



# Governance & Policy Committee

December 2021

December 17, 2021

8:00 a.m.

Boardroom, McNamara Alumni Center

## GOV - DEC 2021

### 1. Policy Amendments Related to Board-Required Reports – Review

Docket Item Summary - 3

Resolution - 5

Summary of Recommended Changes - 6

### 2. Board of Regents Policy: Namings - Review

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# BOARD OF REGENTS DOCKET ITEM SUMMARY

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**Governance & Policy**

**December 17, 2021**

**AGENDA ITEM:** Policy Amendments Related to Board-Required Reports

**Review**                       **Review + Action**                       **Action**                       **Discussion**

*This is a report required by Board policy.*

**PRESENTERS:** Brian R. Steeves, Executive Director & Corporate Secretary  
Jason R. Langworthy, Board Associate, Policy & Committees

## **PURPOSE & KEY POINTS**

The purpose of this item is to review an omnibus set of policy amendments related to Board-required reports. Although not formally part of the PEAK Initiative, these recommendations align with its broad goals to “...identify opportunities across non-academic functions to increase efficiency or gain capacity, which in turn will help steer our teaching, research, and outreach mission into the future.”

When developing these recommendations, the Office of the Board of Regents (OBR) was guided by three principles previously discussed by the committee:

- 1) Reports that support and enhance governance discussions about the University's strategic direction should be retained and/or enhanced.
- 2) Reports that serve primarily as an oversight mechanism should be delivered at a frequency that best aligns with the work, and that reflects the underlying risk associated with the activity.
- 3) Reports with modest strategic or oversight value or that have outlived their usefulness should be eliminated.

In total, the recommendations reduce the number of unique required reports from 43 to 32. When factoring in proposed changes to the frequency of various reports, the total number of ‘touch points’, or times reports appear in regular meeting dockets, will decrease from 57 to 32.

More importantly, the recommendations call for the creation of several new reports that are more comprehensive and strategic than contemplated in current policy. These new reports will better fit the governance and oversight responsibilities of the Board.

Likewise, the timing of several reports will change under this proposal to better align with Board consideration of key action items.

## **BACKGROUND INFORMATION**

The Governance & Policy Committee discussed principles to guide recommendations for streamlined reporting requirements at the September 2021 meeting.

The Office of Internal Audit issued an audit of Board-required reports in April 2021. Only one significant finding was identified, which related to an annual report from the American Indian Advisory Boards. It is anticipated that this finding will be resolved by July 2022.



## **REGENTS OF THE UNIVERSITY OF MINNESOTA**

### **RESOLUTION RELATED TO**

#### **Changes to Board-Required Reports**

**WHEREAS**, the Office of Internal Audit issued an audit of Board of Regents (Board)-required reports in April 2021; and

**WHEREAS**, the Governance & Policy Committee discussed principles to guide recommendations for streamlined reporting requirements that support effective oversight (principles); and

**WHEREAS**, the Office of the Board of Regents has drafted changes to the Board-required reports that align with those principles.

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Regents approves the changes to Board-required reports as presented to the Governance & Policy Committee in the December 17, 2021 docket materials and directs the executive director and corporate secretary to amend the affected Board policies.

## Recommended Changes to Board-Required Reports

Report Name	Board/Committee	Frequency	Policy Reference	Recommendation
Facilities Condition Assessment	Finance & Operations	Annual	<i>Board Operations and Agenda Guidelines, Section IV, Subd. 5.</i>	Replace with new <b>Strategic Facilities &amp; Real Estate Report</b> , which merges the four reports into a single, strategic, comprehensive annual report. Align timing with either Six-Year Capital Plan in the fall or the Annual Capital Improvement Budget in the spring.
Real Estate Report	Finance & Operations	Annual	<i>Board Operations and Agenda Guidelines, Section IV, Subd. 5.</i>	
Space Utilization Report	Finance & Operations	Annual	<i>Board Operations and Agenda Guidelines, Section IV, Subd. 5.</i>	
Semi-Annual Capital Project Management Report	Finance & Operations	Semi-Annual	<i>Board Operations and Agenda Guidelines, Section IV, Subd. 5.</i>	
Controller's Report	Audit & Compliance	Semi-Annual	<i>Board Operations and Agenda Guidelines, Section IV, Subd. 4.</i>	Replace with new <b>Annual Report on Institutional Risk and Financial Reports</b> .
Insurance and Risk Management Report	Finance & Operations	Annual	<i>Board Operations and Agenda Guidelines, Section IV, Subd. 5.</i>	
Report on Workforce and Total Compensation	Finance & Operations	Annual	<i>Employee Compensation and Recognition, Section V.</i>	Replace with new <b>Workforce &amp; HR Strategy Report</b> , which merges the two reports and adds information on all University benefits.
University Health Benefits Report	Finance & Operations	Annual	<i>Employee Health Benefits, Section V, Subd. 3.</i>	
Central Reserves Fund Report	Finance & Operations	Annual	<i>Central Reserves Fund, Section IV.</i>	Eliminate and merge into Annual Operating Budget.
Report on Commercialization of Intellectual Property	Mission Fulfillment	Annual	<i>Commercialization of Intellectual Property Rights, Section VIII.</i>	Codify current practice by formally merging into new <b>Annual Report on the State of the University Research Enterprise</b> .
Report on the Status of University Research	Mission Fulfillment	Annual	<i>Submitting and Accepting Sponsored Projects, Section VII, (b).</i>	
UMF Audit Plan	Audit & Compliance	Annual	<i>Foundations at the University, Section VII, Subd. 8.</i>	Add language clarifying that the periodic compliance review of donated funds is part of the annual Internal Audit Plan.
Semi-Annual Institutional Compliance Report	Audit & Compliance	Semi-Annual	<i>Board Operations and Agenda Guidelines, Section IV, Subd. 4.</i>	Change to annual report.
Quarterly Report of Grant & Contract Activity	Board	Quarterly	<i>Submitting and Accepting Sponsored Projects, Section VII, (a).</i>	Change to annual report.
Summary of Expenditures for Office of the President, Eastcliff, and OBR	Board	Semi-Annual	<i>Board Operations and Agenda Guidelines, Section III, Subd. 2, (f).</i>	Change to annual report.
Annual Financial Report	Board/Audit & Compliance	Annual	<i>Board Operations and Agenda Guidelines, Section III, Subd. 2,(e).</i>	Move to information item in FIN, discussion in AUD in conjunction with the external auditor report.
Capital Finance & Debt Management Report	Finance & Operations	Annual	<i>Board Operations and Agenda Guidelines, Section IV, Subd. 5 and Debt Transactions, Section VI.</i>	Adjust timing to align with Six-Year Capital Plan in the fall.
Annual Investment Performance: Peer Comparisons	Finance & Operations	Annual	<i>Board Operations and Agenda Guidelines, Section IV, Subd. 5 and Endowment Fund, Section V, (b), (1).</i>	Eliminate and provide information informally to the Board when compiled in the spring.
Quarterly Asset Management Report	Finance & Operations	Quarterly	<i>Board Operations and Agenda Guidelines, Section IV, Subd. 5 and Endowment Fund, Section V, (a).</i>	Eliminate and include reported metrics within the Annual Asset Management Report.
Quarterly Purchasing Report	Finance & Operations	Quarterly	<i>Board Operations and Agenda Guidelines, Section IV, Subd. 5 and Purchasing, Section II, Subd. 4.</i>	Eliminate.
Semi-Annual Management Report	Finance & Operations	Semi-Annual	<i>Board Operations and Agenda Guidelines, Section IV, Subd. 5.</i>	Eliminate.



# BOARD OF REGENTS DOCKET ITEM SUMMARY

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**Governance & Policy Committee**

**December 17, 2021**

**AGENDA ITEM:** Board of Regents Policy: *Namings*

**Review**                       **Review + Action**                       **Action**                       **Discussion**

*This is a report required by Board policy.*

**PRESENTERS:** President Joan T.A. Gabel

## **PURPOSE & KEY POINTS**

The purpose of this item is to review proposed amendments to Board of Regents Policy: *Namings*. The amendments are the result of a comprehensive review of the policy. A summary of the proposed amendments is below:

- Updated principles to guide all University namings and renamings, with an emphasis on community and belonging, preservation, exceptionality, deliberation, and change. (Section II)
- Added a term of 75 years for honorary namings. (Section IV)
- Clarified that namings associated with gifts or sponsorships shall remain for the useful life of the physical campus feature or academic endeavor, unless otherwise negotiated under contract. (Section V)
- Updated namings of endowed chairs, professorships, faculty fellowships, and other positions to create consistency with administrative policy and practice. (Section V, Subd. 1)
- Added language regarding renamings, naming revocations, and naming retentions, including the processes, considerations/factors, authority, requests, reviews, and the role of the All-University Honors Committee, president, and Board of Regents. (Sections VII and VIII)
- Moved language associated with the restriction of naming of significant University assets in honor of current or former members of the Board of Regents, and the stipulation that gift related namings may not include the title “Regent” or “Regent Emeritus,” from guiding principles to Section IV. Honorary Namings, Subd. 4.
- Moved language associated with the careful coordination between the recognized foundations and academic units from guiding principles to Section IX, Subd. 3 and added coordination with the Systemwide Strategic Plan to the same subdivision.

Due to the number and breadth of the proposed revisions to the policy, the docket includes the current and revised policies as separate documents.

## BACKGROUND INFORMATION

On April 26, 2019, the Board of Regents adopted a resolution directing the president to recommend revisions to Board of Regents Policy: *Namings* that establish clear principles and procedures to guide future renamings discussions.

At the December 2019 Governance & Policy Committee meeting, the first of a three-part framework to establish revisions to the namings policy was initiated. Four renaming frameworks were presented for consideration, including three peer examples: Yale University, the University of Michigan, and Stanford University, as well as the University of Minnesota's Final Report of the President's and Provost's Advisory Committee on University History (Final Report). Discussion also included areas such as guiding principles, shared governance, and the process to review renamings requests, amongst others.

In February 2020, the Governance & Policy Committee discussed part two of the renamings framework. Based on feedback across the University community, draft amendments to the namings policy were presented for review offering five guiding principles, four of which incorporated ideas and language from the Final Report while the other guiding principle, Community & Belonging, represented a University Commitment in the MPact 2025 Systemwide Strategic Plan (MPact 2025). Also included were a series of factors to guide decision-making around a renaming, or the revocation of a naming, which were largely adapted from the Stanford University framework. The draft amendments also noted who could make a request, how the request should be made and submitted, and the process for approval.

Over the course of the Spring 2020 semester, the namings amendments were consulted broadly across the University system. However, with respect for the University community and the pain and grief caused by George Floyd's murder, part three of the renamings framework slated for June 2020 was postponed.

The draft amendments presented at the February 2020 meeting have now been reevaluated, and the conceptual framework was initially consulted across the University community in Spring and Summer 2021. This initial consultation included the April 22 University Senate meeting and the Board's July retreat .

The conceptual framework for the policy was discussed by the Board's Governance & Policy Committee in September 2021, and has been widely consulted formally and informally across the University community during the fall semester.. This consultation included the All-University Honors Committee on November 18, the Senate Consultative Committee on November 22, and the University Senate on December 2.



## BOARD OF REGENTS POLICY: *Namings and Renamings*

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### SECTION I. SCOPE.

The policy governs the namings, renamings, and retention of namings of significant University of Minnesota (University) assets, including:

- (a) honorary namings (Section IV);
- (b) namings associated with gifts or sponsorships (Section V);
- (c) other namings (Section VI);
- (d) renamings and revocation of namings (Section VII); and
- (e) the retention of namings (Section VIII).

### SECTION II. GUIDING PRINCIPLES.

The following principles shall guide the namings, renamings, and retention of namings of significant University assets:

- (a) **Community and belonging** - The University is committed to fostering a welcoming community that values accessibility, equity, diversity, and dignity in people and ideas as stated in Board of Regents Policy: *Equity, Diversity, Equal Opportunity, and Affirmative Action*.
- (b) **Preservation** - The University acknowledges the full, living history that formed it. Before a decision is made to name, rename, revoke, or retain a naming, care shall be taken that the process includes broad conversation; does not erase historical moments, persons or places; and makes room for voices held silent in the past.
- (c) **Exceptionality** - The naming, renaming, revocation, or retention of a naming to honor an individual or non-University entity's contribution to the University is a serious matter and should be undertaken with great care; exemplify the University's mission, guiding principles, and standards for integrity as defined by Board of Regents Policy: *Mission Statement* and Board of Regents Policy: *Code of Conduct*; advance the evolving landscape of University history and achievement, and consider the impact of the naming to University history.
- (d) **Deliberation** - Each request for consideration of a naming, renaming, revocation, or retention of a naming shall be considered on its own through a careful, informed, inclusive, and deliberative approach that reflects the University's consultative and collaborative decision-making process; ensures the proper review and approval of all naming proposals; and preserves confidentiality consistent with applicable law.

- (e) **Change** - Change across the University occurs continuously and the understanding and interpretation of campus history can also change over time, and consistent with the University's mission and guiding principles, the University benefits from examining its own long-standing history and traditions and will consider questions raised about namings granted by this policy.

**SECTION III. DEFINITIONS.**

**Subd. 1. Significant University Assets.**

*Significant University assets* shall mean tangible or intangible resources of the University that are of significant prominence or visibility. Assets include but are not limited to the following: colleges and schools; University-level academic programs, centers, and institutes; and buildings, significant portions of buildings, grounds, physical structures, streets, and areas.

**Subd. 2. Donor.**

*Donor* shall mean a person or entity transferring money or other property to the University or one of its recognized foundations in connection with a naming, whether or not the donor is the subject of the naming.

**Subd. 3. Gift.**

*Gift* shall mean a transfer of, or promise to transfer, money or other property to the University without reciprocal benefit to the donor.

**Subd. 4. Sponsor.**

*Sponsor* shall mean a person or entity entering into a sponsorship.

**Subd. 5. Sponsorship.**

*Sponsorship* shall mean a contract involving the provision of funds or other support with the expectation of returned benefits, public acknowledgement, or promotional opportunity.

**Subd. 6. Street.**

*Street* shall mean any private road or driveway as defined in the *Regents of the University of Minnesota Traffic Regulations Ordinances*.

**SECTION IV. HONORARY NAMINGS**

Significant University assets may be named in honor of an individual or a non-University entity to recognize service, dedication, or meritorious contributions to the institution when the naming is not associated with a gift or sponsorship. Honorary namings shall remain for a duration of 75 years, unless retained as described in Section VIII of this policy.

**Subd. 1. Naming of Colleges, Schools, and University-Level Academic Programs.**

These assets may be named in honor of an individual or non-University entity.

- (a) **Approval.** The Board of Regents (Board) reserves to itself authority to name, rename, or revoke the honorary naming of these assets.
- (b) **Management.** The Senate All-University Honors Committee (Honors Committee) manages the process and submits recommendations to the president, who makes recommendations to the Board.

**Subd. 2. Naming of Departmental Chairs.**

A departmental chair may carry an honorary naming.

- (a) **Approval.** The president or delegate approves this naming, with concurrence of departmental chairs.
- (b) **Management.** The relevant unit manages this naming process.

**Subd. 3. Naming of Buildings and Other Significant University Assets.**

Buildings and other significant University assets may be named in honor of an individual or non-University entity. A building may be named for a person still living who has left the service of the University.

- (a) **Approval.** The Board reserves to itself authority to name, rename, or revoke the honorary naming of buildings and other significant University assets.
- (b) **Management.** The Honors Committee manages the process and submits recommendations to the president, who makes recommendations to the Board.

**Subd. 4. Naming of Significant University Assets for Regents or Regents Emeriti.**

Significant University assets may not be named in honor of current or former members of the Board except as provided in Section V of this policy. Such gift related namings may not include the title “Regent” or “Regent Emeritus.”

**Subd. 5. Naming of Buildings for Past Presidents.**

The University may name buildings for past presidents. Consideration of a naming may not take place while a past president is employed by the University.

- (a) **Approval.** The Board reserves to itself authority to name, rename, or revoke the naming of buildings for past presidents.
- (b) **Management.** The chair of the Board convenes a committee with representatives from the Board, the Faculty Consultative Committee, and the Honors Committee to develop a recommendation. This recommendation shall be forwarded to the Honors Committee for information prior to submission to the Board for final action.

**Subd. 6. Naming of Separate Building Parts.**

Separate building parts that are not significant University assets may be named in honor of an individual or a non-University entity. An independent committee of the relevant academic or administrative leadership and building occupants shall manage and approve the namings.

**SECTION V. NAMINGS ASSOCIATED WITH GIFTS OR SPONSORSHIPS.**

University assets may be named for individuals or non-University entities to recognize significant gifts or as part of a sponsorship. Namings associated with gifts or sponsorships shall remain for the useful life of the physical campus feature or academic endeavor, unless otherwise negotiated under contract, and subject to Board approval. Colleges, schools, academic programs, centers, or institutes are not usually named for commercial entities; if the name of a commercial entity is to be considered, Board approval is required.

**Subd. 1. Naming of Endowed Chairs, Professorships, Faculty Fellowships, and Other Positions.**

The University seeks and welcomes private financial support for endowed chairs, professorships, faculty fellowships, and other positions that provide scholars or other leaders a continuous and reliable source of support to pursue their teaching, research, outreach, or other relevant activities. Awards established in these categories shall typically carry the name of the donor, of a person or institution designated by the donor, or of a person in whose name the University seeks funds to endow the award.

- (a) **Approval.** The president or delegate approves the naming of a chair, professorship, faculty fellowship, or other position.
- (b) **Management.** The relevant college, unit, or department establishes and manages the process for chairs, professorships, faculty fellowships, and other positions. Proposals to establish one of these institutional awards shall specify the conditions of the naming, the activities to be supported by the gift or sponsorship, and the amount of the endowment or the annual level of funding.
- (c) **Candidates.** The University shall have sole authority to appoint the holders of endowed chairs, professorships, faculty fellowships, and other positions.
- (d) **Provisions.**
  - (1) **Restrictions on the Use of Title.** Chairs, professorships, faculty fellowships, and other positions shall not include such terms as *University*, *distinguished*, or the title *Regents Professor*. These titles are conferred only by the Board.
  - (2) **Level of Endowment.**
    - (i) **Endowment for Chairs.** A chair may be established when \$2 million or more has been placed in an endowment that provides in perpetuity the annual funds needed for support of the chair. Alternatively, a chair may be established if a minimum of \$200,000 per year for 10 years is provided by the donor to spend for the chair's designated purpose.
    - (ii) **Endowment for Professorships.** A professorship may be established when \$1 million or more has been placed in a permanent endowment. Alternatively, a professorship may be established when a minimum of \$100,000 per year for 10 years is provided by the donor to spend for the professorship's designated purpose.
    - (iii) **Endowment for Faculty Fellowships.** A faculty fellowship may be established when \$500,000 or more has been placed in a permanent endowment for the faculty fellowship. Alternatively, a faculty fellowship may be established when a minimum of \$50,000 per year for 10 years is provided by the donor to spend for the faculty fellowship's designated purpose.
    - (iv) **Other Named Positions.** Other named positions may be established from time to time through endowed gifts or minimum annual funding levels as determined by the University.

**Subd. 2. Naming of Colleges, Schools, Buildings, and Other Significant University Assets.**

These assets may be named to recognize gifts or as part of a sponsorship. No commitment regarding namings associated with gifts or sponsorships shall be made to the donor or sponsor prior to the applicable University review and approval.

- (a) **Consultation.** Prior to entering into substantive discussions or making an oral or written commitment regarding a naming to a donor or sponsor, any individual acting on behalf of the University or a recognized University foundation shall (1) inform the donor or sponsor of this policy; (2) consult with the president to determine whether the naming opportunity requires the review and approval process outlined below; and (3) consult with the recognized University foundations as appropriate to determine whether the proposed naming meets the guidelines of the recognized University foundations.
- (b) **Review.** A naming committee, with two representatives from the Honors Committee, representatives from the recognized University foundations, and relevant academic and administrative officers, shall review naming proposals and submit recommendations to the president. The president recommends namings to the Board.

- (c) **Approval.** The Board reserves to itself authority to name, rename, or revoke the naming of colleges, schools, buildings, and other significant University assets.
- (d) **Management.** For gifts, the recognized University foundations shall maintain guidelines to implement this policy in order to ensure consistency in the size of gifts relative to the significance of the asset being named. For sponsorships, the president or delegate shall ensure the consistency of the size of the sponsorship agreement relative to the overall significance of the asset to be named.

**Subd. 3. Other Namings Associated with Gifts or Sponsorships.**

University assets not covered by the definition in Section III., Subd. 1., may be named to recognize gifts or as part of a sponsorship, including but are not limited to the following: scholarships, fellowships, lecture series, or other named awards that may be established on occasion from endowments or annual minimum award amounts.

- (a) **Approval.** The president or delegate shall approve the naming of these assets.
- (b) **Management.** Recognized University foundations shall manage the process for the naming of these assets and maintain guidelines and criteria for these namings.

**SECTION VI. OTHER NAMINGS.**

This section shall govern the naming of significant University assets when the name is not in honor of an individual or non-University entity and the naming is not associated with a gift or sponsorship.

**Subd. 1. Naming of Colleges and Schools.**

A college or school may be named to reflect the relevant academic discipline.

- (a) **Approval.** The Board reserves to itself authority to name, rename, or revoke the naming of colleges and schools.
- (b) **Management.** The president or delegate makes recommendations to the Board.

**Subd. 2. Naming of Buildings, Significant Portions of Buildings, Grounds, Physical Structures, Areas, or Streets.**

These assets may be named to describe the academic or administrative purpose of the asset or to reflect a symbolic meaning appropriate for the asset.

- (a) **Approval.** The Board reserves to itself authority to name, rename, or revoke the naming of buildings, significant portions of buildings, grounds, physical structures, areas, or streets.
- (b) **Management.** The Honors Committee manages the process for the naming of buildings, significant portions or buildings, grounds, physical structures, areas, or streets and submits recommendations to the president. The president recommends namings to the Board.
- (c) **Working Titles.** The president or delegate may provide a working title for buildings, significant portions of buildings, grounds, physical structures, areas, or streets during planning and construction and prior to official naming by the Board.

**SECTION VII. RENAMINGS AND REVOCATION.**

**Subd. 1. Authority.**

The University reserves the right to rename or revoke any naming if for any reason the naming is inconsistent with the University's mission; jeopardizes the integrity of the University; presents risk or

harm to the reputation of the University; or if the intent of a gift or the terms of a sponsorship associated with the naming cannot be fulfilled.

For all namings requiring Board approval, the Board reserves to itself authority to rename or revoke a naming, except that the Board delegates authority to the president to revoke a naming granted by the Board under Section V, Subd. 2 of this policy if the intent of the gift or the terms of the sponsorship associated with a naming cannot be fulfilled by the donor or sponsor.

Other namings not reserved to the Board may be renamed or revoked by the president or delegate consistent with the approval process for the specific naming as described in this policy.

**Subd. 2. Request for Renaming or Revocation.**

The president shall consider a renaming or revocation of any naming at the request of the Board. The president may also consider a renaming or revocation of any naming in response to a well-considered written request submitted by an individual or at the president's own initiative as referenced Subd. 4. of this section. Anonymous proposals shall not be considered. A well-considered written request shall address:

- the specific behavior of the individual or non-University entity after whom a significant University asset is named that is inconsistent with the University's mission, jeopardizes the integrity of the University, or presents risk or harm to the reputation of the University;
- the sources and strength of the information of that behavior;
- the nature, depth, and extent of the present and future harm that the continued use of the name may inflict on the University; and
- how renaming comports with the principles described in Section II of this policy.

Upon receipt of a request for a renaming or revocation of a naming, the president may make further inquiries to its submitters before making an initial determination whether the request should proceed. If the request proceeds, the Honors Committee shall examine and research it.

**Subd. 3. Review of Request.**

A review of a request for renaming or revocation of a naming by the Honors Committee shall be guided by principles described in Section II of this policy and factors described in Subd. 4 of this section.

The University, the Honors Committee, and those involved in evaluating a renaming or revocation request, shall adhere to the standards of inquiry and discourse appropriate for an institution of higher education. As a part of the review, the Honors Committee shall invite comments from all interested members of the University community, including those who were impacted by the behavior in question or their heirs and the subject of the naming or their heirs. The Honors Committee should take care that the inquiry itself does not exacerbate the harms that are being considered. Where helpful, the Honors Committee should take full advantage of the expertise of members of the University community. Review procedures shall be maintained by the Honors Committee and approved by the president.

**Subd. 4. Review Factors for Renaming or Revocation.**

The Honors Committee shall consider the following factors as a component of their review of a request for renaming or revocation of a naming:

- (a) **Advancement of the University's mission, guiding principles, and shared history** - The Honors Committee should consider the impact of the naming to University history, and whether the current naming exemplifies the highest aspirations of the institution's mission and guiding principles and advances the evolving landscape of University history and achievement.

- (b) **Impact on the University's diversity, equity, and inclusion goals** - In considering whether to retain or remove a name, the Honors Committee should consider how the advancement of the University's diversity, equity, and inclusion goals are relevant in these matters.
- (c) **The harm caused by retaining the name, and the harmful impact of the individual's or non-University entity's behavior** - This factor examines whether the individual's or non-University entity's behavior is inconsistent with the University's mission and guiding principles, jeopardizes the integrity of the University, or presents risk or harm to the reputation of the University. The case for renaming is stronger to the extent that retaining a name creates an environment that impairs the ability of students, faculty, or staff of a particular gender, sexual orientation, race, religion, national origin, or other characteristic protected by federal law or University policy to participate fully and effectively in the University's mission.
- (d) **Strength and clarity of the historical evidence.** The case for renaming is strongest when there is clear and unambiguous documentation of the wrongful behavior by the individual or non-University entity and is weakest when the documentation is scant or ambiguous. The documentation shall also include the totality of an individual's or the non-University entity's public and private actions that factor in the affirmation of or against renaming.

The president may include other factors for the Honors Committee to consider based on the specific circumstances of the request. The president shall report those additional factors to the Board prior to the submission of the Honors Committee report, as outlined in Subd. 5 of this section.

**Subd. 5. Report of the Honors Committee.**

The Honors Committee shall submit a written report to the president that summarizes the renaming or revocation request, details how the guiding principles and factors were applied to the request and describes the committee's findings with attribution to the sources relied upon for the findings. The president may ask Honors Committee for additional information and analysis if needed.

**Subd. 6. Board Action.**

The president shall submit the Honors Committee's report and the president's recommendation to the Board for action, including plans for contextualization to avoid the potential for erasure and to communicate historical information. The Board may request additional information before acting on the president's recommendation.

If a request for a renaming or revocation is granted by the Board, the Honors Committee shall research and propose a new naming to the president, which promotes broad representation of the University's history, mission, guiding principles, and achievements. The president shall submit the new naming to the Board for action.

**SECTION VIII. RETENTION OF HONORARY NAMINGS.**

**Subd. 1. Consideration of Retention.**

The Honors Committee shall consider the indefinite retention of an honorary naming coinciding with the naming's 75th year. At their discretion, the Honors Committee may consider the retention three years before or after the naming's 75th year.

**Subd. 2. Retention Review.**

A review of a request for a retention of an honorary naming by the Honors Committee shall be guided by principles described in Section II of this policy and factors described in Subd. 3 of this section. For non-retained namings, the Honors Committee shall research and propose a new naming to the president, which promotes broad representation of the University's history, mission, guiding principles, and achievements.

Approval of the new naming shall follow the process for that type of naming as defined by Section IV of this policy.

The University, the Honors Committee, and those involved in evaluating a retention request, shall adhere to the standards of inquiry and discourse appropriate for an institution of higher education. As a part of the review, the Honors Committee shall invite comments from all interested members of the University community. Where helpful, the Honors Committee should take full advantage of the expertise of members of the University community.

**Subd. 3. Review Factor for Retention.**

The Honors Committee shall consider the following factor as a component of their review for the retention of an honorary naming:

- (a) **Extraordinary impact on the University's past, present, and future.** The Honors Committee shall consider whether the honorary naming is so extraordinary, serving as an exemplar of the University's past, present, and future and the highest aspiration of the institution's mission and guiding principles, including the University's diversity, equity, and inclusion goals, and the evolving landscape of University history and achievement, that it should be sustained indefinitely beyond its 75th year.

The president may include other factors for the Honors Committee to consider based on the specific circumstances of the request. The president shall report those additional factors to the Board prior to the submission of the Honors Committee report, as outlined in Subd. 4 of this section.

**Subd. 4. Report of the Committee.**

The Honors Committee shall submit a written report to the president that summarizes the retention review, details how the guiding principles and factors were applied to the review, and describes the Honors Committee's findings with attribution to the sources relied upon for the findings. The president may ask Honors Committee for additional information and analysis if needed.

**Subd. 5. Board or Presidential Action.**

For those honorary namings that require the Board approval, the president shall submit the Honors Committee's report and the president's recommendation to the Board for action. The president's recommendation shall include plans for contextualization to avoid the potential for erasure and to communicate historical information. The Board may request additional information before acting on the president's recommendation.

For those honorary namings that do not require Board approval, the president shall act on the Honors Committee report.

**Subd. 6. Renaming or Revocation of an Indefinitely Retained Naming.**

For honorary namings indefinitely retained, the University reserves the right to rename or revoke any such naming if for any reason the naming is inconsistent with the University's mission; jeopardizes the integrity of the University; or presents risk or harm to the reputation of the University, consistent with Section VII of this policy.

**SECTION IX. IMPLEMENTATION.**

**Subd. 1. Legal Review.**

All gift agreements or contracts involving a naming are subject to this policy and must be reviewed by the Office of the General Counsel prior to approval.

**Subd. 2. Administration.**

The president or delegate shall establish and maintain administrative policies and procedures to implement this policy.

**Subd. 3. Coordination.**

The University shall ensure coordination in the following ways: (1) with the goals and priorities of the Systemwide Strategic Plan; (2) between the institution and recognized University foundations; and (3) between the fundraising and academic units in order to maintain alignment of institutional and development priorities and compliance with University policies and procedures.

**REVISION HISTORY**

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**Adopted:** June 11, 2010

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## BOARD OF REGENTS POLICY: *Namings*

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### SECTION I. SCOPE.

The policy governs the namings of significant University of Minnesota (University) assets, including (1) honorary namings (Section IV); (2) namings associated with gifts or sponsorships (Section V); and (3) other namings (Section VI).

### SECTION II. GUIDING PRINCIPLES.

- (a) Naming for an individual or organization is an honor that forges a close link between the individual or organization and the University. As such, it is critically important that the integrity, history, behavior, and reputation of the named individual or organization be consistent with the academic mission and values of the University.
- (b) The University shall ensure that namings preserve the long-standing traditions, values, culture, and prestige of the University.
- (c) Namings as part of sponsorship agreements shall be consistent with the University's reputation and core values and the highest standards for business and financial integrity.
- (d) The University shall maintain a consistent, coordinated, and transparent approach to naming that reflects the University's consultative and collaborative decision-making process, ensures the proper review and approval of all naming proposals, and preserves confidentiality consistent with applicable law.
- (e) The University shall ensure coordination between: (1) the institution and recognized University foundations; and (2) fund-raising and academic units in order to maintain alignment of institutional and development priorities and compliance with University policies and procedures.
- (f) Significant University assets may not be named in honor of current or former members of the Board of Regents (Board) except as provided in Section V of this policy. Such gift related namings may not include the title "Regent" or "Regent Emeritus."

### SECTION III. DEFINITIONS.

#### **Subd. 1. Significant University Assets.**

*Significant University assets* shall mean tangible or intangible resources of the University that are of significant prominence or visibility. Assets include but are not limited to the following: colleges and schools; University-level academic programs, centers, and institutes; and buildings, significant portions of buildings, grounds, physical structures, streets, and areas.

**Subd. 2. Donor.**

*Donor* shall mean a person or entity transferring money or other property to the University or one of its recognized foundations in connection with a naming, whether or not the donor is the subject of the naming.

**Subd. 3. Gift.**

*Gift* shall mean a transfer of, or promise to transfer, money or other property to the University without reciprocal benefit to the donor.

**Subd. 4. Sponsor.**

*Sponsor* shall mean a person or entity entering into a sponsorship.

**Subd. 5. Sponsorship.**

*Sponsorship* shall mean a contract involving the provision of funds or other support with the expectation of public acknowledgement or promotional opportunity.

**Subd. 6. Street.**

*Street* shall mean any private road or driveway as defined in the *Regents of the University of Minnesota Traffic Regulations Ordinances*.

**SECTION IV. HONORARY NAMINGS**

Significant University assets may be named in honor of an individual or a non-University entity to recognize service, dedication, or meritorious contributions to the institution when the naming is not associated with a gift or sponsorship.

**Subd. 1. Naming of Colleges, Schools, and University-Level Academic Programs.**

These assets may be named in honor of an individual or non-University entity.

- (a) **Approval.** The Board of Regents (Board) reserves to itself authority to name, rename, or revoke the honorary naming of these assets.
- (b) **Management.** The Senate All-University Honors Committee (Honors Committee) manages the process and submits recommendations to the president, who recommends namings to the Board.

**Subd. 2. Naming of Departmental Chairs.**

A departmental chair may be named in honor of an individual.

- (a) **Approval.** The president or delegate approves this naming, with concurrence of departmental chairs.
- (b) **Management.** The relevant unit manages this naming process.

**Subd. 3. Naming of Buildings and Other Significant University Assets.**

Buildings and other significant University assets may be named in honor of an individual or non-University entity. A building may be named for a person still living who has left the service of the University.

- (a) **Approval.** The Board of Regents (Board) reserves to itself authority to name, rename, or revoke the honorary naming of buildings and other significant University assets.
- (b) **Management.** The Honors Committee manages the process and submits recommendations to the president, who recommends namings to the Board.

**Subd. 4. Naming of Buildings for Past Presidents.**

The University may name buildings for past presidents. Consideration of a naming shall take place after a president's association with the University has ended, usually between one and five years following service.

- (a) **Approval.** The Board of Regents (Board) reserves to itself authority to name, rename, or revoke the naming of buildings for past presidents.
- (b) **Management.** The chair of the Board convenes a committee with representatives from the Board, the Faculty Consultative Committee, and the Honors Committee to develop a recommendation. This recommendation shall be forwarded to the Honors Committee for information prior to submission to the Board for final action.

**Subd. 5. Naming of Separate Building Parts.**

Separate building parts that are not significant University assets may be named in honor of an individual or a non-University entity. An independent committee of the relevant academic or administrative leadership and building occupants shall manage and approve the namings.

**SECTION V. NAMINGS ASSOCIATED WITH GIFTS OR SPONSORSHIPS.**

University assets may be named for individuals or non-University entities to recognize significant gifts or as part of a sponsorship. Colleges, schools, academic programs, centers, or institutes are not usually named for commercial entities; if the name of a commercial entity is to be considered, Board approval is required.

**Subd. 1. Naming of Endowed Lectureships, Fellowships, Professorships, and Chairs.**

The University seeks and welcomes private financial support for endowed lectureships, fellowships, professorships, and chairs, which provide scholars a continuous and reliable source of support to pursue their research and teaching. Awards established in these categories shall typically carry the name of the donor, of a person or institution designated by the donor, or of a person in whose name the University seeks funds to endow the award.

- (a) **Approval.** The president or delegate approves the naming of a lectureship, fellowship, professorship, or chair.
- (b) **Management.** The relevant department or college establishes and manages the process for lectureships, fellowships, professorships, and chairs. Proposals to establish one of these institutional awards shall specify the conditions of the naming, the activities to be supported by the gift or sponsorship, and the amount of the endowment or the annual level of funding.
- (c) **Candidates.** The University shall have sole authority to appoint the holders of lectureships, fellowships, and chairs.
- (d) **Provisions.**
  - (1) **Restrictions on the Use of Title.** Lectureships, fellowships, professorships, and chairs shall not include such terms as *University*, *distinguished*, or the title *Regents Professor*. These titles are conferred only by the Board.
  - (2) **Level of Endowment.**
    - (i) **Endowment for Chairs.** A permanent chair may be established when \$2,000,000 or more has been placed in an endowment that provides in perpetuity the annual funds needed for support. Alternatively, a chair also may be established if a minimum of \$200,000 per year of expendable funds is made available for at least ten years.
    - (ii) **Endowment for Professorships.** The combination of salary and endowment shall be sufficient to provide salary and fringe benefits for the recipient, staff support, travel, and other expenses. Professorships require a minimum of \$1,000,000 in permanent endowment or a minimum of \$100,000 per year of expendable funds for ten years.
    - (iii) **Endowment for Faculty Fellows.** Faculty fellows require a minimum of \$500,000 in permanent endowment or a minimum of \$50,000 per year of expendable funds for ten years.

- (iv) **Other Named Endowments and Awards.** The titles of lectureships, scholarships, or other named awards may be used for gifts of less than \$500,000 in permanent endowment or \$50,000 a year for ten years. A minimum award in this category would provide at least \$1,000 per year for ten years.

**Subd. 2. Naming of Colleges, Schools, Buildings, and Other Significant University Assets.**

These assets may be named to recognize gifts or as part of a sponsorship. No commitment regarding namings associated with gifts or sponsorships shall be made to the donor or sponsor prior to the applicable University review and approval.

- (a) **Consultation.** Prior to entering into substantive discussions or making an oral or written commitment regarding a naming to a donor or sponsor, any individual acting on behalf of the University or a recognized University foundation shall (1) inform the donor or sponsor of this policy; (2) consult with the president to determine whether the naming opportunity requires the review and approval process outlined below; and (3) consult with the recognized University foundations as appropriate to determine whether the proposed naming meets the guidelines of the recognized University foundations.
- (b) **Review.** A naming committee, with two representatives from the Honors Committee, representatives from the recognized University foundations, and relevant academic and administrative officers, shall review naming proposals and submit recommendations to the president. The president recommends namings to the Board.
- (c) **Approval.** The Board reserves to itself authority to name, rename, or revoke the naming of colleges, schools, buildings, and other significant University assets.
- (d) **Management.** For gifts, the recognized University foundations shall maintain guidelines to implement this policy in order to ensure consistency in the size of gifts relative to the significance of the asset being named. For sponsorships, the president or delegate shall ensure the consistency of the size of the sponsorship agreement relative to the overall significance of the asset to be named.

**Subd. 3. Other Namings Associated with Gifts or Sponsorships.**

University assets not covered by the definition in Section III., Subd. 1., may be named to recognize gifts or as part of a sponsorship.

- (a) **Approval.** The president or delegate shall approve the naming of these assets.
- (b) **Management.** Recognized University foundations shall manage the process for the naming of these assets and maintain guidelines and criteria for these namings.

**SECTION VI. OTHER NAMINGS.**

This section shall govern the naming of significant University assets when the name is not in honor of an individual or non-University entity and the naming is not associated with a gift or sponsorship.

**Subd. 1. Naming of Colleges and Schools.**

A college or school may be named to reflect the relevant academic discipline.

- (a) **Approval.** The Board reserves to itself authority to name, rename, or revoke the naming of colleges and schools.
- (b) **Management.** The president or delegate recommends namings of colleges and schools to the Board.

**Subd. 2. Naming of Buildings, Significant Portions of Buildings, Grounds, Physical Structures, Areas, or Streets.**

These assets may be named to describe the academic or administrative purpose of the asset or to reflect a symbolic meaning appropriate for the asset.

- (a) **Approval.** The Board reserves to itself authority to name, rename, or revoke the naming of buildings, significant portions of buildings, grounds, physical structures, areas, or streets.
- (b) **Management.** The Honors Committee manages the process for the naming of buildings, significant portions or buildings, grounds, physical structures, areas, or streets and submits recommendations to the president. The president recommends namings to the Board.
- (c) **Working Titles.** The president or delegate may provide a working title for buildings, significant portions of buildings, grounds, physical structures, areas, or streets during planning and construction and prior to official naming by the Board.

**SECTION VII. RENAMINGS AND REVOCATION.**

**Subd. 1. Renamings.**

The University reserves the right to rename any named asset of the University. Renamings shall be consistent with the review and approval process for namings.

**Subd. 2. Revocation.**

The University reserves the right to revoke a naming if for any reason it presents risk or harm to the reputation of the University, or if the intent of a gift or the terms of a sponsorship associated with the naming cannot be fulfilled. For all namings requiring Board approval, the Board reserves the right to revoke them. Other namings may be revoked by the president or delegate.

**SECTION VIII. IMPLEMENTATION.**

**Subd. 1. Legal Review.**

All gift agreements or contracts involving a naming must be reviewed by the Office of the General Counsel prior to approval.

**Subd. 2. Administration.**

The president or delegate shall establish and maintain administrative policies and procedures to implement this policy.

**REVISION HISTORY**

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