

MINUTES OF MEETING
WISCONSIN TECHNICAL COLLEGE SYSTEM (WTCS) BOARD
JANUARY 18, 2022
WISCONSIN TECHNICAL COLLEGE SYSTEM

Tuesday, January 18, 2022

Members Present: Megan Bahr, Quincey Daniels, Douglas Holton, Sr., Becky Lezvow, Terry McGowan, John W. Miller, Rodney Pasch, Amy Pechacek, Kelly Tourdot, S. Mark Tyler, Sharon Wendt for Jill Underly, Stephen Willett, Mary Williams.

System Office Staff Present: Dan Arneson, Judy Barbian, Monique Currie, Julie Drake, Morna Foy, Stephanie Glynn, Christina Lorge, Joel Mathis, Colleen McCabe, Nancy Nakkoul, Cristina Parente, Katy Pettersen, Anna Richter, Dan Scanlon, Chrystal Seeley-Schreck, Lenard Simpson, Becky Stewart, Brandon Trujillo, Ann Westrich, Angie White, Jim Zylstra.

District/Others Present: Tracy Pierner, Blackhawk Technical College; Sunem Beaton-Garcia, Chippewa Valley Technical College; Angie Lawrence, Layla Merrifield, District Boards Association; Jennifer Lanter, Chris Matheny, Fox Valley Technical College; Bryan Albrecht, Gateway Technical College; Jack Daniels, III, Cody White, Madison Area Technical College; Greg Bruckbauer, Bobbi Damrow, Ryan Kawski, Shelly Mondeik, Suzanne Rathe, Chris Severson, Deb Stencil, Mid-State Technical College; Vicki Martin, Milwaukee Area Technical College; Bonnie Baerwald, Fred Rice, Moraine Park Technical College; Kate Ferrel, Nicolet College; Jeff Rafn, Kathryn Rogalski, Northeast Wisconsin Technical College; John Will, Northwood Technical College; Rich Barnhouse, Waukesha County Technical College; Roger Stanford, Western Technical College; Rebecca Larson, Rolf Wegenke, Wisconsin Association of Independent Colleges and Universities; Dan Herder, Wisconsin Student Government; Dan Klecker (Foundation of Wisconsin Automobile & Truck Dealers), WTCS Board Appointee.

Board President Pasch joined the meeting remotely and asked Board Vice President Tyler to convene the meeting.

Board Vice President Tyler called the meeting to order at 8:58 am. Julie Drake read the open meeting statement and roll call indicated that a quorum was present.

Board Vice President Tyler introduced and recognized Dan Herder, President of Wisconsin Student Government (WSG), who joined the meeting on behalf of WSG.

ITEM A: Approval of November 9-10, 2021, Meeting Minutes

It was moved by Board Member Holton, seconded by Board Member Pechacek, that the November 9-10, 2021, meeting minutes be approved. Motion carried 12-1. Board Member Lezvow abstained.

ITEM B: Report of the Board President

The UW Board of Regents announced two finalists for the UW System President: Jay Rothman, chair and CEO of the law firm Foley & Lardner LLP in Milwaukee; and James Schmidt, chancellor at UW-Eau Claire. The finalists will interview on January 18 with a decision expected by the end of the month.

Board Member Miller's UW-System Board of Regents reports for October, November and December 2021, were included in the Board meeting materials for review.

Board Vice President Tyler announced formation of the Board's Tuition workgroup, which will include Board Members Bahr, Holton, Tyler and Willett. It will advance a tuition recommendation for the full Board, to be presented at the Board's March meeting.

Board President Pasch will announce the Budget workgroup members at the March meeting.

ITEM C: Report of the System President

System President Foy provided an update on two significant new funding announcements from Governor Evers.

- In December, the Governor announced 12 regional projects in the first round of the Wisconsin Innovation Grant Program. One-third of the projects and nearly half of the \$59.5 million awarded went to four technical colleges. Round two of the Innovation Grant programs will kick-off in late April or May.
 - Chippewa Valley Technical College was awarded up to \$10 million to address the need for skilled workers in metal fabrication across the manufacturing sector.
 - Gateway Technical College was awarded up to \$5.6 million to address regional workforce challenges, including the urgent need for educated workers in high-demand fields and the lack of adults with high school credentials.
 - Madison College was awarded up to \$2.9 million to address two significant pandemic-related workforce issues in South Central Wisconsin, including childcare and skills training for in-demand jobs in advanced manufacturing, healthcare and information technology.
 - Mid-State Technical College was awarded up to \$9 million to support unemployed, underemployed, underserved communities and the construction of an Advanced Manufacturing, Engineering Technology and Apprenticeship Center in the region.
- On January 11, Governor Evers and Wisconsin Department of Agriculture, Trade and Consumer Protection (DATCP) Secretary Randy Romanski announced up to \$5 million in meat talent development assistance to be used to attract and provide financial support to students in Wisconsin's meat processing training programs as well as support program development and connect the meat processing industry with potential employees.

This investment is the result of conversations with DATCP, the meat processing industry, WTCS college representatives and WTCS Education Director for Agriculture and Natural Resources Betsy Leonard. Details on how funds will be distributed are forthcoming, but it is expected that WTCS students will be a primary beneficiary of the program.

Annually, the Foundation of the Wisconsin Automobile and Truck Dealers Association awards scholarships to students in WTCS automotive, collision and diesel repair programs. In 2021, more than \$709,825 was awarded to 96 students. The opportunity is to get more people into high-skill, high-demand transportation careers.

WTCS Board Appointee Dan Klecker shared an overview of the Foundation, formed in 1928 to improve the quality and quantity of technicians. Scholarships are available for graduating high school seniors, adult students and continuing technical college students who are pursuing a career in the auto and truck

industry. Current technical college students must be in their first year of a two-year program to be eligible. Scholarships consist of tuition, Snap-on Tools and employment assistance.

System President Foy was invited to join the Jobs for the Future (JFF) Policy Leadership Trust. This will be an opportunity for Foy to learn from and join with colleagues around the country to develop and influence state and federal policies that help students attain credentials for greater career success and help employers address their talent shortages.

A public records request was shared with Board members per the requestor's wishes. Board members attending virtually will be sent a copy. Board members were asked to contact WTCS Executive Vice President Jim Zylstra with any questions about the request or response.

ITEM D: Wisconsin Technical College District Boards Association

Wisconsin Technical College District Boards Association (DBA) Executive Director Layla Merrifield updated the Board on recent activities.

The Winter quarterly meeting will be held at Lakeshore Technical College, January 28-29, 2022, with a virtual option available. The focus will be on federal funding for technical colleges facilitated by David Baime, senior vice president for government relations for the American Association of Community Colleges (AACC) and Bob Mathews, Northeastern Wisconsin Technical College. An update on Diversity, Equity and Inclusion and the System-wide Equity Report will also be shared. Sessions will be archived on the District Boards website.

ITEM E: 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 Association will meet following the Board meeting, focusing on System-wide Diversity, Equity and Inclusion; Administrators of Nursing Education in Wisconsin (ANEW); UW two-year colleges; biennial budget development process; and tuition setting process.

The Wisconsin Leadership Development Institute (WLDI) is designed to prepare future leaders for the Wisconsin Technical College System. The one-year leadership development program combines the foundation of internationally recognized The Chair Academy with the strengths of the System. The presidents are committed to continue this internal development opportunity.

COVID continues to be a topic at the colleges with everyone learning how to live and thrive with it. The colleges have found a way to provide education virtually with advanced technology.

The Association continues to work on transfer of Associate of Arts and Associate of Science Degrees, dual credit, data sets and dashboards.

Western Technical College has worked with Afghan refugees and through a federal grant proposal, four full-time instructors for English Language Learners (ELL) who will serve the population were funded. ELL teachers are vital for the economic success of the Afghan and Latinx populations in Western's district.

ITEM F: Consent Agenda

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

It was moved by Board Member Willett, seconded by Board Member Williams that the Board approve the program and facilities development requests for Gateway Technical College. Motion carried 12-1. Board Member Bahr abstained.

Board Member Willett asked if the Associate of Arts/Associate of Science Degrees are geared to the development of teachers. System President Foy shared that Associate of Arts is geared towards humanities studies and the Associate of Sciences is geared towards science studies.

ITEM G: Moraine Park Technical College – Project Concept Review – Construction of Additional Facilities in Fond du Lac

It was moved by Board Member Willett, seconded by Board Member Lezvow, that the Board finds the concept for Moraine Park Technical College’s proposed construction of facilities is reasonable. The final scope and design of the project are subject to review and approval by the Board as required by s. 38.04(10) Stats. Motion carried unanimously.

WTCS Facilities Director Dan Scanlon provided an overview of the Project Concept Review for the construction of additional facilities at Moraine Park Technical College’s (MPTC) Fond du Lac campus. Any projects with budgets in excess of \$1.5 million are subject to a two-phased review process, beginning with a Project Concept Review. This initial review considers the project at its conceptual stage with the primary focus on programmatic needs. While a limited amount of detail may be available at this stage, the review can identify areas of concern and factors to be considered in subsequent planning and development of the project.

Moraine Park Technical College President Bonnie Baerwald and Associate Vice President of Academics Dr. Fred Rice, Associate VP Academics, provided the Board with an overview of the Automation, Innovation & Robotics (AIR) Center project. Based on a survey received from employers there is a need for program expansion and talent in the Automation, Innovations & Robotics (AIR) Center. Initially, the conversation started on the MPTC West Bend campus but, based on the feasibility study they transitioned to the Fond du Lac campus.

This project included collaboration from a steering committee comprising higher-level decision-makers from their district employers; a Mercury Marine sponsorship; and a partnership with Fond du Lac High School juniors and seniors, where they are proposing dual credit and Start College Now. The goal is to train students who will stay and work locally.

The large, open concept includes three phases: phase one includes an AIR Center addition in FY22-23; phase two includes integrated manufacturing support programming; and phase three includes welding and metal fabrication. The estimated budget for the project is \$4 million with \$1.5 million in district borrowing and \$2.5 million in a capital campaign.

Board Member McGowan suggested Wisconsin’s technical colleges coordinate with DWD’s bureau of apprenticeship standards to get students credits with advanced placement, making it attractive for youth.

System President Foy asked if other high schools will be included. President Baerwald stated that they are piloting with Fond du Lac, due to proximity to the college, but will eventually expand to give additional schools the opportunity.

ITEM H: Blackhawk Technical College – Project Review – Construction of a Public Safety Education Building at the Public Safety Training & Transportation Studies Center on the Main Campus in Janesville

WTCS Facilities Director Dan Scanlon provided an overview of the project to construct a Public Safety Education Building at the Public Safety Training & Transportation Studies Center on the main campus in Janesville.

It was moved by Board Member McGowan, seconded by Board Member Willett, that the Board grant approval to the Blackhawk Technical College district to construct a Public Safety Education Building at the Public Safety Training & Transportation Center on the Main Campus in Janesville at a cost of \$20,760,388. Motion carried unanimously.

Board Member Holton remarked that after the last four years of consistent enrollment in the police science program it is now down a bit. Is this an indication of a trend, or just consistent of what's going on in law enforcement? Dr. Pierner shared that there have been no issues filling the academies, with a lot of students already hired with a law enforcement agency. Additionally, not as many applications are being received for open positions, so the demand is still there and greater.

Board Member Pechacek asked if students coming into the academy are already sponsored and if the hiring law enforcement agency pays for training. Dr. Pierner stated that some students get their credentials first, being more marketable to law enforcement agencies.

Board Member Willett inquired if programming in the academy has been adjusted over the past two years with a focus on diversity. Dr. Pierner said a significant change in training hours, from 540 to 720, was made. System President Foy also shared that the curriculum is set by the Department of Justice law enforcement Training and Standards Bureau.

Board Member Willett stated that law enforcement officers are being required to do more, so continuing our relationship with DOJ and the Legislature is important.

The Board reconvened at 10:25 am after a 15-minute break.

ITEM I: Apprenticeship Completion Report

Nancy Nakkoul, WTCS education director for architecture, construction and apprenticeship, provided an overview of the most recent Apprenticeship Completion report highlighting high earnings and apprentices' strong level of satisfaction with on-the-job training and related instruction they receive. The median annual earnings reported for all apprentices who completed the program in 2020 is \$80,000. Median earnings ranged from \$114,531 for welding/pipe fabrication apprentices to \$60,315 for tele/data apprentices in the construction sector.

Registered Apprenticeship combines structured, on-the-job training with classroom instruction. Apprentices learn the theory and practice of a highly skilled occupation in one to six years and are paid for their time on the job and in the classroom. Wisconsin's technical colleges work closely with the Wisconsin Department of Workforce Development (DWD)-Bureau of Apprenticeship Standards (BAS) to meet employer needs in apprenticeship, providing classroom instruction for apprenticeship programs in

industrial, construction and other industries. New sectors have been added more recently, including apprenticeships in cosmetology and information technology. Highlights of the report include:

- 93% of apprentices were satisfied with their on-the-job training, and 97% reported they were satisfied with their related instruction.
- As Wisconsin employers struggle to attract and retain talent, it is important to note that 96% of employed apprentices were working in Wisconsin after their completed training. Of those, 61% worked in the district where they received training, and apprenticeship participation has increased about 29% over the past five years.

Board Member Willett asked if the median annual earnings are at the completion of their apprenticeship and what programs are included in the industrial sector. Ms. Nakkoul stated the survey is distributed to apprentices who have completed their program and the industrial sector programs are listed on page four of the report.

Board Member Pechacek asked if there is additional follow-up with apprenticeship students. Ms. Nakkoul said this information is in the five-year graduate follow-up report.

Ms. Nakkoul also shared that the survey instrument was changed upon a request from the Board, asking apprentices to self-report hourly base wage and yearly earnings. The report now clearly represents base salary compared to earnings with compensation packages, overtime, benefits, etc.

Additionally, there are emerging new apprentice occupations, not yet reflected in the WTCS Apprenticeship Completion Report. These can be found on the DWD website. Board Member Miller asked if there is a listing of job postings on the DWD website. Board Member Pechacek shared they are revamping career services to incorporate high demand sectors. As an example, stating that there are X number of job openings and also incorporating the trends to be more intuitive – showing where the demand is today and where the demand is going to be in five years when apprentices are done with their programs.

System President Foy remarked that all apprenticeship students are already employed.

Board Member Willett commented that it appears apprentices generally retire at the age of 55 from the demographic and age data graphic on page six of the report. Board Member Tourdot said that is probably not the case, rather some transition into management or own their own businesses, etc.

Board Member Tourdot is proud of this report and uses it for recruitment and shares it with parents and high school counselors.

System President Foy recognized WTCS staff members Nakkoul, Arneson, Barker and Smyth for their work on this report and the colleges for the work their teams are doing with apprenticeships. It is a great example of how this board influences programming and how technical colleges function.

Board Member Willett commended WTCS for their work with apprentices and this report.

A limited number of reports are being printed. All Board members will receive a printed copy and it is available online to be shared digitally. Members should contact Mr. Arneson if they want to share the infographics.

ITEM J: Teaching and Learning – Program Approval Process

WTCS Provost and Vice President Dr. Colleen McCabe and Associate Vice President-Office of Instructional Services Chrystal Seeley-Schreck provided the Board with an overview of the program development process from concept to approval, program maintenance, including assessment, modifications and discontinuation and 2021 approvals and trends. In 2021, the Board approved 59 new programs.

Ms. Seeley-Schreck reviewed maintenance and supervision of programs and gave an overview of the newly implemented equity prompts in a three-phased program approval approach, ensuring program integrity, equity and supporting colleges:

- A. Advance inclusive excellence.
- B. Equity in student recruitment, access, retention and degree completion.
- C. Equity in the recruitment and hiring of faculty, instructional staff.
- D. Program interface/alignment with college DEI strategic initiatives.

Board Member Pasch commented that program development is strongly competency based and feels that program discontinuances are positive, based on employer demand.

Board Member Pechacek is impressed by the thorough process in place for programs. When doing assessments, are colleges able to hire the right faculty, and are those instructors able to teach at multiple campuses to broaden the technical college reach? Ms. Seeley-Schreck stated that it is not common but is becoming more so. Part-time faculty are becoming more common, and colleges are looking at sharing instructors

Board Member Tyler stated that a lot of colleges have consistent instruction in manufacturing. But for example, nursing across the 16 different technical colleges may have different curriculum and do not have consistent programming. At what point would the technical colleges look at adopting an industry standard, similar to the automotive industry's Smart Automation Certification Alliance (SACA)? Ms. Seeley-Schreck explained that the technical colleges have a number of aligned programs in nursing. Other programs such as manufacturing have the same Transferable Skills Analysis, giving consistency to students and transferable skills across the state. They may not be formally aligned but are similar.

ITEM K: Futuremaker Partner Award

The Wisconsin Technical College System Board presents the Futuremaker Partner award, established in 2009, four times each year to recognize the type of long-standing employer partnerships that are unique to Wisconsin's technical colleges. Periodically, the Board recognizes a System-level partner with the award.

The Board recognized Dr. Rolf Wegenke, retiring president and chief executive officer of the Wisconsin Association of Independent Colleges and Universities (WAICU) for his unwavering and robust commitment to Wisconsin students and, in particular, his unequivocal support for the quality and capacity of technical college students. Wegenke's early and constant advocacy for WAICU/WTCS transfer programs helped set the gold standard for program-to-program transfer opportunities and the expansion of WTCS Associate of Arts and Associate of Science degrees. Dr. Wegenke thanked the board for giving students more opportunities by working together.

ITEM L: Legislative Update

WTCS Executive Vice President Jim Zylstra and DBA Executive Director Layla Merrifield provided an update on bills affecting the colleges.

- AB-413 would prohibit anti-racism and anti-sexism student instruction and anti-racism and anti-sexism training for employees of UW and technical colleges. System Vice President Zylstra and DBA Executive Director Merrifield testified against the bill.
- AB-735 would establish certain standards related to free speech and academic freedom at UW and technical colleges and provide certain penalties, potentially taking away Wisconsin Grants from the college found in violation. System President Foy testified against the bill.
- SB-837 would eliminate immunity from liability for public campus administrators for violations of individual expressive rights under the declaration of rights in the Wisconsin Constitution. Singling out public campus administrators from all other public officials. WTCS registered opposed to this bill.

WTCS Policy Advisor Brandon Trujillo updated the board on state legislative bill AB-836 (SB-847) which would require the WTCS Board to work with technical colleges to establish and offer part-time police academy programs by at least two technical colleges by January 1, 2023. The legislation allocates \$1 million from the American Rescue Plan Act (ARPA) for at least two technical colleges to offer and run these programs. The intent of the legislation is to target the law enforcement workforce challenges in Wisconsin.

During System President Foy's testimony, she thanked the bill sponsors for bringing forward such measure and providing the financial support. However, the following concerns were shared:

- The legislation requires the System Board to mandate at least two colleges, which is a top-down approach. The WTCS does not mandate how the colleges run their programs.
- One-time funding from federal stimulus funds would not sustain these part-time programs long term, requiring colleges to find funding in the future.
- Previous academies that were offered part-time did not have strong completion/success rates as the full-time academies. For these reasons, currently no WTCS college offers part-time law enforcement academies.
- It was recommended that there be alternative ways to approach the workforce shortage with funding. The System surveyed the colleges and found that the larger municipalities and colleges have students that are sponsored by law enforcement academies while many of the smaller communities and colleges are self-sponsored or pay out of pocket. Providing funding for students in the smaller colleges such as Mid-State, Nicolet, Northcentral, Northwood, Southwest Wisconsin and Western might be the better approach.

Board Member Holton asked if WTCS is interested in scaling back part-time instruction. Policy Advisor Trujillo couldn't specifically cite where those issues are within law enforcement academies. Law enforcement academy students are not learning from a book, rather they are learning how to drive a vehicle, hands-on training, etc. so it is difficult to make-up homework assignments for part-time students when classes are missed. System President Foy commented that the longer it takes to complete a degree, the more likely it is that students do not complete.

WTCS Policy Advisor Monique Currie provided a federal update pertaining to Wisconsin's technical colleges:

- The Affordable Connectivity Program (ACP), a federal government program designed to help low-income households connect to the internet, was launched in December.
- Congress still needs to pass a federal budget for 2022. The Continuing Resolution expires on February 19.
- Some of the policy items in the Build Back Better Act, may be pulled out and introduced as separate legislation.

The U.S. Supreme Court blocked the Occupational Health and Safety Administration (OSHA) from requiring vaccinations of private employers with 100 or more employees. However, it has upheld vaccination requirements for Medicare and Medicaid health care facilities.

Board Member Willett asked how vaccinations affect the System and how many students we will lose due to vaccination. System President Foy shared that clinical site partners have required students to be vaccinated and the impact on student enrollments is unknown.

ITEM M: Announcements/Adjourn

The next meeting of the Board will be held March 15-16 at Blackhawk Technical College in Janesville.

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

The meeting adjourned at 12:16 pm.

Respectfully submitted,
Julie Drake