cost of \$1,700,000.

Wisconsin Indianhead Technical College – Rental of facilities in Spooner, Ladysmith, and Hayward at respective annual costs of \$8,484, \$34,185, and \$54,360.

I. 2011-13 Wisconsin Technical College System Budget Request

Morna Foy, Executive Vice President, reported that the Board's 2011-13 Budget Development Committee met on Tuesday and reached a consensus on a recommended framework for the Board's biennial budget request. Ms. Foy distributed a summary of the Committee's proposed framework. She noted that by establishing this framework early, it gives WTCS staff direction in developing detailed budget justifications and allows more time to generate support for the budget request among System stakeholders and policymakers. During the 2009-11 Biennial Budget process, advocacy efforts generated over 2,000 letters of support from local constituents.

Ms. Foy summarized the proposed 2011-13 budget framework. The proposed biennial budget request of \$26-\$29 million in combined general state aid and categorical aid would be used to address Wisconsin's workforce needs. Anticipated areas of focus include retraining

dislocated and underemployed workers, particularly in areas of extreme economic distress; supporting the educational transition and success of veterans; and providing colleges with institutional funds to expand student support, job placement, and academic success that fosters business and industry job creation. Ms. Foy noted that the specific breakout between general aid and categorical aid funding would be provided following further discussion by the Budget Development Committee.

The budget proposal would also include \$783,800 in categorical aid funds to improve retention and educational achievement for nearly 60,000 minority students in the WTCS. These funds would be used to ensure that Wisconsin's growing minority population is able to successfully enter the high-skill labor market, which is key to addressing Wisconsin's skills gaps. Ms. Foy noted that this appropriation has not been increased in 10 years and has been cut twice, while enrollments for students of color have increased significantly.

Board Member Gassman asked whether the budget proposal addresses the increased services needed for veterans. Ms. Foy stated that it was the consensus of the Budget Development Committee that funds not be designated specifically for veterans. While all colleges are providing increased services and activities for veterans, it was felt that colleges could choose to target general aid/categorical funds to serve veterans based on the needs of their individual college. Committee members felt that if a separate veterans services budget request was put forward, legislators may choose only this portion of the request and not support any additional funding for dislocated workers and new worker training.

Ms. Foy provided a summary of the proposed request which must be submitted to the Higher Educational Aids Board (HEAB) for inclusion in their 2011-13 budget submission. The request includes an increase of \$23.4 million for Wisconsin Higher Education grants (WHEG) to reduce the unmet financial need of WTCS students and make incremental progress in closing the gap in financial assistance need among Wisconsin's college and university students. The request also includes a change in statutory language providing automatic increases to the WTCS WHEG grant appropriation commensurate with annual changes in WTCS tuition. This statutory language would be similar to current UW System WHEG language.

Ms. Foy provided an overview of the WHEG program and a history of WHEG appropriations. The WTCS receives the smallest WHEG appropriation, but has the greatest unmet need for financial aid. Ms. Foy noted that in 2009-10, approximately 25,000 WTCS students applied for and were eligible for WHEG grants, but did not receive a grant because of inadequate state funding. For the upcoming fall semester, funds for the WHEG program ran out in May. Ms. Foy noted that a table would be added to the proposed materials showing the number of students who were eligible for WHEG grants but did not receive an award because of insufficient funds.

Board Member Tyler commented that there is a stark contrast in the increase of WHEG grant funding for the UW System, Private Colleges and the WTCS as outlined in the table summarizing the appropriation history of Wisconsin's WHEG grant funding. Support for an increase in WHEG funding for WTCS students must be a priority in the System's biennial budget request.

Ms. Foy provided an overview of the Minority Undergraduate Retention Grant program which is also administered by the HEAB for WTCS and tribal college students. She noted that students of color account for 16.9 percent of WTCS enrollment; this percentage has increased by 26.2 percent over the last ten years. In 2008-09, 474 WTCS students received grants under this program, with an average of \$874 per student. The request to be submitted to the HEAB is for an annual 10 percent increase in the Minority Undergraduate Retention grant program, which amounts to a total increase of \$253,900 for the biennium.

Ms. Foy noted that if the Board adopts the proposed WHEG program and Minority Undergraduate Retention grant increases as recommended, a letter will be sent to HEAB asking that these recommendations be included in their biennial budget submission. Ms. Foy noted that the recently formed Legislative Council committee on financial aid, co-chaired by Representative Ballweg who is a strong supporter of the WTCS, will likely address the issue of state funding for the WHEG program during its review. The committee will be looking at how to build on current federal programs to maximize state programs.

Board Member Gassman stated that the 2011-13 biennial budget will be very difficult for Wisconsin, as it will be for all states for the next several years. To have the budget framework in place early and to get advocacy efforts underway will be very helpful as the budget process begins for the new Governor and Legislature.

**It was moved by Board Member Ceel, seconded by Board Member Paul, that, upon the recommendation of the President of the Wisconsin Technical College System, the Wisconsin Technical College System Board approves the framework for the 2011-13 Budget Request, including the requests to the Higher Educational Aids Board, as proposed by the WTCS Budget Development Committee. Motion carried unanimously.**

J. Board Policy Revisions – Economic Development and Contracting

Conor Smyth, Policy Advisor, stated that at its previous meeting, the Board discussed recommended changes to three policies pertaining to economic development and contracting. At the May meeting, the only recommended change was to specify some of the various partners under interagency coordination in Policy 321, Economic Development. This change was integrated into the policy as presented.

**It was moved by Board Member Gassman, seconded by Board Member Vasquez, that, upon the recommendation of the President of the Wisconsin Technical College System, the Wisconsin Technical College System Board approves changes to WTCS Board Policy 321, *Economic Development*; Board Policy 408, *Goods and Services Provided by Technical College Districts*; and Board Policy 409, *Contracts to Provide Educational Services*.**

Board Member Rosen asked that the word “labor” be added to paragraphs 2, 3 and 4 in Policy 321, following reference to “business and industry.” Labor is an integral part of the collaborative relationships within the community.

The following amended motion was presented:

**It was moved by Board Member Gassman, seconded by Board Member Vasquez, that, upon the recommendation of the President of the Wisconsin Technical College System, the Wisconsin Technical College System Board approves changes to WTCS Board Policy 321, *Economic Development*, including the addition of the word “labor” in paragraphs 2, 3 and 4; Board Policy 408, *Goods and Services Provided by Technical College Districts*; and Board Policy 409, *Contracts to Provide Educational Services*. Motion carried unanimously.**

K. Teaching and Learning – Serving Students of Color in the WTCS

Willa Panzer, Associate Vice President, presented an overview of the status of students of color within the WTCS, including student outcomes, best practices, on-going activities and how to best expand the focus on students of color in the Technical College System. Ms. Panzer reported that students of color comprised 16.9% of total WTCS enrollment in 2008-09. However, 45 percent of these enrollments are in Adult Basic Education (ABE) courses. The number of program graduates for WTCS students of color increased 88 percent from 2001 to 2010, and the number of WTCS students of color transferring to the UW System from 2004-2008 increased nearly 21 percent. Best practices for helping students of color succeed have been shared among the colleges. Areas for improvement include increasing the number of ABE students of color who established a goal of enrolling in postsecondary programs within one year, increasing the number of WTCS students of color who transfer to the UW System, and increasing the graduation rate for WTCS students of color. State and district initiatives focusing on students of color include: developing QRP's (Quality Review Process) for minority course completion, using Minority Participation and Retention grant funds, using transition initiatives such as RISE and other bridge programs, and continued collaboration and refinement of the Transfer Equity Project. Continued focus on WTCS students of color will be through integrating the QRP findings in state grant proposals, implementing the Transfer Equity Project findings and recommendations, and advocating for increased state funding.

Board Member Tyler asked whether there are any real differences in terms of graduation rates for students of color among the colleges. Ms. Panzer stated that the trends of success and graduation rates are very similar among the colleges. However, the Hmong population in the Chippewa Valley Technical College region is seeing increased enrollments as well as success rates.

Dr. Lee Rasch provided background and an overview of the Presidents' "*Renewing the Commitment to Diversity in the Wisconsin Technical College System*." Dr. Rasch stated that ten years ago, the Presidents and System leaders identified diversity as a priority area. At that time a statement was developed committing the System to providing increased opportunities for minorities. During the Presidents' annual planning session a year ago, the Presidents felt it was time to renew their commitment to diversity and to outline areas for promoting diversity within the System. The renewed statement outlines three activities: (1) promoting a culture that embraces diversity and success of all students and employees, (2) sharing best practices and benchmarks, and (3) promoting the awareness of diverse individuals and perspectives by keeping

the goal of diversity front and center within the Technical College System. Dr. Rasch noted that at this year's planning session, the Presidents extended diversity as an area of focus for the upcoming year. A task force was formed to look at the different challenges throughout the districts, what is the current culture and how can it be improved, and how the System and colleges can be more proactive rather than reactive to diversity issues. The Presidents have agreed to set aside time on their agendas to bring in key System stakeholders to discuss various strategies for moving ahead.

Board Member Vasquez asked how the colleges are responding to employers who are experiencing tension in the workplace among co-workers. Could the colleges play a positive role within the work environment by focusing on the benefits of having a diverse, qualified and technically prepared workforce? Dr. Rasch stated that one of the most important things the college has done is to serve as a community role model. While it is informal, it is very powerful. The community values what is done by the college and it sends a strong and positive message. Dr. Rasch noted that the La Crosse Chamber of Commerce has a minority committee in place to address some of the diverse workforce issues within the local business and industry community.

#### L. Board Policy Revisions – Diversity

Nancy Merrill, Policy Advisor, reported that the draft diversity policy as presented incorporates concepts from two existing Board policies that were adopted in 1989. The policy expresses the continuing WTCS commitment to increasing and embracing diversity among students and employees in all WTCS programs and services, including people of color, women, and special populations such as individuals with disabilities, the academically and economically disadvantaged and single parents. The draft policy identifies several ways that the WTCS demonstrates its commitment to diversity. The policy was shared with college stakeholders who were asked to provide comments, including human resource coordinators, affirmative action coordinators, minority student coordinators, and representatives of Wisconsin Student Government. Several of these recommended changes were incorporated into the draft policy. Ms. Merrill highlighted each of the points contained in the proposed policy.

Board President Davis stated that while the proposed policy talks about sharing best practices to address some of the needs for persons of color and other minority populations, it does not identify the gaps, why the gaps exist, and how to fill the gaps. While the draft policy is likely not the appropriate place for this detailed information, what is needed is more data and information so an in-depth discussion could take place on how to fill the gaps.

Nancy Merrill stated that the draft policy raises the visibility of these issues. All colleges are dealing with the issue of how to best address the current gaps. It is important that collaborative discussions take place with K-12 and the UW System on how students are moving through their educational experiences and how to help these students succeed at all levels.

Board Member Vasquez stated that that the WTCS is the first choice for a large number of students of color who want to acquire a good skill base for either obtaining a job or continuing their education. This is a compelling reason why the WTCS must figure out why these gaps

exist and what can be done to help students of color and other minority populations succeed and become productive members of society.

Ms. Merrill stated that national data reports that two-year colleges are the primary point of entry for students of color to be successful. Also, the WTCS is the major source of transferring students of color to the UW System.

Board Member Rosen asked whether the data collected by the System Office relating to race and ethnicity could be split out for full-time and part-time students? Student engagement is one measurement of success.

Board Member Ceel stated that the policy should also include working with labor, in addition to working with employers. Labor is an important avenue to get workers employed.

Board President Davis stated that it is important to educate employers on the value of a diverse workforce and how this translates to a larger bottom line for their business. Workplace diversity should be viewed as a function of their company which will assist in the success of their business.

#### M. Milwaukee Area Technical College Presentation

Dr. Michael Burke, President of Milwaukee Area Technical College, stated that he has a high respect for Milwaukee Area Technical College and the Wisconsin Technical College System because "Wisconsin does technical education right." Since coming to Wisconsin in January 2010, he has had the opportunity to meet with faculty, staff and especially with students. The role of the entire Technical College System is to change students' lives by providing an education and the skills that are needed on their path to sustainable employment. Everyone involved should be proud that they are a part of these students' futures.

A tour was provided of MATC's Creative Technologies classrooms and laboratories. Faculty and students were on hand to demonstrate several of MATC's innovative program offerings, including animation and digital life drawing, digital media and computer simulation and gaming. These specialized programs are creating opportunities for new partnerships with industry members and developing new career possibilities for graduates.

#### N. September 14-15, 2010, State Board Meeting

The Board will meet for its regularly scheduled meeting on Tuesday and Wednesday, September 14-15, at Southwest Wisconsin Technical College in Fennimore. The meeting will be held from 4:30 p.m. – 6:00 p.m. on Tuesday, and from 8:30 a.m. to approximately noon on Wednesday.

There being no further business to come before the Board,

The meeting adjourned at 11:20 a.m.

Respectfully submitted,

Donna Jordan  
Recording Secretary