



Board of Regents

June 2023

June 9, 2023

15 min Following Adjournment of Governance & Policy Committee

Boardroom, McNamara Alumni Center

BOR - JUNE 2023

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BOARD OF REGENTS DOCKET ITEM SUMMARY

Board of Regents

June 9, 2023

AGENDA ITEM: Introductions

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 introduce Janet Schrunk Ericksen, the new University of Minnesota Morris Chancellor.

Ericksen has 25 years of experience serving the Morris community, first as an assistant professor of English, and then in a variety of administrative roles, including vice chancellor for academic affairs and dean, director of the Honors Program, chair of the Division of the Humanities, and interim chair of the Division of the Social Sciences. She has been an active participant in University governance, including as a University Senator and two terms as a member of the Faculty Consultative Committee.

Known for her commitment to diversity, equity, and inclusion, Ericksen brings to this role deep experience and impressive accomplishments across her career, including building a strong enrollment growth trajectory and embracing change management by reorganizing administration and formalizing new partnerships to strengthen core work while conserving resources, and much more.

Ericksen holds a Ph.D. and M.A. from the University of Illinois Urbana-Champaign with specialization in early medieval English and Old Norse literature, and a B.A. in English and art history from University of Kansas.

BACKGROUND INFORMATION

As University of Minnesota Morris Chancellor, Janet Schrunk Ericksen is responsible an annual operating budget of approximately \$51.6 million, and has general administrative authority over, and accountability for, campus affairs. Ericksen will articulate a vision for the campus, build support for that vision, propose priorities to the campus community, develop policies and manage financial resources, recommend faculty for tenure and promotion to the Board, appoint and review performance of key administrative officers, and preside over the Campus Assembly. Ericksen will also lead the advancement of Morris strategic priorities, in alignment with MPact 2025, the University’s systemwide strategic plan.



BOARD OF REGENTS DOCKET ITEM SUMMARY

Board of Regents

June 9, 2023

AGENDA ITEM: Recognition of Joan T.A. Gabel and Gary Gabel

Review

Review + Action

Action

Discussion

This is a report required by Board policy.

PRESENTERS: Regent Janie S. Mayeron

PURPOSE & KEY POINTS

The purpose of this item is to recognize the distinguished service of Joan T.A. Gabel, 17th president of the University of Minnesota.

Joan T.A. Gabel took office in 2019. During her presidency, she led the University through a global pandemic; delivered the University’s first systemwide strategic plan, MPact 2025; oversaw completion of the \$4 billion Driven capital campaign as well as record-setting annual research expenditures, start-ups and patents; began the NXT GEN MED collaboration with Mayo Clinic and Google; and launched PRISMH, the President’s Initiative on Student Mental Health.

At the June meeting, Joan T.A. Gabel will be named *President Emeritus*.

The Board also recognizes President Gabel’s spouse, Gary Gabel, for his role as an informal University ambassador during her tenure.

BACKGROUND INFORMATION

The *President Emeritus* title may be awarded at the conclusion of an individual’s term as President of the University of Minnesota, in accordance with Board of Regents Policy: *Awards, Honors and Recognition*.

**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

**Board of Regents
May 4, 2023**

A special meeting of the Board of Regents of the University of Minnesota was held on Thursday, May 4, 2023, at 8:00 a.m. in the West Committee Room, 600 McNamara Alumni Center.

Regents present: Janie Mayeron, presiding; Mary Davenport, James Farnsworth, Robyn Gulley, Douglas Huebsch, Ruth Johnson, Tadd Johnson, Mike Kenyanya, Bo Thao-Urabe, Mary Turner, Kodi Verhalen, and Penny Wheeler.

Staff present: Vice President Kenneth Horstman; General Counsel Douglas Peterson; Executive Director Brian Steeves; and Deputy Director and Associate Secretary Sarah Dirksen.

The docket materials for this meeting are [available here](#).

**SELECT FINALIST(S) TO BE INTERVIEWED FOR
INTERIM PRESIDENT OF THE UNIVERSITY OF MINNESOTA**

Regent Mayeron led the Board in a process to select finalists to be interviewed for interim president of the University of Minnesota, as detailed in the docket.

The docket materials for this item begin on page 3. The closed-captioned video of this item is [available here](#).

Mayeron asked Regents to identify their preferred candidates by using dots to indicate their preference. Based on that exercise, the Board reached consensus to eliminate candidates that had zero, one, or two dots.

By consensus, the Board narrowed the candidate pool to six candidates.

Mayeron recessed the meeting at 9:15 a.m.

Mayeron called the meeting back to order at 9:25 a.m.

Mayeron recessed the meeting at 10:11 a.m.

Mayeron called the meeting back to order at 10:27 a.m.

Mayeron asked Regents to identify their preferred candidate of the six remaining candidates using dots to indicate their preference.

Due to technical difficulties, Mayeron recessed the meeting at 10:39 a.m.

Mayeron called the meeting back to order at 10:41 a.m.

A motion was made and seconded and the Board voted unanimously to name Candidates G, L, N, and T as finalists for interim president of the University of Minnesota.

Mayeron recessed the meeting at 10:48 a.m.

BEST PRACTICES AND RECOMMENDATIONS FOR LEADERSHIP SELECTION

Regent Mayeron called the meeting back to order at 11:05 a.m. and invited Brandon Sullivan, Senior Director of Talent Strategy; Andrea Yanego, Director of Talent Acquisition; and Lovey Peissig, Manager of Leadership Assessment and Development, to outline best practices and recommendations for leadership selection, as detailed in the docket.

The docket materials for this item begin on page 5. The closed captioned video of this item is [available here](#).

Regent T. Johnson left the meeting.

The meeting adjourned at 12:34 p.m.



BRIAN R. STEEVES
Executive Director and
Corporate Secretary

**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

**Board of Regents
May 8, 2023**

A special meeting of the Board of Regents of the University of Minnesota was held on Monday, May 8, 2023, at 8:00 a.m. in the West Committee Room, 600 McNamara Alumni Center.

Regents present: Janie Mayeron, presiding; Mary Davenport, James Farnsworth, Robyn Gulley, Douglas Huebsch, Ruth Johnson, Tadd Johnson, Mike Kenyanya, Bo Thao-Urabe, Mary Turner, Kodi Verhalen, and Penny Wheeler.

Staff present: Chancellor Mary Holz-Clause; Senior Vice President Myron Frans; Vice President Kenneth Horstman; General Counsel Douglas Peterson; and Executive Director Brian Steeves.

The docket materials for this meeting are [available here](#).

**INTERVIEW FINALISTS AND SELECT THE
INTERIM PRESIDENT OF THE UNIVERSITY OF MINNESOTA**

Regent Mayeron outlined the process by which the Board would interview finalists and take action to select an interim president of the University of Minnesota, as detailed in the docket.

The docket materials for this item begin on page 3. The closed-captioned video of this item is [available here](#).

Mayeron invited Jeffrey Ettinger to interview for the position of interim president.

Mayeron recessed the meeting at 9:31 a.m.

Mayeron called the meeting back to order at 10:00 a.m. and invited Myron Frans to interview for the position of interim president.

Mayeron recessed the meeting at 11:29 a.m.

Mayeron called the meeting back to order at 12:17 p.m. and invited Mary Holz-Clause to interview for the position of interim president.

Regent Thao-Urabe joined the meeting.

Mayeron recessed the meeting at 1:42 p.m.

Mayeron called the meeting back to order at 2:01 p.m. and invited E. Thomas Sullivan to interview for the position of interim president.

Following discussion, the resolution related to selection of interim president of the University of Minnesota was moved and seconded as follows:

BE IT RESOLVED that the Board of Regents (Board) selects Jeffrey Ettinger as the Interim President of the University of Minnesota effective on or before July 1, 2023, as defined by the employment agreement between the University of Minnesota and Jeffrey Ettinger.

BE IT FURTHER RESOLVED that the Board delegates authority to the Board chair to negotiate and finalize an employment agreement with the Interim President Designate and submit that employment agreement for approval by the Board.

BE IT FURTHER RESOLVED that the Board directs President Gabel and her administration to immediately begin working with the Interim President Designate on a transition plan.

Mayeron directed that a roll call vote be taken. The vote was as follows:

Regent Davenport	Yes
Regent Farnsworth	Yes
Regent Gulley	No
Regent Huebsch	Yes
Regent R. Johnson	Yes
Regent T. Johnson	Yes
Regent Kenya	Yes
Regent Thao-Urabe	Yes
Regent Turner	Yes
Regent Verhalen	Abstained
Regent Wheeler	Yes
Regent Mayeron	Yes

On a vote of 10 to 1 with 1 abstention, the resolution was approved.

The meeting adjourned at 4:56 p.m.



BRIAN R. STEEVES
Executive Director and
Corporate Secretary

**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

**Audit & Compliance Committee
May 11, 2023**

A meeting of the Audit & Compliance Committee of the Board of Regents was held on Thursday, May 11, 2023, at 8:00 a.m. in the Boardroom, 600 McNamara Alumni Center.

Regents present: Mike Kenyanya, presiding; Mary Davenport, Robyn Gulley, Bo Thao-Urabe, Mary Turner, and Kodi Verhalen.

Staff present: President Joan Gabel; Chancellors Lori Carrell and Mary Holz-Clause; Interim Chancellor David McMillan; Acting Chancellor Janet Schrunk Ericksen; Executive Vice President and Provost Rachel Croson; Vice Presidents Bernard Gulachek, Shashank Priya, and Mercedes Ramírez Fernández; Executive Director Brian Steeves; Chief Auditor Quinn Gaalswyk; and Associate Vice Presidents Keisha Varma and Michael Volna.

Student Representatives present: Sara Davis and Riley Tuft.

The docket materials for this meeting are available [here](#).

REVIEW OF EXTERNAL AUDITOR RELATIONSHIPS AND SERVICES PROVIDED

Regent Kenyanya invited Associate Vice President Volna and Mollie Viola, Controller, to review the external auditor relationships and services provided, as detailed in the docket.

The docket materials for this item begin on page 3. The closed captioned video of this item is [available here](#).

IDENTITY AND ACCESS MANAGEMENT COLLABORATIVE ASSESSMENT UPDATE

Regent Kenyanya invited Chief Auditor Gaalswyk, Vice President Gulachek and Nathan Kufner, Senior Director for Identity & Access Management, to provide an update on the identity and access management collaborative assessment, as detailed in the docket.

The docket materials for this item begin on page 9. The closed captioned video of this item is [available here](#).

PROGRESS REPORT ON THE UNIVERSITY'S INSTITUTIONAL RISK PROFILE

Regent Kenyanya invited Executive Vice President and Provost Croson; Assistant Vice President Katharine Bonneson, University Health, Safety & Risk Management; and Matt Reierson, Senior Manager, Baker Tilly, to outline progress on the University's Institutional Risk Profile, as detailed in the docket.

The docket materials for this item begin on page 21. The closed captioned video of this item is [available here](#).

The meeting adjourned at 8:59 a.m.

A handwritten signature in black ink that reads "Brian R. Steeves". The signature is written in a cursive style with a large initial "B".

BRIAN R. STEEVES
Executive Director and
Corporate Secretary

**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

**Litigation Review Committee
May 11, 2023**

A meeting of the Litigation Review Committee of the Board of Regents was held on Thursday, May 11, 2023, at 8:00 a.m. in the West Committee Room, 600 McNamara Alumni Center.

Regents present: Douglas Huebsch, presiding; James Farnsworth, Ruth Johnson, Tadd Johnson, Janie Mayeron, and Penny Wheeler.

Staff present: General Counsel Douglas Peterson, and Executive Director Brian Steeves.

Others present: Krista Overby, Brian Slovut, and Tim Pramas.

The docket materials for this meeting are [available here](#).

**RESOLUTION TO CONDUCT NON-PUBLIC MEETING
OF THE LITIGATION REVIEW COMMITTEE**

The meeting convened in public session at 8:00 a.m. A motion was made and seconded that the following resolution be adopted:

WHEREAS, based on advice of the General Counsel, the Board of Regents Litigation Review Committee has balanced the purposes served by the Open Meeting Law and by the attorney-client privilege, and determined that there is a need for absolute confidentiality to discuss litigation strategy in particular matters involving the University of Minnesota.

NOW, THEREFORE, BE IT RESOLVED, that in accordance with Minn. Stat. § 13D.01, Subd. 3 and 13D.05 Subd. 3(b), a non-public meeting of Litigation Review Committee be held on Thursday, May 11, 2023 at 8:00 a.m. in the West Committee Room, 600 McNamara Alumni Center, for the purpose of discussing attorney-client privileged matters including the following:

- I. *Regents of the University of Minnesota v. AT&T, et al.*
- II. *Steven Staubus, et al. v. Regents of the University of Minnesota / Patrick Hyatte, et al. v. the University of Minnesota*

The committee voted unanimously to adopt the resolution and the public portion of the meeting ended at 8:02 a.m.

The meeting adjourned at 8:36 a.m.

A handwritten signature in black ink that reads "Brian R. Steeves". The signature is written in a cursive, flowing style.

BRIAN R. STEEVES
Executive Director and
Corporate Secretary

**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

**Mission Fulfillment Committee
May 11, 2023**

A meeting of the Mission Fulfillment Committee of the Board of Regents was held on Thursday, May 11, 2023, at 9:15 a.m. in the Boardroom, 600 McNamara Alumni Center.

Regents present: Mary Davenport, presiding; James Farnsworth, Robyn Gulley, Doug Huebsch, Ruth Johnson, Tadd Johnson, Mike Kenyanya, Janie Mayeron, Bo Thao-Urabe, Mary Turner, Kodi Verhalen, and Penny Wheeler.

Staff present: President Joan Gabel; Chancellors Lori Carrell and Mary Holz-Clause; Interim Chancellor David McMillan; Acting Chancellor Janet Schrunk Ericksen; Executive Vice President and Provost Rachel Croson; Vice Presidents Bernard Gulacheck, Shashank Priya, Mercedes Ramirez Fernandez, and Julie Tonneson; General Counsel Douglas Peterson; Executive Director Brian Steeves; Chief Auditor Quinn Gaalswyk; and Associate Vice Presidents Tina Marisam and Keisha Varma.

Student Representatives present: Emily Gresbrink and Riley Tuft.

The docket materials for this meeting are available [here](#).

PROMOTION AND TENURE, AND ANNUAL CONTINUOUS APPOINTMENTS

Regent Davenport invited Executive Vice President and Provost Croson and Faculty Associate Penny Edgell to present and recommend tenure goals, as detailed in the docket.

The docket materials for this item begin on page 3. The closed captioned video of this item is [available here](#).

TUITION AND PRICING STRATEGY: NEXT STEPS

Regent Davenport invited President Gabel, Executive Vice President and Provost Croson, and Chancellors Holz-Clause, McMillan, and Schrunk Ericksen to discuss principles that should direct University tuition and pricing strategies, as detailed in the docket.

The docket materials for this item begin on page 34. The closed captioned video of this item is [available here](#).

BOARD OF REGENTS POLICY: *DISABILITY SERVICES*

Regent Davenport invited Executive Vice President and Provost Croson; Associate Vice President Marisam; and Enjie Hall, Director, Disability Resource Center to review proposed amendments to Board of Regents Policy: *Disability Services*, as detailed in the docket.

The docket materials for this item begin on page 58. The closed captioned video of this item is [available here](#).

CONSENT REPORT

Regent Davenport invited Executive Vice President and Provost Croson to present the Consent Report, as detailed in the docket.

The docket materials for this item begin on page 65. The closed captioned video of this item is [available here](#).

Request for Approval of New Academic Programs

- College of Food, Agricultural and Natural Resource Sciences (Twin Cities campus)—requests approval to create a Master of Professional Studies in Dietetics, effective fall 2023.
- Medical School (Twin Cities campus)—requests approval to create a family medicine rural training residency, effective summer 2025.
- School of Public Health (Twin Cities campus)—requests approval to create a Master of Science in Occupational Hygiene degree, effective fall 2024.
- School of Public Health (Twin Cities campus)—requests approval to create a Doctor of Philosophy in Occupational Hygiene degree, effective fall 2024.
- College of Biological Sciences (Twin Cities campus)—requests approval to create an undergraduate minor in Biotechnology, effective fall 2023.
- Carlson School of Management (Twin Cities campus)—requests approval to create an undergraduate minor in Entrepreneurship, effective fall 2023.
- College of Education and Human Development (Twin Cities campus)—requests approval to create an undergraduate minor in Special Education, effective fall 2023.
- Swenson College of Science and Engineering (Duluth campus)—requests approval to create a Bachelor of Science degree in Earth and Environmental Science, effective fall 2023.
- Swenson College of Science and Engineering (Duluth campus)—requests approval to create a Bachelor of Arts degree in Earth and Environmental Science, effective fall 2023.

Request for Approval of Changed Academic Programs

- College of Education and Human Development (Twin Cities campus)—requests approval to change the name of the Second Language Education subplan in the Master of Education in Curriculum and Instruction to Multilingual Education, effective fall 2023.
- College of Education and Human Development (Twin Cities campus)—requests approval to change the name of the Special Education Licensure Subplan in the Bachelor of Science in Special Education to Special Education Licensure-ABS, effective fall 2023.
- College of Education and Human Development (Twin Cities campus)—requests approval to add a new Special Education-ECSE subplan to the Bachelor of Science in Special Education, effective fall 2023.

- College of Food, Agricultural and Natural Resource Sciences (Twin Cities campus)—requests approval to change the name of the Master of Science in Agricultural Education to Agricultural Education and Communication, effective fall 2023.
- College of Food, Agricultural and Natural Resource Sciences (Twin Cities campus)—requests approval to change the name of the Initial Licensure subplan to the Agriculture Education Initial Licensure subplan in the Master of Science in Agricultural Education and Communication, effective fall 2023.
- College of Food, Agricultural and Natural Resource Sciences (Twin Cities campus)—requests approval to add an Advanced Studies and Research subplan to the Master of Science in Agricultural Education and Communication, effective fall 2023.
- College of Liberal Arts (Twin Cities campus)—requests approval to change the name of the Classical and Near Eastern Studies Master of Arts and Doctor of Philosophy degrees to Classical and Near Eastern Religions and Cultures, effective fall 2023.
- Rochester campus and the College of Science and Engineering (Twin Cities campus)—request approval to create an integrated BSHS/MS subplan, effective fall 2023.
- College of Arts, Humanities, and Social Sciences (Duluth campus)—requests approval to create two new subplans in the undergraduate Bachelor of Arts in History, effective fall 2023.
- Swenson College of Science and Engineering (Duluth campus) and the Medical Laboratory Sciences Program (Twin Cities)—request approval to add a new Medical Laboratory Science subplan to both the Bachelor of Arts and the Bachelor of Science degrees in Biology, effective fall 2023.

Request for Approval of Discontinued Academic Plans

- College of Food, Agricultural and Natural Resource Sciences (Twin Cities campus)—requests approval to discontinue the Nutritional Sciences MPS degree, effective summer 2023.
- College of Arts, Humanities, and Social Sciences (Duluth campus)—requests approval to discontinue the undergraduate minor in Lesbian, Gay, Bisexual, Transgender, and Queer Studies, effective summer 2023.

Request for Conferral of Emeritus Title

- Larry Baker, professor emeritus, Department of Bioproducts and Biosystems Engineering, College of Food, Agricultural and Natural Resource Sciences.
- Mark Zimmerman, professor emeritus, Department of Earth and Environmental Sciences, College of Science and Engineering.

INFORMATION ITEMS

Regent Davenport invited Executive Vice President and Provost Croson to discuss the information items in the docket.

The docket materials for this item begin on page 74. The closed captioned video of this item is [available here](#).

The meeting adjourned at 11:57 a.m.

A handwritten signature in black ink that reads "Brian R. Steeves". The signature is written in a cursive, flowing style.

BRIAN R. STEEVES
Executive Director and
Corporate Secretary

**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

**Finance & Operations Committee
May 11, 2023**

A meeting of the Finance & Operations Committee of the Board of Regents was held on Thursday, May 11, 2023, at 1:00 p.m. in the Boardroom, 600 McNamara Alumni Center.

Regents present: Douglas Huebsch, presiding; Mary Davenport, James Farnsworth, Robyn Gulley, Ruth Johnson, Tadd Johnson, Mike Kenyanya, Janie Mayeron, Bo Thao-Urabe, Mary Turner, Kodi Verhalen, and Penny Wheeler.

Staff present: President Joan Gabel; Chancellors Lori Carrell and Mary Holz-Clause; Interim Chancellor David McMillan; Acting Chancellor Janet Schrunk Ericksen; Executive Vice President and Provost Rachel Croson; Senior Vice President Myron Frans; Vice Presidents Bernard Gulachek, Kenneth Horstman, and Mercedes Ramírez Fernández; General Counsel Douglas Peterson; Executive Director Brian Steeves; Chief Auditor Quinn Gallswyk; and Associate Vice Presidents Stuart Mason, Bill Paulus, and Michael Volna.

Student Representatives present: Sara Davis and Emily Gresbrink.

The docket materials for this meeting are [available here](#).

PRESIDENT'S RECOMMENDED FY 2024 ANNUAL CAPITAL IMPROVEMENT BUDGET

Regent Huebsch invited President Gabel and Senior Vice President Frans to present for review the president's recommended FY 2024 Annual Capital Improvement Budget, as detailed in the docket.

The docket materials for this item begin on page 5. The closed captioned video of this item is [available here](#).

MPACT 2025: SUSTAINABILITY UPDATE

Regent Huebsch invited President Gabel; Shane Stennes, Chief Sustainability Officer; and Heidi Roop, Assistant Professor, Climate Science and Director, Climate Adaptation Partnership, to present an update on the MPact 2025 Systemwide Strategic Plan sustainability initiatives, as detailed in the docket.

The docket materials for this item begin on page 41. The closed captioned video of this item is [available here](#).

Regent T. Johnson joined the meeting.

Huebsch recessed the meeting at 2:15 p.m.

ANNUAL WORKFORCE & HUMAN RESOURCES STRATEGY REPORT

Regent Huebsch called the meeting back to order at 2:29 p.m. He invited Vice President Horstman; Angel Uddin, Director, OHR Equity, Diversity, and Inclusion; Brandon Sullivan, Senior Director, Talent Strategy; and Mary Rohman Kuhl, Senior Director, Total Rewards, to provide the Annual Workforce and Human Resources Strategy Report, as detailed in the docket.

The docket materials for this item begin on page 157. The closed captioned video of this item is [available here](#).

Huebsch recessed the meeting due to a disruption at 2:30 p.m.

Huebsch called the meeting back to order at 2:39 p.m.

BOARD OF REGENTS POLICY: *ENDOWMENT FUND*

Regent Huebsch invited Senior Vice President Frans; Associate Vice President Mason; and Andrew Parks, Deputy Chief Investment Officer, to review proposed off-cycle amendments to Board of Regents Policy: *Endowment Fund*, as detailed in the docket.

The docket materials for this item begin on page 263. The closed captioned video of this item is [available here](#).

REAL ESTATE TRANSACTIONS

Regent Huebsch invited Senior Vice President Frans and Assistant Vice President Leslie Krueger to present for review the following real estate transaction, as detailed in the docket:

- A. Purchase of YMCA Parking Lot Parcel on First Avenue Southwest, Rochester, MN (Rochester campus)

The docket materials for this item begin on page 281. The closed captioned video of this item is [available here](#).

Based on the discussion, Huebsch asked if there was any objection from moving the item from review to review and action. There being no objection, the item was moved to review and action.

A motion was made and seconded, and the committee voted unanimously to recommend approval of the purchase of YMCA Parking Lot Parcel on First Avenue Southwest, Rochester.

CONSENT REPORT

Regent Huebsch invited Senior Vice President Frans and Assistant Vice President Leslie Krueger to present for review and action the Consent Report, as detailed in the docket.

The docket materials for this item begin on page 290. The closed captioned video of this item is [available here](#).

Purchase of Goods and Services \$1,000,000 and Over

- To BME Lab and Science for an estimated \$5,000,000 for providing maintenance services for autoclaves, dryers, and washers for the Academic Health Sciences, College of Biological Sciences, College of Food, Agricultural and Natural Resource Sciences, College of Veterinary Medicine, Research Animal Resources, and Biosafety Labs 3 (BSL-3), all on the Twin Cities campus, for a period of July 1, 2023, through June 30, 2028. Each college has budgeted for the maintenance and repair of autoclaves, dryers, and washers through their operations and maintenance budgets. See enclosed documentation for the basis of supplier selection.
- To Ex Libris for an estimated \$4,026,000 for license renewal of their library service platform, provided as a software-as-a-service supporting all fundamental library operations, as needed, for the University system libraries for the five-year period of July 1, 2023 through June 30, 2028. Funds to renew the Ex Libris library service platform come from the Office of Information Technology and the University Libraries. The supplier was selected by University Libraries under the authority granted by the Board of Regents Policy: *Libraries and Archives* and the Administrative Policy: *Purchasing Goods and Services*.
- To Medica Health Plan (Medica Holding Company) for an estimated \$11,428,700 to administer the medical plan for the entire University system through the Office of Human Resources for the two-year period of January 1, 2024 through December 31, 2025, with optional contract extensions through December 31, 2029, for an additional \$24,625,900. This approval authorizes both the base term and the optional contract extensions. The total estimated contract value, if all options are exercised, would be \$36,054,600. The costs for these services are funded on an annual basis through the fringe pool. Medica Health Plan was selected as the result of a competitive Request for Proposal (RFP) conducted by Purchasing Services. Four suppliers responded to the RFP and none was a targeted business.
- To The Large Binocular Telescope Corporation for \$1,900,000 for telescope observing rights for the School of Physics and the Minnesota Institute for Astrophysics in the Department of Astronomy, Twin Cities campus for the period January 1, 2023 through October 14, 2027. The annual operating costs are included in the annual budget and paid for with indirect cost recovery funds. See enclosed documentation for the basis of supplier selection.
- To Unum Group for an additional estimated \$5,400,000 for administering claims and providing disability coverage options for the entire University system through the Office of Human Resources for the one-year period of January 1, 2024 through December 31, 2024. The fees for the vendor's services and academic long-term disability premiums are funded on an annual basis through the fringe pool. The optional short-term and long-term disability premiums are funded by employee contributions. See enclosed documentation for the basis of supplier selection.
- To Videotronix, Incorporated dba VTI Security for an estimated \$400,000 for safety and security systems services for the Public Safety Emergency Communications Center (PSECC) for all University of Minnesota campuses for the period of May 22, 2023, through April 30, 2025, with possible contract extensions through April 30, 2028, for an additional \$600,000. The total contract value, if all options are exercised, would be \$1,000,000. The funds required for this contract are budgeted by utilizing a portion of the yearly funding already dedicated to these efforts. Videotronix was selected as the result of a competitive Request

for Proposal (RFP) conducted by Purchasing Services. Eight suppliers responded to the RFP and none were a targeted business.

- To Virgin Pulse for an estimated \$2,387,000 for program administrative services of the Wellbeing Program, including a wellbeing program administrator and an incentive data manager for the entire University system through the Office of Human Resources for the period of September 1, 2023 through August 31, 2025, with possible contract extensions through August 31, 2029, for an additional estimated \$4,792,000. This approval authorizes both the base term and the optional contract extensions. The total estimated contract value, if all options are exercised, would be \$7,179,000. The fees paid to the vendor are funded on an annual basis through the fringe pool. Virgin Pulse was selected as the result of a competitive Request for Proposal (RFP) conducted by Purchasing Services. Eight suppliers responded to the RFP and none was a targeted business.

Capital Improvement Budget Amendments

- Northrup Auditorium: East Parapet Wall Repair

Employment Agreements

- Janet Ericksen, Chancellor, Morris campus
- Alice Roberts-Davis, Vice President for University Services, Systemwide
- Paul Hanstedt, Vice Chancellor of Academic Affairs and Innovation, Rochester campus
- Rosemary Erickson Johnsen, Senior Vice Chancellor for Academic Affairs, Crookston campus
- Dawn Plitzuweit, Head Women's Basketball Coach, Twin Cities campus

Real Estate Transactions

- Lease for 2512 South 7th Street, Minneapolis (Blythe Brenden Children's Clinical Research Center: Rehabilitation Building, Department of Pediatrics, Twin Cities Campus)
- Purchase of 78 acres in Mower County (FAARM, Twin Cities campus)
- Purchase of 150 acres in Mower County (FAARM, Twin Cities campus)

A motion was made and seconded, and the committee voted unanimously to recommend approval of the Consent Report.

INFORMATION ITEMS

Regent Huebsch invited President Gabel and Senior Vice President Frans to discuss the information items in the docket:

- Central Reserves General Contingency Allocations
- Debt Management Advisory Committee Update
- Investment Advisory Committee Update
- Intent to Dispose of Property - Conagra Land Exchange at Southern Research and Outreach Center

The docket materials for this item begin on page 360. The closed captioned video of this item is [available here](#).

The meeting adjourned at 4:17 p.m.

A handwritten signature in black ink that reads "Brian R. Steeves". The signature is written in a cursive, flowing style.

BRIAN R. STEEVES
Executive Director and
Corporate Secretary

**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

**Board of Regents
May 12, 2023**

A meeting of the Board of Regents of the University of Minnesota was held on Friday, May 12, 2023, at 8:00 a.m. in the Boardroom, 600 McNamara Alumni Center.

Regents present: Janie Mayeron, presiding; Mary Davenport, James Farnsworth, Robyn Gulley, Douglas Huebsch, Ruth Johnson, Tadd Johnson, Mike Kenyanya, Bo Thao-Urabe, Mary Turner, Kodi Verhalen, and Penny Wheeler.

Staff present: President Joan Gabel; Chancellors Lori Carrell and Mary Holz-Clause; Interim Chancellor David McMillan; Acting Chancellor Janet Schrunk Ericksen; Executive Vice President and Provost Rachel Croson; Senior Vice President Myron Frans; Vice Presidents Bernard Gulachek, Kenneth Horstman, Calvin Phillips, and Shashank Priya; General Counsel Douglas Peterson; Executive Director Brian Steeves; Chief Auditor Quinn Gaalswyk; and Associate Vice Presidents Maggie Towle, Keisha Varma, and Michael Volna.

The docket materials for this meeting are [available here](#).

OATH OF OFFICE: NEWLY ELECTED REGENTS

The Honorable Tracy M. Smith, Minnesota Court of Appeals, administered the oath of office to Regents Robyn Gulley, Tadd Johnson, Mary Turner, and Penny Wheeler.

The closed captioned video of this item is [available here](#).

APPROVAL OF MINUTES

The Board voted unanimously to approve the following minutes as presented in the docket materials:

Board of Regents – March 10, 2023
Board of Regents – April 20, 2023
Board of Regents – April 24, 2023
Litigation Review Committee – April 28, 2023

The docket materials for this item begin on page 4. The closed-captioned video of this item is [available here](#).

REPORT OF THE PRESIDENT

President Gabel delivered the report of the President.

The docket materials for this item begin on page 17. The closed-captioned video of this item is [available here](#).

REPORT OF THE CHAIR

Regent Mayeron delivered the report of the Chair.

The docket materials for this item begin on page 18. The closed-captioned video of this item is [available here](#).

RECEIVE AND FILE REPORTS

Regent Mayeron noted the receipt and filing of reports, as described in the docket materials, including:

- Annual Review of the President's Delegations

The docket materials for this item begin on page 19. The closed-captioned video of this item is [available here](#).

CONSENT REPORT

Regent Mayeron presented for review and action the Consent Report as described in the docket materials, including:

- A. Gifts
- B. Report of the All-University Honors Committee

The docket materials for this item begin on page 20. The closed-captioned video of this item is [available here](#).

A motion was made and seconded, and the Board voted unanimously to approve the Consent Report.

RECOGNITIONS

The docket materials for this item begin on page 54. The closed captioned video of this item is [available here](#).

Distinguished McKnight University Professor Awards

- Jerica M. Berge, Family Medicine and Community Health, Medical School, Twin Cities
- Aditya Bhan, Chemical Engineering and Materials Science, College of Science and Engineering, Twin Cities
- Bianet Castellanos, American Studies, College of Liberal Arts, Twin Cities
- Ellen W. Demerath, Epidemiology and Community Health, School of Public Health, Twin Cities

- Rafael M. Fernandes, Physics and Astronomy, College of Science and Engineering, Twin Cities
- Joseph E. Gaugler, Health Policy and Management, School of Public Health, Twin Cities
- Jessica J. Hellmann, Ecology, Evolution, and Behavior, College of Biological Sciences, Twin Cities
- Pinar Karaca-Mandic, Finance, Carlson School of Management, Twin Cities
- Mohamed Mokbel, Computer Science and Engineering, College of Science and Engineering, Twin Cities

McKnight Land-Grant Professors

- Ambika Bhagi-Damodaran, Chemistry, College of Science & Engineering, Twin Cities
- Christina Camell, Biochemistry, Molecular Biology & Biophysics, Medical School and College of Biological Sciences, Twin Cities
- Jonathan H. Choi, Law School, Twin Cities
- Megan Giddings, English, College of Liberal Arts, Twin Cities
- Rachel L. Hawe, Kinesiology, College of Education & Human Development, Twin Cities
- Ognjen Ilic, Mechanical Engineering, College of Science & Engineering, Twin Cities
- Carrie Oelberger, Humphrey School of Public Affairs, Twin Cities
- Sandra E. Safo, School of Public Health, Twin Cities
- Tiffany Wolf, Veterinary Population Medicine, College of Veterinary Medicine, Twin Cities
- Qi Zhang, Chemical Engineering & Materials Science, College of Science & Engineering, Twin Cities

McKnight Presidential Fellows

- George Annor, Food Science and Nutrition, College of food, Agricultural, and Natural Resource Sciences, Twin Cities
- Luciano Caixeta, Veterinary Population Medicine, College of Veterinary Medicine, Twin Cities
- Yuan (Daniel) Cheng, Humphrey School of Public Affairs, Twin Cities
- Audrey Dorelien, Humphrey School of Public Affairs, Twin Cities
- Peter Kang, Earth and Environmental Sciences, College of Science and Engineering, Twin Cities
- Christian Uwe, Cultural Studies and Comparative Literature, College of Liberal Arts, Twin Cities
- Elizabeth Wrigley-Field, Sociology, College of Liberal Arts, Twin Cities
- Ya Yang, Plant and Microbial Biology, College of Biological Sciences, Twin Cities

National Academy Members and Other Major Faculty Awards

National Academy of Engineering

- Andrew C. Alleyne, Mechanical Engineering, College of Science and Engineering, Twin Cities

National Academy of Sciences

- Boris Shklovskii, Physics and Astronomy, College of Science and Engineering, Twin Cities

Guggenheim Fellowship

- Pao Houa Her, Art, College of Liberal Arts, Twin Cities
- Tetsuya Yamada, Art, College of Liberal Arts, Twin Cities
- Kao Kalia Yang, English, College of Liberal Arts, Twin Cities

Academy of Distinguished Teachers*Horace T. Morse-University of Minnesota Alumni Association Award for Outstanding Contributions to Undergraduate Education*

- Ryan Bergstrom, Geography, College of Arts, Humanities & Social Sciences, Duluth
- Brian Goldberg, English, College of Liberal Arts, Twin Cities
- Danielle Johannesen, Writing, Department of Humanities, Social Sciences & Education, Crookston
- Kelsey J. Metzger, Center for Learning Innovation, Rochester
- Windy González Roberts, Spanish, Division of Humanities, Morris
- Burke Scarbrough, English, Linguistics & Writing Studies, College of Arts, Humanities, & Social Sciences, Duluth
- Shannon L. Stevenson, Biology, Swenson College of Science & Engineering, Duluth
- Shaden M. Tageldin, Cultural Studies & Comparative Literature, College of Liberal Arts, Twin Cities
- Jake Wright, Center for Learning Innovation, Rochester
- Elizabeth Wrigley-Field, Sociology, College of Liberal Arts, Twin Cities

Outstanding Contributions to Graduate & Professional Education

- Vicente M. Diaz, American Indian Studies, College of Liberal Arts, Twin Cities
- Greg Donofrio, Architecture, College of Design, Twin Cities
- Lizbeth H. Finestack, Speech-Language-Hearing Sciences, College of Liberal Arts, Twin Cities
- Patricia Frazier, Psychology, College of Liberal Arts, Twin Cities
- Douglas Hartmann, Sociology, College of Liberal Arts, Twin Cities
- Gerald E. Sobelman, Electrical & Computer Engineering, College of Science & Engineering, Twin Cities
- Donna L. Whitney, Earth & Environmental Sciences, College of Science & Engineering, Twin Cities

John Tate Award for Excellence in Undergraduate Advising

- Jehanne Beaton Zirps, Coordinator, DirecTrack to Teaching Program, Instructor, Social Studies Education, College of Education and Human Development, Twin Cities
- Berne Christiansen, Senior Academic Advisor/Policy & Procedure Specialist, College of Liberal Arts, Twin Cities
- Lindsay Gundecha, Senior Academic Advisor, Carlson School of Management, Twin Cities
- Rebecca Teasley, Associate Professor in Civil Engineering, Swenson College of Science and Engineering, Duluth

Outstanding Community Service Award

Community Partner Award

- Anthony Stately, Native American Community Clinic

Student Award

- Maddy Nyblade, Earth and Environmental Sciences, College of Science and Engineering, Twin Cities

Staff Award

- Sara Axtell, Family Social Science, College of Education and Human Development, Twin Cities

Faculty Award

- Lesa Clarkson, Curriculum and Instruction, College of Education and Human Development, Twin Cities

National Scholarship Recipients

Fulbright Award

- Alex Griffin, Applied Plant Science, Graduate School, Twin Cities
- Clare Harmon, Comparative Studies in Discourse and Society, Graduate School, Twin Cities
- Ibrahim Irfanullah, Biomedical Engineering, College of Science and Engineering, Twin Cities
- Adrina Kocharian, Neuroscience and Medicine, Medical School, Twin Cities
- Kyle Krueger, Mechanical Engineering, College of Science and Engineering, Twin Cities
- Ben Meranda, German and Spanish, College of Liberal Arts, Twin Cities
- Tanner Rogers, Asian Cultures and Media, Graduate School, Twin Cities
- Abigail Sweetman, German and Economics, LSBE and CAHSS, Duluth

Goldwater Scholarship

- Ethan Ashbrook, Chemistry, College of Science and Engineering, Twin Cities
- Madelyn Blake, Neuroscience and Genetics & Cell Biology, College of Biological Sciences, Twin Cities
- Fred Tutt, Chemical Engineering, Materials Science, College of Science and Engineering, Twin Cities
- Jamison Ward, Earth Sciences, College of Science and Engineering, Twin Cities

Truman Scholarship

- Joleece Pecore, American Indian Studies and Art, College of Liberal Arts, Twin Cities
- Carter Yost, Communication Studies, Political Science and History, College of Liberal Arts, Twin Cities

Udall Scholarship

- Joleece Pecore, American Indian Studies and Art, College of Liberal Arts, Twin Cities

President's Community-Engaged Scholar Award

- Greta Friedemann-Sanchez, Humphrey School of Public Affairs, Twin Cities

President's Award for Outstanding Service

- Saida Abdi, assistant professor, School of Social Work, College of Education and Human Development, Twin Cities
- Patricia Berzins, hospital administrator and director of operations, Veterinary Medical Center, College of Veterinary Medicine, Twin Cities
- Carolee Berge Cohen, associate director, Academic Resources Information Technology, Academic Support Resources, Twin Cities
- Matt Edling, managing director of the anthropology laboratories, Department of Anthropology, College of Liberal Arts, Twin Cities
- Diane Gihl, retired executive assistant, Office for Public Engagement, Office of the Executive Vice President and Provost, Twin Cities
- LeeAnn Higgins, research assistant professor, Department of Biochemistry, Molecular Biology and Biophysics, Medical School and College of Biological Sciences, Twin Cities
- Lucinda Johnson, senior research fellow, Natural Resources Research Institute, Duluth
- Amy Lee, professor, Department of Writing Studies, director of First-Year Writing, and director of Faculty Engagement for Student Readiness, College of Liberal Arts, Twin Cities
- Marcia D. Nichols, associate professor, Center for Learning Innovation, Rochester
- Howard Oransky, director, Katherine E. Nash Gallery, Department of Art, College of Liberal Arts, Twin Cities
- Chris Scruton, systems analyst, Academic Technology, Office of Information Technology, Twin Cities
- Marta Dykhuizen Shore, lecturer, Division of Biostatistics, School of Public Health, Twin Cities

NCAA Champions

Individual NCAA Championships

- Max McHugh - Men's Swimming, 100-Yard Breaststroke, Twin Cities

National Athletes of the Year

- Gabbie Hughes - Hockey Humanitarian Award, Women's Hockey, Duluth
- Brooke Olson - Women's Basketball Coaches Association (WBCA) NCAA Division II Player of the Year, Women's Basketball, Duluth
- Joshua Strong - NCAA Elite 90 Award, Men's Basketball, Duluth

Mayeron recessed the meeting at 9:24 a.m.

UPDATE ON PRISMH

Regent Mayeron called the meeting back to order at 9:37 a.m. and invited President Gabel; Tabitha Grier-Reed, Co-Chair, President's Initiative for Student Mental Health; Maggie Towle, Co-Chair, President's Initiative for Student Mental Health; and Kate Elwell, Chair, President's Initiative for Student Mental Health Services and Treatment Workgroup, to provide an update on the President's Initiative for Student Mental Health (PRISMH), as detailed in the docket.

The docket materials for this item begin on page 48. The closed captioned video of this item is [available here](#).

NEXT STEPS FOR NXT GEN MED AND NXT GEN AG

Regent Mayeron invited President Gabel, Chancellor Carrell, and Chancellor Holz-Clause to outline next steps for NXT GEN MED and NXT GEN AG, as detailed in the docket.

The docket materials for this item begin on page 77. The closed captioned video of this item is [available here](#).

Mayeron recessed the meeting at 11:01 a.m.

Regent Gulley left the meeting.

2023 LEGISLATIVE UPDATE

Regent Mayeron called the meeting back to order at 11:12 a.m. and invited Senior Vice President Frans to provide an update on the 2023 legislative session, as detailed in the docket.

The docket materials for this item begin on page 105. The closed captioned video of this item is [available here](#).

Mayeron also invited Senior Vice President Frans to provide updates on public safety and, with Vice President Horstman, the PEAK Initiative (Positioned for Excellence, Alignment, and Knowledge).

Regent Farnsworth left the meeting.

REPORT OF THE AUDIT & COMPLIANCE COMMITTEE

Regent Kenya, chair of the committee, reported that the committee did not take action on any items this month.

The committee docket materials can be found [here](#). The closed captioned video of this item is [available here](#).

REPORT OF THE LITIGATION REVIEW COMMITTEE

Regent Huebsch, chair of the committee, reported that pursuant to notice sent by the University, the Litigation Review Committee met on May 11, 2023. At this meeting, a resolution was considered and adopted that authorized the closing of the meeting. In the closed meeting, discussion was held on matters subject to the attorney-client privilege.

The committee docket materials can be found [here](#). The closed-captioned video of this item is [available here](#).

REPORT OF THE MISSION FULFILLMENT COMMITTEE

Regent Davenport, chair of the committee, reported that the committee voted unanimously to recommend the following items.

The committee docket materials can be found [here](#). The closed-captioned video of this item is [available here](#).

- 1) Approval of the Promotion and Tenure, and Annual Continuous Appointment recommendations. The committee docket materials for this item can be found on page 3.
- 2) Approval of the Consent Report for the Mission Fulfillment Committee as presented to the committee and described in the May 11, 2023 committee minutes. The committee docket materials for this item can be found on page 65.

A motion was made, and the Board voted unanimously to approve the two recommendations included in the report of the Mission Fulfillment Committee.

REPORT OF THE FINANCE & OPERATIONS COMMITTEE

Regent Huebsch, chair of the committee, reported that the committee voted unanimously to recommend the following items.

The committee docket materials can be found [here](#). The closed-captioned video of this item is [available here](#).

- 1) Purchase of YMCA Parking Lot Parcel on First Avenue Southwest, Rochester, Minnesota, Rochester campus. The committee docket materials for this item can be found on page 281.
- 2) Approval of the Consent Report for the Finance & Operations Committee as presented to the committee and described in the May 11, 2023 committee minutes. The committee docket materials for this item can be found on page 290.

A motion was made, and the Board voted unanimously to approve the two recommendations included in the report of the Finance & Operations Committee.

The meeting adjourned at 11:55 a.m.

A handwritten signature in black ink that reads "Brian R. Steeves". The signature is written in a cursive style with a large, stylized initial 'B'.

BRIAN R. STEEVES
Executive Director and
Corporate Secretary

**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

**Nominating Committee
May 15, 2023**

A meeting of the Nominating Committee of the Board of Regents was held on Monday, May 15, 2023 at 1:00 p.m. in the West Committee Room, 600 McNamara Alumni Center.

Regents present: Mary Davenport, presiding; James Farnsworth and Ruth Johnson.

Staff present: Policy Manager & Assistant Secretary Jason Langworthy.

The committee received an overview of the nominating process, discussed desired leadership characteristics, finalized interview questions, and assigned outreach to acquire input from members of the Board.

The meeting adjourned at 1:37 p.m.



BRIAN R. STEEVES
Executive Director and
Corporate Secretary

**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

**Nominating Committee
May 19, 2023**

A meeting of the Nominating Committee of the Board of Regents was held on Friday, May 19, 2023 at 9:00 a.m. in the West Committee Room, 600 McNamara Alumni Center.

Regents present: Mary Davenport, presiding; James Farnsworth and Ruth Johnson.

Staff present: Policy Manager & Assistant Secretary Jason Langworthy.

The committee interviewed the following individuals:

- Regent Janie Mayeron for Chair
- Regent Doug Huebsch for Vice Chair
- Regent Mike Kenya for Vice Chair

The committee discussed the candidates who had been interviewed for the positions of Board chair and Board vice chair. A motion was made and seconded, and the committee voted unanimously to recommend a slate to serve as Board officers for the 2023-25 term, as follows:

- Janie S. Mayeron to serve as Chair
- Doug A. Huebsch to serve as Vice Chair
- Brian R. Steeves to serve as Secretary
- Myron L. Frans to serve as Treasurer

The meeting adjourned at 11:34 a.m.



BRIAN R. STEEVES
Executive Director and
Corporate Secretary



BOARD OF REGENTS DOCKET ITEM SUMMARY

Board of Regents

June 9, 2023

AGENDA ITEM: Report of the President

Review

Review + Action

Action

Discussion

This is a report required by Board policy.

PRESENTERS: President Joan T.A. Gabel

PURPOSE & KEY POINTS

It is customary for the President to report on items of interest to the University community at each Board meeting.



BOARD OF REGENTS DOCKET ITEM SUMMARY

Board of Regents

June 9, 2023

AGENDA ITEM: Report of the Chair

Review

Review + Action

Action

Discussion

This is a report required by Board policy.

PRESENTERS: Regent Janie S. Mayeron

PURPOSE & KEY POINTS

It is customary for the Chair to report on items of interest to the University community at each Board meeting.



BOARD OF REGENTS DOCKET ITEM SUMMARY

Board of Regents

June 9, 2023

AGENDA ITEM: Receive & File Reports

Review

Review + Action

Action

Discussion

This is a report required by Board policy.

PRESENTERS: Regent Janie S. Mayeron

PURPOSE & KEY POINTS

There are no reports to receive and file this month.



BOARD OF REGENTS DOCKET ITEM SUMMARY

Board of Regents

June 9, 2023

AGENDA ITEM: Consent Report

Review

Review + Action

Action

Discussion

This is a report required by Board policy.

PRESENTERS: Regent Janie S. Mayeron

PURPOSE & KEY POINTS

A. Gifts

The President recommends approval of the Summary Report of Gifts to the University of Minnesota through April 30, 2023.

B. Report of the All-University Honors Committee

The President recommends approval of the All-University Honors Committee recommendations, forwarded to the Board of Regents in a letter dated June 2, 2023.

C. Report of the Naming Committee

The President recommends approval of the Naming Committee recommendations, forwarded to the Board of Regents in a letter dated June 2, 2023.

D. Appointment of Regents Professors

The President recommends approval of the Regents Professor Selection Advisory Committee recommendations, forwarded to the Board of Regents in a letter dated June 2, 2023.

PRESIDENT'S RECOMMENDATION

The President recommends approval of the Consent Report.

**MEETING OF THE BOARD OF REGENTS
GIFTS TO BENEFIT THE UNIVERSITY OF MINNESOTA
SUMMARY REPORT***

June 2023 Regents Meeting

	<u>April</u>		<u>Year-to-Date</u>	
	<u>2023</u>	<u>2022</u>	<u>07/01/22 04/30/23</u>	<u>07/01/21 04/30/22</u>
U of M Gift Receiving	\$ 130,849	\$ 28,222	\$ 702,970	\$ 1,485,777
Arboretum Foundation	660,515	572,802	34,967,399	9,878,923
Univ of MN Foundation	<u>13,222,646</u>	<u>25,966,029</u>	<u>246,667,525</u>	<u>342,765,319</u>
Total Gift Activity	<u><u>\$ 14,014,010</u></u>	<u><u>\$ 26,567,053</u></u>	<u><u>\$ 282,337,894</u></u>	<u><u>\$ 354,130,019</u></u>

*Detail on gifts of \$5,000 and over is attached.

Pledges are recorded when the commitment is made. To avoid double reporting, any receipts which are payments on pledges are excluded from the report amount.

Gifts to benefit the University of Minnesota
Gifts received April 2023

Donor	Gift/Pledge	Purpose of Gift
<u>\$500,000 - \$1,000,000</u>		
WEM Fdn	Gift	College of Biological Sciences; Minnesota Landscape Arboretum
<u>\$100,000 - \$250,000</u>		
Denise Wedel, M.D.	Gift	Medical School
Doug Kolpek	Pledge	Intercollegiate Athletics
Hormel Foundation	Gift	Office of the Vice President for Research
Judith A Florine Estate	Gift	Medical School
Kristie Whitehill	Pledge	Intercollegiate Athletics
Lucy Rorke-Adams, M.D.	Pledge	Medical School
Lynette Thompson	Pledge	Academic Clinical Affairs
MN Lions Childhood Cancer Foundation	Gift	Medical School
Minnesota Lions Diabetes Foundation Inc	Gift	Medical School
Patrick Whitcomb and Patty Napier	Gift	College of Science and Engineering
Terrence L Smith Estate	Gift	College of Liberal Arts
The Huntington National Bank	Gift	Office of Undergraduate Education
William George	Gift/ Pledge	College of Veterinary Medicine; Minnesota Landscape Arboretum
<u>\$50,000 - \$100,000</u>		
Agriculture & Agri-Food Canada	Gift	College of Food, Agricultural and Natural Resource Sciences
Anna W Olson Estate	Gift	College of Veterinary Medicine
Donald H Nelson Estate	Gift	School of Dentistry
Entegris Inc	Pledge	College of Science and Engineering
Ford Motor Co	Gift	College of Science and Engineering
Hunger Related Events	Gift	Academic Clinical Affairs
J. Patrick Smith, M.D. and Linda Smith	Gift	Intercollegiate Athletics
John Cowles III and Page Cowles	Gift	Humphrey School of Public Affairs
Lawrence Family Foundation	Pledge	College of Liberal Arts
Marc and Chris Hartstein	Pledge	Humphrey School of Public Affairs
Marsh & McLennan Agency LLC	Pledge	University of Minnesota Duluth
Minnesota Turf and Grounds Fdn	Gift	College of Food, Agricultural and Natural Resource Sciences
NIKE Inc	Gift	Undesignated
Nicole Johnson	Pledge	Carlson School of Management
Pfizer Inc	Gift	Academic Clinical Affairs; Carlson School of Management
Scott R Palm Estate	Gift	Medical School
Starke & Virginia Hathaway Trust	Gift	College of Liberal Arts
Steven Sanderson, M.D. and Penny Sanderson	Gift	Intercollegiate Athletics
William and Joanna Drazkowski	Pledge	University of Minnesota Duluth
Yvonne P Oaks Estate	Gift	Medical School
<u>\$25,000 - \$50,000</u>		
Brian and Susie Zachman	Gift	University of Minnesota Duluth
Children's PSC Foundation	Gift	Medical School
Dale Engan	Gift	College of Food, Agricultural and Natural Resource Sciences
EisnerAmper	Gift	Carlson School of Management
Elaine Sime	Gift	School of Nursing

\$25,000 - \$50,000

JNBA Financial Advisors Inc	Gift	Minnesota Landscape Arboretum
James and Julianne Chosy	Pledge	Law School
Jodi Richard	Pledge	College of Food, Agricultural and Natural Resource Sciences
John and Nancy Findorff	Gift	Carlson School of Management
John and Sara Donaldson	Gift	Carlson School of Management
Josie Syverson, M.D. and Paul Syverson, D.V.M.	Pledge	University of Minnesota Duluth
Kenneth and Alix Behm	Gift	College of Food, Agricultural and Natural Resource Sciences
Laurie Calmenson	Gift	Medical School
Marilyn Nelson	Gift	Undesignated College of Education and Human Development; College of Food, Agricultural and Natural Resource Sciences; University of Minnesota Extension
Marvin Bauer	Gift	College of Biological Sciences
Mary Kemen, M.D. and Brian Randall, M.D.	Gift	Minnesota Landscape Arboretum
Minnesota Corn Growers Association	Gift	College of Science and Engineering
Mostafa and Carol Kaveh	Gift	Medical School
National MPS Society Inc	Gift	School of Dentistry
Richard Christiansen, Ph.D.	Gift	
Roy Rasmussen Jr., M.D. and Lori Rasmussen	Gift	Medical School
Susan and Timothy Allison-Hatch	Gift	Office of Undergraduate Education
Terrence Miller, C.P.A. and Kathryn Miller	Pledge	University of Minnesota Duluth
Van and Elizabeth Hawn	Gift	College of Liberal Arts

\$10,000 - \$25,000

Allen McNee and Mary Quinn	Gift	Intercollegiate Athletics
Anonymous Donor	Gift	Office for Student Affairs
Anonymous Donor Fund-Fidelity Charitable	Gift	College of Science and Engineering
CHS Inc	Gift	University of Minnesota Extension
Carole Levens	Pledge	University of Minnesota Duluth
Catherine Taylor	Gift	Law School
Cengage Learning	Gift	Unrestricted
CenterPoint Energy	Gift	Institute on the Environment
Chapman Forestry Fdn	Gift	College of Design
Charles V Carlson Estate	Gift	Medical School
Daniel Johnson and Penny Bursch-Johnson	Pledge	Medical School
Danyll and Carrie Foix	Pledge	Law School
David Huml	Gift	Intercollegiate Athletics
David Pierson	Pledge	College of Food, Agricultural and Natural Resource Sciences
Dean Carlson	Gift	Intercollegiate Athletics
Deborah Olson	Gift	Undesignated
Deerfield Catalyst	Gift	College of Veterinary Medicine
Donald and Patricia Monaco	Gift	University of Minnesota Duluth
Doris Day Animal Foundation	Gift	College of Veterinary Medicine
Eli Lilly & Co	Gift	Academic Clinical Affairs
Elizabeth Berg	Gift	Minnesota Landscape Arboretum
Elmer and Carol Josephs Fund of the American Endowment Fdn	Gift	Minnesota Landscape Arboretum; Office for Equity and Diversity
Eric and Monique Scheel	Gift	Unrestricted
Fifth Generation Inc	Gift	Academic Clinical Affairs

\$10,000 - \$25,000

Francis Busta and Jean Kinsey	Gift	College of Food, Agricultural and Natural Resource Sciences
George and Mary Lou Klacan	Gift	Minnesota Landscape Arboretum
Gevo Inc	Gift	College of Food, Agricultural and Natural Resource Sciences
Hewlett Foundation Education Cohort Fund	Gift	Undesignated
Hossein Aliabadi, M.D. and Mumtaz Kazim, M.D.	Gift	Medical School
Hubbard Broadcasting Fdn	Gift	Medical School
Jacqueline Smith	Gift	Minnesota Landscape Arboretum
James and Maryellen Klang	Gift	University of Minnesota Duluth
Janet Klemperer	Gift	College of Education and Human Development
Jennifer Witt, M.D.	Gift	Medical School
Joan Policoff Estate	Gift	College of Liberal Arts
Joan and Patrick Daems	Gift	College of Pharmacy
Joann Johnson	Gift	Intercollegiate Athletics
John and Sheila Folkestad	Gift	University of Minnesota Morris
Judd and Susan Frahm	Gift	University of Minnesota Duluth
Just For Kids Foundation	Gift	Medical School
KLS Martin LP	Gift	Medical School
Kathleen Rice and Gregory Loek	Gift	University of Minnesota Morris
Kenneth and Rebecca Severud	Gift	Medical School
LHB Inc	Pledge	College of Design
Lake Shore Cryotronics Inc	Gift	College of Science and Engineering
Laura and John Amundson Fund-Schwab Charitable	Gift	College of Science and Engineering
Lawrence Shelley and Julie Jensen	Gift	Undesignated
Linda and Harold Haluptzok	Gift	Carlson School of Management
Lloyd A Anstutz Scholarship Trust	Gift	College of Food, Agricultural and Natural Resource Sciences
Lufang Meng, Ph.D.	Gift	Carlson School of Management
Marcia Sullivan	Gift	Medical School
Margery Philipson	Gift	College of Science and Engineering
Minnesota Hockey Charities	Gift	Academic Clinical Affairs
Minnesota Lions Vision Foundation Inc	Gift	Medical School
Minnesota Masonic Charities	Gift	Medical School
Minnesota Vikings Football LLC	Gift	Medical School
Nancy Wisner	Gift	Medical School
Northrop Grumman Systems Corp	Gift	College of Science and Engineering
Otter Tail Power Company Foundation	Pledge	University of Minnesota Crookston
Patricia Sandberg Conner Estate	Gift	College of Veterinary Medicine
Polly and Robert McCrea	Gift	Minnesota Landscape Arboretum
Probiotech International Inc.	Gift	College of Veterinary Medicine
Proto Labs Foundation of the Minneapolis Foundation	Gift	Unrestricted
Scott Carlson and Katharine Miller	Gift	College of Liberal Arts
Terry Fruehauf	Gift	Academic Clinical Affairs
Timothy Metcalf, D.V.M.	Gift	Medical School
Valent USA LLC	Gift	College of Food, Agricultural and Natural Resource Sciences
Vlasta F Pikal Estate	Gift	College of Veterinary Medicine
William and Kareen Ecklund	Pledge	Law School

\$5,000 - \$10,000

Abraham Jacob, M.D., M.H.A. and Christine Anderson Jacob, Ph.D.	Gift	Medical School
Acoustical Surfaces Inc	Gift	Academic Clinical Affairs
Agropur Inc	Gift	College of Food, Agricultural and Natural Resource Sciences
Alan and Constance Kotula	Gift	University of Minnesota Duluth
American Land Title Association	Gift	Libraries
Andrea Nelsen	Pledge	College of Food, Agricultural and Natural Resource Sciences
Anheuser Busch Agricultural Resources LLC	Gift	College of Food, Agricultural and Natural Resource Sciences
Anonymous Donor	Gift	College of Education and Human Development
Anonymous Donor	Gift	College of Food, Agricultural and Natural Resource Sciences; University of Minnesota Crookston
Associated Milk Producers Inc	Gift	College of Food, Agricultural and Natural Resource Sciences
Banfield Pet Hospital	Gift	College of Veterinary Medicine
Betty and Rodney Hestekin	Gift	Academic Clinical Affairs
Byron Vaughn	Gift	Medical School
Carol Graczyk	Gift	Academic Clinical Affairs; Medical School
Center for Computer-Assisted Legal Instruction	Gift	Law School
Christopher Brown and Kelly King-Ellison	Gift	Intercollegiate Athletics
Craig Murchison, Ph.D. and Pamela Murchison, Ph.D.	Gift	College of Science and Engineering
DFA Corporation	Gift	Unrestricted
Dan Ang	Gift	School of Dentistry
Daniel Raether, D.D.S. and Susan Gunderson, M.H.A.	Gift	School of Dentistry
Delta Air Lines Foundation	Gift	Academic Clinical Affairs
Donald Wegmiller, M.H.A. and Janet Wegmiller	Gift	University of Minnesota Duluth
Elizabeth Flynn-Ferry and Mark Ferry	Gift	Carlson School of Management; College of Science and Engineering
Elmer & Ethel Engebretson Family Charitable Trust	Gift	College of Pharmacy
Frank Burton, Ph.D.	Gift	Medical School
Harold and Dorothy Markowitz	Gift	Intercollegiate Athletics; College of Food, Agricultural and Natural Resource Sciences
Home Federal Savings Bank	Gift	Office of the Vice President for Research
Hyeoun-Ae Park, Ph.D.	Gift	School of Nursing
IQVIA	Gift	Medical School
Idaho Milk Products	Gift	College of Food, Agricultural and Natural Resource Sciences
James and Georgia Thompson	Gift	Minnesota Landscape Arboretum
James and Mary Johnston	Gift	College of Veterinary Medicine
Jeffrey Cernohous, Ph.D. and Kristi Cernohous	Gift	College of Science and Engineering
Jeffrey Kramer	Gift	College of Food, Agricultural and Natural Resource Sciences
Jeffrey Murray and Jennifer Hart-Murray	Gift	College of Science and Engineering
Jerry and Diane Gehler	Gift	Academic Clinical Affairs; Medical School

\$5,000 - \$10,000

Joey Omlie, D.D.S. and Mark Omlie, D.D.S.	Gift	School of Dentistry
Judith C Lee Estate	Gift	College of Science and Engineering
Kiyoshi and Maureen Nakasaka	Gift	Humphrey School of Public Affairs
Kurtis and Sarah Witzig	Gift	University of Minnesota Duluth
Lallemand Specialties Inc	Gift	College of Food, Agricultural and Natural Resource Sciences
Land O'Lakes Inc	Gift	Carlson School of Management
Land O'Lakes Inc Foundation	Gift	College of Food, Agricultural and Natural Resource Sciences
Lehigh Agri & Bio Services Inc	Gift	College of Food, Agricultural and Natural Resource Sciences
Leonberger Health Foundation	Gift	College of Veterinary Medicine
Lindsay Lanz, Pharm.D.	Pledge	College of Pharmacy
Lisa Norling and Steven Ruggles	Gift	Office of the Vice President for Research
Lynda Welage	Gift	College of Pharmacy
MPG Operations LLC	Gift	College of Biological Sciences
Marjorie K Jamieson Estate	Gift	School of Nursing
Mark Lystig	Gift	College of Veterinary Medicine
Mark Schleiss, M.D.	Gift	Medical School
Mark Titus, D.V.M.	Pledge	College of Veterinary Medicine
Martha Hartfiel	Gift	Minnesota Landscape Arboretum
Mary Topp	Gift	College of Education and Human Development
Mayo Foundation for Medical Education and Research	Gift	Office of the Vice President for Research
Melissa Niebes	Gift	College of Veterinary Medicine
Milk Specialties Global	Gift	College of Food, Agricultural and Natural Resource Sciences
Minn-Dak Farmers Cooperative	Gift	College of Food, Agricultural and Natural Resource Sciences
Minnesota Dental Association	Gift	School of Dentistry
Omaha Community Foundation	Gift	Unrestricted
Patrick and Patti McAdaragh	Gift	Carlson School of Management
Paul and Susan Arneson	Gift	Medical School
Peggy and Webb White	Gift	College of Veterinary Medicine
Randall and Barbara Schiestl	Gift	Medical School
Richard Sandberg and Rex Levang	Gift	University of Minnesota Morris
Roger Tellinghuisen	Gift	Medical School
Rosemary Graham	Gift	College of Food, Agricultural and Natural Resource Sciences
Southern Minnesota Beet Sugar Cooperative	Gift	College of Food, Agricultural and Natural Resource Sciences
Sujaya Rao, Ph.D.	Gift	College of Food, Agricultural and Natural Resource Sciences
Syngenta Crop Protection LLC	Gift	College of Food, Agricultural and Natural Resource Sciences
T Howard and Shannon Killilea Fund at Fidelity Charitable	Gift	College of Science and Engineering
Trudy Richter	Gift	College of Education and Human Development
UnitedHealth Group Inc	Gift	Various Colleges; Minnesota Landscape Arboretum; Office for Student Affairs
Valley Queen Cheese Factory Inc	Gift	College of Food, Agricultural and Natural Resource Sciences

\$5,000 - \$10,000

Voyage Wealth Architects	Gift	Medical School
Wright-Hennepin Cooperative Electric Association	Gift	University of Minnesota Extension
UnitedHealth Group Inc	Gift	Various Colleges; Minnesota Landscape Arboretum; Office for Student Affairs
Valley Queen Cheese Factory Inc	Gift	College of Food, Agricultural and Natural Resource Sciences
Voyage Wealth Architects	Gift	Medical School
Wright-Hennepin Cooperative Electric Association	Gift	University of Minnesota Extension
Reynolds-Applegate, Inc.	Gift	College of Education and Human Development
Richard Bertin, Ph.D. and Catherine Bertin	Gift	College of Pharmacy
Robert and Linda Erlandson	Gift	College of Science and Engineering
Ronald Phillips	Gift	Libraries
Roy Wang, Ph.D. and Eva Xu, Ph.D.	Gift	College of Science and Engineering
Sally and Michael Holmberg	Gift	College of Food, Agricultural and Natural Resource Sciences
Salo, A Korn Ferry Company	Gift	Carlson School of Management
Samuel Heins and Stacey Mills	Gift	Medical School
Saputo Dairy Foods USA LLC	Gift	College of Food, Agricultural and Natural Resource Sciences
Sara Brown	Gift	Medical School
Sargento Foods Inc	Gift	College of Food, Agricultural and Natural Resource Sciences
Schnuckle Charitable Fund-Vanguard Charitable	Gift	University of Minnesota Duluth
Scott Carlson and Katharine Miller	Gift	College of Liberal Arts
Stephanie Sauer	Gift	Medical School
The Glaser Family Foundation	Gift	Intercollegiate Athletics
The Huntington National Bank	Gift	Academic Clinical Affairs
Thomas and Dianne Polasik	Gift	University of Minnesota Extension
Tong Ding and Zuohang Yu	Gift	University of Minnesota Duluth
Trash the Dress	Gift	Medical School
Underwriters Laboratories Research Institutes	Gift	Institute on the Environment
Vincent and Deborah Louwagie	Gift	Law School
Vincent and Tara Jones	Gift	University of Minnesota Duluth
Ward and Kathleen Armstrong	Gift	Carlson School of Management
Yidan Wang	Gift	Medical School



BOARD OF REGENTS DOCKET ITEM SUMMARY

Board of Regents

June 9, 2023

AGENDA ITEM: Reports of the SCC/FCC, CSCC, and PACC

Review

Review + Action

Action

Discussion

This is a report required by Board policy.

PRESENTERS: Colleen Flaherty Manchester, Chair, Senate Consultative Committee and Faculty Consultative Committee
Tony Fussy, Chair, Civil Service Consultative Committee
Adolfo Carrillo Cabello, Chair, Academic Professionals and Administrators Consultative Committee

PURPOSE & KEY POINTS

The purpose of this item is to update the Board of Regents on the goals and accomplishments of the Senate Consultative Committee/Faculty Consultative Committee (SCC/FCC), Civil Service Consultative Committee (CSCC), and Academic Professionals and Administrators Consultative Committee (PACC).

Chair Mayeron, Members of the Board, and President Gabel:

On behalf of vice chair, Mark Bee, and my other colleagues on the Senate Consultative Committee (SCC) and the Faculty Consultative Committee (FCC), I want to thank you for the opportunity to present to the Board of Regents the spring semester report for these committees. As a reminder, the SCC is the executive committee of the University Senate, which has membership from all four constituent senate bodies, and the FCC is the executive committee of the Faculty Senate. A central charge of each committee is to serve a consultative function, which includes receiving concerns of constituents and advising University leaders on decision-making by elevating the perspectives and experiences of these constituents. Our university system has earned a national reputation for having a robust and functional system of shared governance due to a broad constituent base; a high-caliber senate staff; dedicated faculty, professional and administrative and civil service employees, and students who are elected by their peers to serve; and recognition of the importance of University shared governance by the administration and the Board of Regents.

I'll begin with my report from the SCC, executive committee of the University Senate. A major focus of recent work in the University Senate has been to identify ways that the administration and the Board of Regents could mitigate significant strains on the [U's workforce due to prolonged declines](#) in State funding that were exposed and exacerbated by the COVID-19 pandemic, social justice unrest, and historically high inflation. The culmination of this work – which was a collaboration among faculty, professional and administrative employees, civil service employees, and students – is a resolution that recently passed the University Senate unanimously entitled, [Workforce Reinvestment: Rebuilding a Better U for Employees](#). This landmark resolution is exemplary of the potential of our University's shared governance system to address complex challenges facing higher education. It provides the administration with a blueprint for making needed investments in the workforce, grounded in the expertise and experience of those supporting and delivering on the mission.

This accompanying slide illustrates the core content of the resolution. The central statement of the resolution is: “The University Senate requests that the University of Minnesota administration invest in its employees as the centerpiece of its efforts to maintain and enhance leading-edge mission delivery.” The resolution articulates four core principles that we seek for the workforce: 1) To provide livable, equitable, and competitive pay; 2) to recruit, reward, and retain our people; 3) to establish clear pathways for professional development and career advancement; and 4) to foster a culture that promotes manageable workloads. The resolution identifies 17 investment priorities - which vary in scope - that reflect those principles. The resolution asks that the administration respond with an assessment of expected time horizons for addressing the different priorities. Finally, the resolution requests that the University of Minnesota administration identify ways to institutionalize the workforce as a centerpiece priority for mission delivery, including in its interactions with you as the Board, the legislature, and the Governor's office.

This resolution will be a focal priority for our committees and University governance leaders this upcoming academic year under interim president-designee Jeff Ettinger, and beyond.

Now, I'll turn to my report from the FCC, which is the executive committee of the Faculty Senate. In the Fall I shared the marked decline experienced in faculty engagement - a 16% decline between 2019 and 2021. This decline in faculty engagement has spurred an *increase* in engagement by the FCC: We have been proactively listening to our faculty constituents, we have used that listening to develop our priorities, and this year we have acted on those priorities.

Before I get into the priorities and action, why does faculty engagement – and furthermore employee engagement – matter? If you look at all five commitments of MPact 2025: Promoting student success, being a research powerhouse, serving the State and impacting the world, being equitable, diverse and inclusive, and responsibly stewarding resources, all that work and effort resides with our employees, with faculty directly delivering on the three-part mission.

The highest priority of the FCC this year has been faculty reinvestment. Our faculty constituents have told us that compensation, recognizing undervalued service work, and addressing workload challenges have the greatest potential to positively impact the faculty employment relationship. Acting on these priorities this year on behalf of faculty, and as part of the Workforce Reinvestment Resolution, has been and will continue to be a focus of the FCC in the upcoming years. I'll now bring the Board up to speed on these actions.

I'll start with the third-listed reinvestment area: Addressing workload challenges. The overall level of work is one challenge, and the distribution of workload within units is a second challenge. On this second piece, FCC leadership has reached out to the Office on Human Resources and found willing partners in Brandon Sullivan and Marisa de la Rosa. Together, we have reviewed results from the most recent employee engagement survey and outlined a data collection initiative aimed at identifying best practices in workload allocation within units, with equity considerations in mind. Further approaches for addressing overall faculty workloads are listed in the Workforce Reinvestment Resolution, under the fourth principle on manageable workloads.

The second listed reinvestment area is recognizing undervalued service work. This is the work and effort essential to making an institution like ours function yet is often undercounted or unaccounted for when recognizing our employees. The FCC engaged the Office of the Executive Vice President and Provost on this unmet need and jointly established inaugural unit-level service awards, which recognize individual faculty for their positive contributions to their local unit. This recognition begins to acknowledge the longstanding efforts by so many faculty who go above and beyond to enhance this University. The importance of recognizing institutional service is also reflected in the priorities listed under Principle 2 in the Workforce Reinvestment Resolution.

The first-listed priority is compensation. The importance of this topic for faculty – and employees in general at the University – cannot be overstated in this talent constrained economy. Spurred by concerns voiced by faculty, the FCC leadership has moved from collecting anecdotes from faculty, to compiling spreadsheets of data on faculty salary comparisons. We've taken this proactive role because we are responsible for understanding the concerns of our constituents and we are interested in elevating the importance of investing in competitive compensation to administration, to the Board, and to the State. The FCC has been actively following this issue

and recently raised concern with the Office of Human Resources (OHR) about the change in the compa ratio shared with the Board. Namely, the May 2023 Board of Regents Finance and Operations Committee Report showed a *compa ratio* for the Twin Cities campus that uses all R1 Carnegie institutions – nearly 150 universities – departing from the prior set of 34 institutions. When constructing these salary comparisons, we are raising questions about the importance of using peer institution comparisons – including a comparison to the Big 10 – highlighting differences by rank, addressing additional nuance when considering differences by campus, and incorporating cost of living adjustments. We have reached out to the compensation team in the Office of Human Resources, who is also very interested in getting faculty compensation comparisons right and shared their plans for embarking on a market refinement approach. The FCC is at the beginning of engaging in conversations with OHR on what this market refinement approach – similar to what was done for the unionized faculty in Duluth and that you heard about in May – would imply for Twin Cities, Morris, and Rochester faculty, and to what extent the process addresses the aforementioned questions grounded in the concerns we have heard about salary from our faculty constituents. We urge the Board to keep competitive compensation at the forefront in terms of its priorities given the talent constrained economy we are in and the central role our people play in the U’s mission delivery.

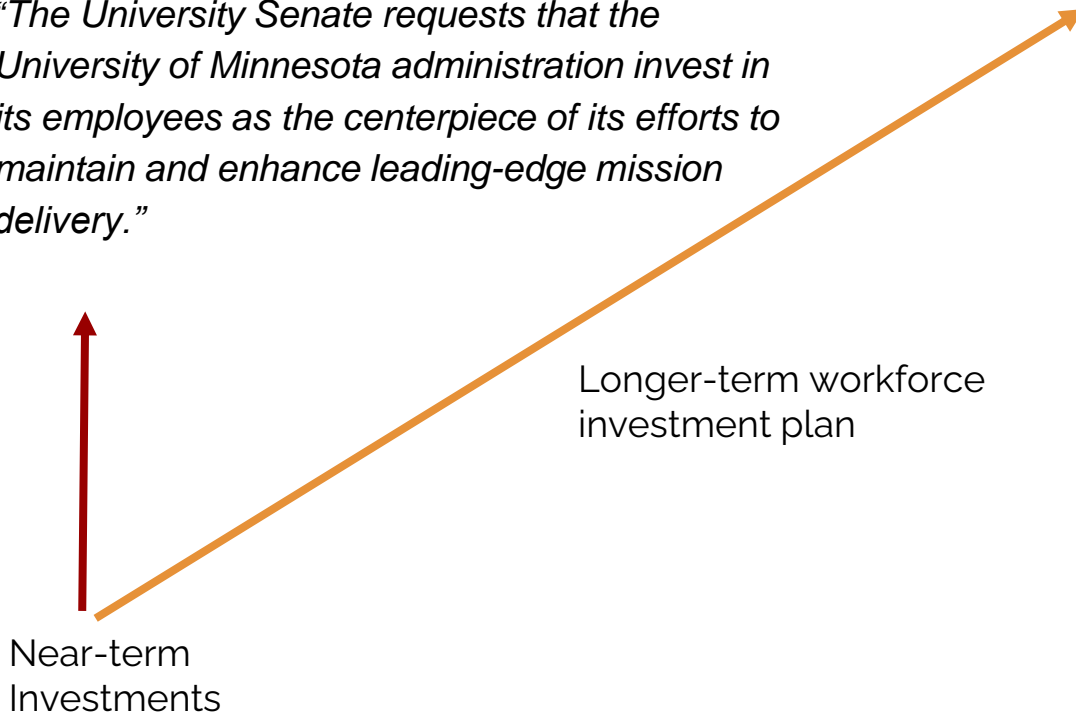
Report of the Senate Consultative Committee & Faculty Consultative Committee

Colleen Flaherty Manchester
Professor, Work & Organizations
SCC and FCC Chair
June 9, 2023

Workforce Reinvestment Resolution

Passed the University Senate on April 27 with unanimous support

“The University Senate requests that the University of Minnesota administration invest in its employees as the centerpiece of its efforts to maintain and enhance leading-edge mission delivery.”



Longer-term workforce investment plan

Near-term Investments

Identifies specific investment priorities under **four principles**:

1. Provide livable, equitable, and competitive pay;
2. Recruit, reward, and retain people;
3. Establish clear pathways for professional development and career advancement; and
4. Foster a culture that promotes manageable workloads.

MPact 2025 Commitments

We promote STUDENT success

We are a RESEARCH powerhouse

We serve the STATE and impact the WORLD

We are EQUITABLE, DIVERSE, and INCLUSIVE

We are responsible stewards of RESOURCES

The U's
workforce
drives each of
these
commitments

Priorities for Faculty Reinvestment & Actions Taken

1. Compensation

- Action: Collecting **data on compensation** comparisons
- Upcoming action: Engaging with OHR on faculty compensation comparisons
- Action: Workforce Reinvestment Resolution, principles 1 & 2

2. Recognizing **undervalued service** work

- Action: Partnered with Provost Office on **inaugural unit-level service** recognition
- Action: Workforce Reinvestment Resolution, principle 2

3. Address **workload** challenges

- Action: Partnering with OHR to **identify best practices** for work allocation within unit
- Action: Workforce Reinvestment Resolution, principle 4

Regents of the University of Minnesota,

This year has proved to be a busy but rewarding year for the Civil Service Senate, the Civil Service Consultative Committee (CSCC), and its subcommittees. There are roughly 100 volunteer civil service employees in these governance groups, as well as the University Senate and its subcommittees, representing approximately 4,900 employees across all five University campuses. Civil Service employees work in administration, finance, information technology, student support, and research, and their contributions support the University's research and discovery, teaching and learning, and outreach and public service missions. Civil Service Senators work hard to advance the significance of shared governance and are supported by an engaged constituency.

In August 2022, the Civil Service Senate and CSCC held a retreat and identified the following priorities for the 2022-23 academic year:

Priority #1. Working on increasing Civil Service employee representation on University Senate committees.

Priority #2. Continuing to work with administration on campus safety priorities.

Priority #3. Working with the P&A Senate and other campus partners to increase wages for Civil Service employees to market rates.

Priority #4: Participating in listening sessions and providing input in the PEAK initiative and how this specifically impacts Civil Service Employees.

In our monthly check-ins with HR, we learned about a new and exciting Wellness plan change that was being proposed but after surveying civil service constituents we advocated for retaining the reduced premiums option that many find vital to making ends meet.

This winter, the CSCC welcomed Regent Davenport to hear about her priorities as a leader at the institution and to share with her the constituent concerns we hear most often. It was a very engaging conversation, and was interesting to hear her unique insight with her extensive career in higher ed. The top concern of civil service constituents remains to be salary and retention of staff. The civil service believes that it would be beneficial to examine the University's budget process with a specific focus on how salary is determined, especially since increases are not keeping up with the market. Civil Service staff are also concerned about inflation.

In December 2021, The CSCC was consulted by the Office of the Executive Vice President and Provost's Academic Calendar Task Force and the Office of Human Resources with a request to consider reassigning existing floating holidays to recognize the Juneteenth holiday. After extensive discussion, the CSCC voted to [request that the Office of the President add an additional holiday to the academic calendar](#) rather than reassign an existing, published floating holiday. The CSCC believes this action will be more reflective of the University's goal to be a

leader in diversity and inclusion. The CSCC received [an administrative response from the Office of the President](#) indicating that the Civil Service Employment Rules Subcommittee should work with the Office of Human Resources (OHR) to update the Civil Service Employment Rules to reflect adding Juneteenth as an additional paid holiday. This was a long process and civil service employees are thankful that the Board of Regents voted to include this important holiday.

The CSCC, along with the other senates that make up the University Senate, were briefed and voted on updating the Civil Service Constitution, Bylaws, and Rules. In addition to recognizing Juneteenth as a paid holiday, the Civil Service updated three Civil Service Employment Rules that clarify language regarding callback, probationary periods, and holiday observance for civil service employees that work on the weekend.

The CSCC has three subcommittees that have also been busy. The Civil Service Communications and Outreach Subcommittee continues to update civil service employees with topics covered in University governance and other relevant topics that relate to civil service employees. The Civil Service Compensation and Benefits subcommittee held many information sessions with OHR to provide feedback on employee benefits, merit pay concerns, and the correlation between annual performance reviews and the distribution of merit pay, which has been a top concern discussed by the CSCC for several years. The Civil Service Rules subcommittee held monthly meetings to review the Civil Service Employment Rules and answer constituent queries, along with updating four rules in the Civil Service Employment Rules.

We look forward to continued engagement with the Board of Regents over the coming academic year and thank you for your ongoing support.

Respectfully submitted,

Tony Fussy

Chair Civil Service Senate and Civil Service Consultative Committee 2022-2023

Matthew Verkuilen

Chair-Elect Civil Service Senate and Civil Service Consultative Committee 2022-2023

Annual Report of the Academic Professionals & Administrators (P&A) Consultative Committee - 2022-2023

June 9, 2023



About P&A Employees

Professional and Administrative (P&A) employees represent the largest employee group in the University of Minnesota (UMN) system with 7,475 employees who work and live in every county in the state of Minnesota.

P&A employees support the delivery of mission-critical work for the University. P&A employees fulfill multiple roles and carry out mission-related responsibilities, including teaching, research, and administration at the five system campuses and in University Extension offices.

About the P&A Senate

The P&A Senate is composed of:

- 94 senators and alternates
- 25 P&A senators to the University Senate

One Consultative Committee (PACC) and four subcommittees:

- Benefits and Compensation;
- Communications;
- Outreach;
- Professional Development and Enrichment.

P&A Members come from 34 units, five system campuses and Extension.

About this Report

This report aims to highlight the work of the P&A Consultative Committee (PACC) on behalf of the P&A Senate, grounded in the principles of transparency, equity, and accountability, and to outline our efforts to engage senate members in educational activities that enhance their ability to advocate at the local level within their work context. In addition, the report introduces areas of challenges reported by P&A employees that were not addressed during the year and it offers insights about the pain points experienced by P&A employees.

P&A Consultative Committee Work in 2022-2023

Transparency, equity, and accountability served as the guiding principles of our work and advocacy throughout the year. We believe that by adhering to these principles, we can create an environment that fosters trust, inclusivity, and collaboration among P&A employees and the broader University community. While these principles were used to guide advocacy and consultative work with others outside the P&A Senate, we also applied these principles to the work within the senate and PACC.

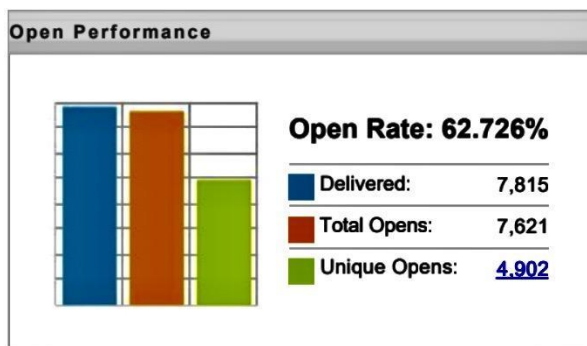
Transparency

PACC has strived to ensure transparency in our operations and decision-making processes in our various initiatives and activities.

a) P&A Senate Meeting Recaps: All Senate meetings are open to P&A employees, fostering transparency and allowing for the exchange of ideas and concerns. We encourage participation and engagement to ensure that diverse perspectives are heard. Meeting recaps are prepared by the P&A Communications Subcommittee and sent to P&A senators, who in turn disseminate among P&A employees that they represent. P&A senators may include targeted, localized information about their own unit or department in the recaps.

b) P&A Monthly Newsletter: We have established and continue to use effective communication channels, including newsletters and online platforms (e.g., Contact your senator, Submit an item for consideration), to disseminate information, updates, and decisions to all P&A employees. This ensures that information flows freely and is accessible to all stakeholders. The P&A Newsletter records an average open rate of 59.9% from its 7,000+ members it reaches. Figure 1 provides an example of the level of engagement the newsletter has by summarizing the open rate and number of clicks for the April 2023 issue of the newsletter.

Figure 1
Summary of April 2023 P&A Newsletter Engagement



Equity

Promoting equity within the P&A community has been a central focus for the senate and PACC. We have undertaken the following activities to advance equity:

a) Equity, Diversity, and Inclusion Learning Opportunities: We have organized and included presentations from *Vice President Mercedes Ramírez Fernández*, Office of Equity and Diversity, as well as *Angel Uddin*, *Director of Equity, Diversity, and Inclusion*, Office of Human Resources. These sessions have increased the knowledge of EDI initiatives at the University, while at the same time providing P&A employees with the strategies and knowledge necessary to create a more inclusive advocacy approach in their work contexts. In addition, we continued to offer educational opportunities in two formats: Seminar Series and Policy Pop-Ups. These learning events helped leverage access to information by P&A employees with stakeholders in guided educational events. The sessions continued to be open to Civil Service employees. The highly collaborative events included EDI-focused topics such as “Fostering and Creating Community in Your Workplace” and “Understanding the UMN Discrimination Policy.”

b) System-Campuses Representation: We actively worked towards ensuring equitable representation of diverse voices within the P&A Senate, with a focus on recruiting members from underrepresented groups. The P&A Outreach Subcommittee increased targeted digital advertisements and electronic communications tailored to reach diverse groups. In addition, this year we included representation of senators from system campuses at the P&A Senate meetings under the newly launched initiative System Campuses 101. Senators from the Crookston, Duluth, Morris, and Rochester campuses and Extension presented information about their campus (e.g., number of students, number of P&A employees, main areas of studies, unique contributions to the University system), as well as successes and challenges of P&A employees in their campuses and Extension. This new initiative generated strong synergies that promoted a sense of belonging and community.

Accountability

PACC recognizes the importance of being accountable to the P&A staff and the University as a whole. To foster accountability, we have taken the following steps:

a) Enhanced Transparency: We provided summary reports in our monthly newsletter of the work P&A leadership had completed, work in progress, and conversations underway. These summaries of activities included achievements and challenges. These reports served as a means to be transparent about our work and hold ourselves accountable to our constituents.

b) Increased Shared Responsibility: P&A Senate leadership circulated among senate members draft documents that aimed to inform legislative actions and public letters. The robust, multi-step consultative process provided opportunity for feedback, but it also served as a mechanism to increase awareness of the shared responsibility of the members in the functions of the senate. This process also helped ensure that senate members are accountable for their responsibilities in governance.

The same guiding principles of transparency, equity, and accountability were used to inform the work and actions undertaken by P&A leadership and the P&A Senate. While there were many conversations and advocacy work on different topics, here are a few accomplishments worth highlighting.

1. [Letter in Support of Fair and Good Faith Negotiations](#)

The P&A Consultative Committee (PACC) submitted a letter to Teamsters 320 and the Office of Human Resources (OHR) expressing support for fair and good faith negotiations. This action exemplified our commitment to transparency and equitable treatment of all employees during the negotiation process.

2. [Letter to Review Potential Violations of BOR Policy](#)

The Senate Consultative Committee (SCC) sent a letter to the Board of Regents (BOR) requesting a review of potential violations of the BOR Policy: *Code of Conduct*. This action demonstrated our commitment to accountability and upholding ethical standards within the University community.

3. [Feedback from P&A Employees on the Wellness Program Redesign](#)

In collaboration with the Benefits and Compensation Subcommittee and PACC, P&A leadership collected and reported feedback on the Wellness Program Redesign to the OHR. The feedback collected was a result of a systematic, robust process that promoted transparency and inclusivity by ensuring that the voices of P&A employees were recorded, heard, and considered in the redesign process.

4. [Report on Access Barriers to Regents Scholarship](#)

PACC published a report addressing access barriers to the Regents Scholarship. This report highlighted our commitment to equity by identifying and addressing barriers that may prevent deserving students from accessing this scholarship opportunity.

5. [Workforce Reinvestment: Rebuilding a Better U for Employees](#)

In collaboration with the Consultative Committee Leadership (CCL), P&A Senate leadership developed and co-sponsored the resolution titled "Workforce Reinvestment: Rebuilding a Better U for Employees," which was approved at the University Senate on April 27. This resolution demonstrated our commitment to equity by advocating for investments in the University's workforce and creating a supportive and inclusive work environment.

6. [Request for Addition of Oral Report made to the Governance and Policy Committee](#)

A letter was submitted to Regents Kodi Verhalen and Douglas Huebsch, co-chairs of the Governance and Policy Committee, on behalf of PACC, the P&A Senate, and P&A Senators to the University Senate. The letter requested the addition of an oral report that would afford the P&A senate to share updates, concerns, and recommendations with the BOR. This action aimed to increase equity by enhancing the ability of P&A leadership to bring forward to the BOR issues of importance to P&A employees.

7. [Cosponsored letter outlining SCC's views on the Process and Priorities for Selecting an Interim President](#)

The Senate Consultative Committee shared their views with the Board regarding the process and priorities for selecting an interim president. This communication represented our

commitment to transparency and providing input on critical decisions that shape the University's future.

These actions and initiatives we have undertaken along with the various P&A subcommittees and governance groups (e.g., SCC, CCL) at the University of Minnesota reflect our systematic, consistent, and constant dedication to transparency, equity, and accountability. However, there are significant challenges that we have been unable to address this year. These challenges comprise multi-layered issues that necessitate changes of procedures, training requirements, and in some cases reviews of policies. There is, however, immediacy in tending to these issues as the University continues to strive for retaining and recruiting a diverse workforce.

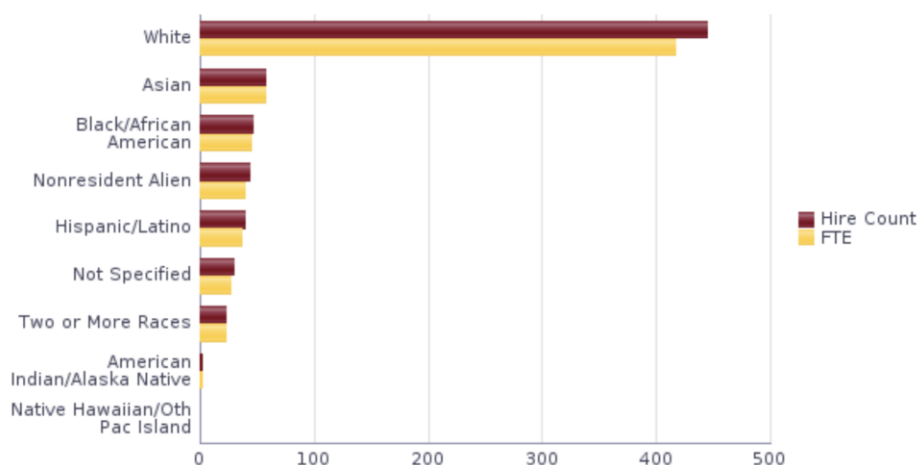
Challenges that Remain

- 1. Regents Scholarship Program:** The many barriers that we were able to identify in the report unveiled significant challenges for women from underrepresented communities and identities to successfully navigate the application process and to access the Regents Scholarship. There are inequities in the way some processes are implemented. Greater transparency and increased accountability would help alleviate these inequities.
- 2. Performance Appraisal Process:** This issue has been a topic of discussion in the P&A Senate for multiple years. We continue to hear from constituents about the inconsistencies and tensions that result from a lack of transparency and accountability to supervisor training. We have also heard from constituents about the challenges decentralized practices that deviate from the principles for conducting successful, meaningful performance appraisal have on their work, connection to the University, and overall well-being. In particular, P&A employees have struggled with the level of transparency provided in their units.
- 3. Non-renewal Policy and Process:** The Administrative Policy: [*Non-Renewal of Appointment for Academic Professional and Administrative Employees*](#) was last reviewed in 2008. As per University policy, policies are routinely reviewed every four years. PACC continues to hear accounts of instances where the lack of transparency and disclosure of reasons for non-renewal harden work relations and negatively affect trust. We have heard of instances where the use of this policy is perceived as being weaponized. As the University continues to evolve in the intentional application of Equity Diversity and Inclusion lenses to work culture and policies, we anticipate this policy to be of high priority and great interest in the upcoming year.
- 4. Opportunities for Career Advancement:** Although some P&A employee positions have clear paths for advancement (e.g., Teaching Specialist to Senior Teaching Specialist, Lecturer to Senior Lecturer), the majority of P&A positions lack a clear path to advancement. While the PEAK initiative would provide opportunities for advancement in

terms of skill sets and knowledge, the growth is only for targeted areas and it would entail horizontal advancement. P&A employees continue to be challenged in identifying opportunities for growth and advancement. Having clear pathways would significantly enhance the ability to retain and recruit P&A employees.

5. **Diverse Workforce:** While we celebrate the records in the diversity of the freshman classes that we have seen in the past two years, the composition of the P&A employee group remains in need of attention to diversify its workforce. As the breakdown of self-identified data of P&A hires in AY22 shown in Figure 2 indicates, our employee group continues to face challenges in terms of increasing its composition across the University system. Working toward hiring employees that resembles the composition of the incoming class of students should be prioritized.

Figure 2
Employees Hired or Transferred Between 6/21/2021 and 6/19/2022



We will continue to work collaboratively to foster an inclusive and supportive environment for all members of our University community as we continue to advocate for the working conditions and well-being of P&A employees. We welcome the opportunity to identify, develop, and maintain stronger relationships and engagement with the Board of Regents.

Respectfully submitted,

Adolfo Carrillo Cabello, Ph.D.,
 Chair, 2022-2023 P&A Consultative Committee and P&A Senate

Whitney Taha Frakes,
 Chair-elect, 2022-2023 P&A Consultative Committee and P&A Senate

Benefits and Compensation Subcommittee Co-chairs

Marti Fasteland, Associate Director of Admissions and Transition, Office of Admissions and Bulldog Resource Center, University of Minnesota Duluth
Nancy Sims, Copyright and Scholarly Communications Director, University Libraries, University of Minnesota Twin Cities

Communications Subcommittee Co-chairs

Chelsie Bohlman, Assistant Director of Advising, Carlson School of Management, University of Minnesota Twin Cities

Amanda DeLisi, Senior Manager for Events, University of Minnesota Foundation, University of Minnesota Twin Cities

Outreach Subcommittee

Toni Abts, Director, Graduate Educational Policy Office, The Graduate School, University of Minnesota Twin Cities

Stacy Doepner-Hove, Director, Master of Human Resources and Industrial Relations program, Carlson School of Management, University of Minnesota Twin Cities

Professional Development and Enrichment Subcommittee

Monica Kocon, IT Professional 2 - Business/Systems Analysis, Budget and Finance, University of Minnesota Twin Cities



BOARD OF REGENTS DOCKET ITEM SUMMARY

Board of Regents

June 9, 2023

AGENDA ITEM: Recognition of the SCC/FCC, CSCC, and PACC Outgoing Chairs

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

This is a report required by Board policy.

PRESENTERS: Regent Janie S. Mayeron
President Joan T.A. Gabel

PURPOSE & KEY POINTS

The purpose of this item is to recognize Colleen Flaherty Manchester, outgoing chair of the Senate Consultative Committee and Faculty Consultative Committee (SCC/FCC), Tony Fussy, outgoing chair of the Civil Service Consultative Committee (CSCC), and Adolfo Carrillo Cabello, outgoing chair of the Academic Professionals and Administrators Consultative Committee (PACC).



BOARD OF REGENTS DOCKET ITEM SUMMARY

Board of Regents

June 9, 2023

AGENDA ITEM: PEAK Implementation Update

Review

Review + Action

Action

Discussion

PRESENTERS: Myron Frans, Senior Vice President
Ken Horstman, Vice President, Human Resources

PURPOSE & KEY POINTS

The purpose of this item is to provide an update on the progress of the PEAK Initiative. Currently, the PEAK Initiative is in the implementation stage for the campuses, colleges, and units that are part of Phase 1. Our discussion will focus on the components of the plan, including:

- the enterprise view of when each campus, college, and administrative unit will be included in the PEAK rollout;
- a look at the future services that will be provided by the PEAK operating model within each of the four in-scope functions (Human Resources, Finance, Marketing and Communications, and Information Technology) and alignment of services within the model;
- feedback from Phase 1 staff and leader listening sessions along with plans to address stakeholder feedback; and
- the next steps for Phase 1 Implementation.

BACKGROUND INFORMATION

The PEAK Initiative (Positioned for Excellence, Alignment, and Knowledge) is a systemwide effort to help fulfill the MPact 2025 Systemwide Strategic Plan commitment around fiscal stewardship to promote access, efficiency, trust, and collaboration with the state, students, faculty, staff, and partners. PEAK aims to identify opportunities across non-academic functions to reduce costs while still retaining excellent service and the agility to evolve – helping to advance the University’s teaching, research, and outreach mission.

Administrative functions within the scope of the project include finance, information technology, human resources, as well as marketing and communications.

Guiding principles of the PEAK Initiative include:

- Equitable & Inclusive – consciously and intentionally includes and advocates for diverse populations.
- Integrated – seamless connections with other systems and processes.

- Agile – flexible to accommodate evolving needs and strategies through iterative improvements.
- Operating Efficiency – implement approaches that will drive value in support of the University’s mission.
- Digitally Enabled – simplify repetitive administrative tasks and enable focus on high-value strategic and consultative activities through technology enablement.
- Consistent – foster an experience of one University, supporting harmonization through simple and transparent processes.

The Board previously discussed this topic at the following meetings:

- February 2023: *PEAK Implementation Update*, Finance & Operations Committee
- December 2021: *PEAK Action Plan*, Board of Regents
- October 2021: *PEAK Implementation Plan*, Board of Regents
- September 2021: *Update on PEAK Initiative*, Board of Regents
- July 2021: *Report on PEAK Initiative*, Board of Regents

Report on PEAK Initiative: Positioned for Excellence, Alignment & Knowledge

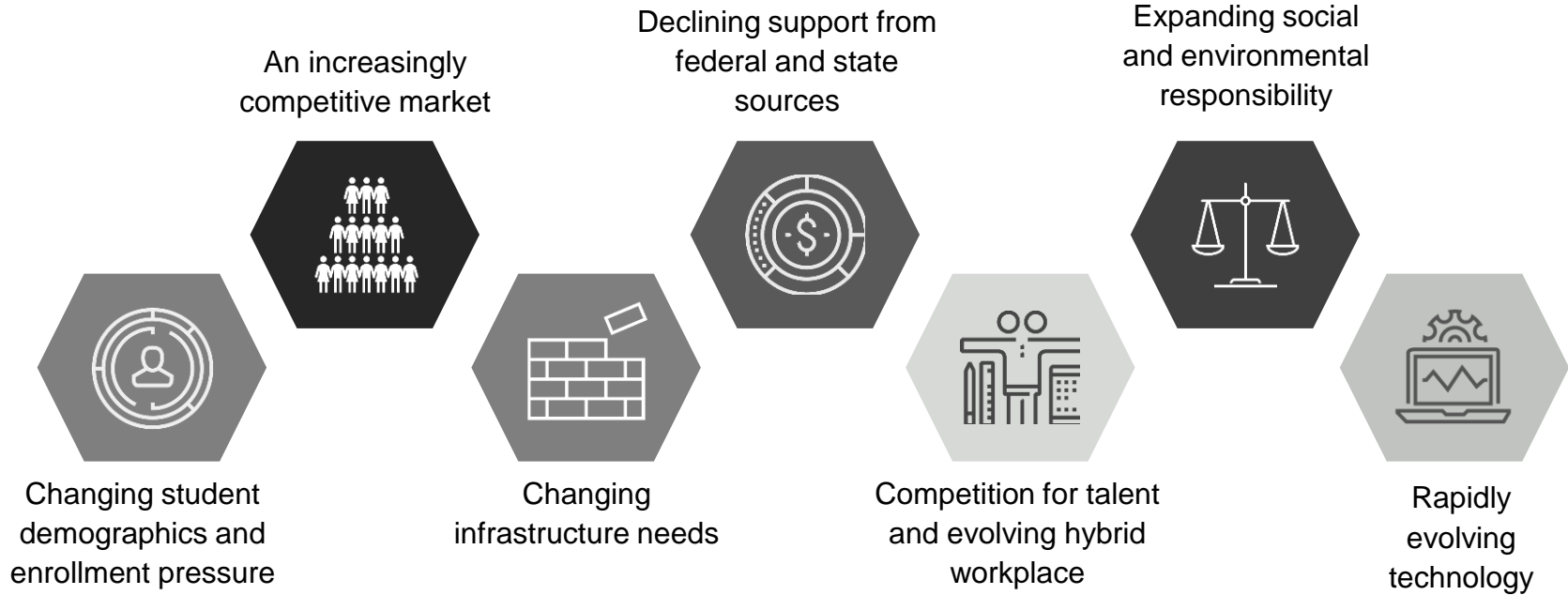
Myron Frans, Senior Vice President, Finance & Operations
Kenneth Horstman, Vice President, Human Resources

Board of Regents Meeting

June 9, 2023



Higher Education Challenges

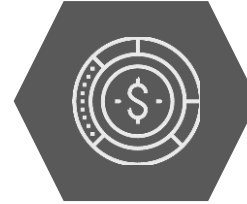


Higher Education Challenges

Operational and efficiency expectations



Fiscal stewardship



Peer institutions adopting shared service and centralized service approaches

PEAK Initiative

Overview & Goals



Systemwide initiative to improve administrative service experiences of students, faculty, and staff



Improve efficiency of cross-functional service delivery and redirect capacity to support MPact 2025 goals

Outcomes



Consistent and high-quality services



Meet unit and system campus admin service needs



New Org. structures & refined business processes



Consistent service delivery metrics

Implementation - Phase 1 Structure

By Campus	By Function	By Units	By Teams
<ul style="list-style-type: none">• UMC• UMD• UMM• UMR• UMT	<ul style="list-style-type: none">• Finance• Human Resources• Marketing and Communications• IT	<ul style="list-style-type: none">• The Law School• Humphrey School• Finance• OIT• OHR	<ul style="list-style-type: none">• Workforce transition teams• Functional leads• Affected supervisors



Implementation - Milestones



Implementation - Current state

- Expression of interest form distribution
- Online meetings with supervisors and affected staff
- In-person question and answer sessions
- Informational staff dialogues with future supervisors



Implementation - Next steps

- Continued in-person meetings
- Assessment of EOI outcomes
- Demonstrations of service request process
- Onboarding and training
- Workforce transition begins late summer and varies by function



Workforce Transition Principles

- Open and honest communication
- A person's interest in the work guides choices
- First consideration is given to current staff
- Ensure that an individual's rights to employment are followed
- Support successful transitions through collaboration



Listening to Phase 1 Stakeholders

What We Heard	What We Plan to Do
<ul style="list-style-type: none">• Deep change fatigue• Details needed to support decision making• Allow people time to adjust to the new roles• Allow leaders time to reorganize remaining work	<ul style="list-style-type: none">• More in-person communications, (group & one-on-one) for all phases• Engage HR consulting support for leaders earlier• Review the frequency and volume of communications and adjust plans• Extend the EOI period



Questions?





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BOARD OF REGENTS DOCKET ITEM SUMMARY

Board of Regents

June 9, 2023

AGENDA ITEM: Public Safety Update

Review

Review + Action

Action

Discussion

This is a report required by Board policy.

PRESENTERS: Myron Frans, Senior Vice President for Finance and Operations

PURPOSE & KEY POINTS

The purpose of this item is to provide an update on the University's public safety work. The update will summarize public safety efforts from this past academic year in preparation for the July 2023 meeting, where systemwide planning efforts for the upcoming 2023-24 academic year will be discussed.

BACKGROUND INFORMATION

The Board previously discussed this topic at the following meetings:

- May 2023: *UMTC Public Safety Update*, Board of Regents
- February 2023: *UMTC Public Safety Update*, Board of Regents
- December 2022: *UMTC Public Safety Update*, Board of Regents
- September 2022: *UMTC Public Safety Update*, Board of Regents



BOARD OF REGENTS DOCKET ITEM SUMMARY

Board of Regents

June 9, 2023

AGENDA ITEM: Reports of Committees

Review

Review + Action

Action

Discussion

This is a report required by Board policy.

PRESENTERS: Regent Janie S. Mayeron

PURPOSE & KEY POINTS

Pursuant to Board of Regents Policy: *Board Operations and Agenda Guidelines*, “The Board conducts business through meetings of the Board and its committees.... [and] Committees provide recommendations for action by the Board. Typically, standing committees have the following responsibilities:

- Recommend action on matters where the Board has reserved authority to itself as outlined in Board of Regents Policy: *Reservation and Delegation of Authority* and other Board policies;
- Provide governance oversight on topics within the committee’s purview;
- Review and make recommendations on relevant new and existing Board policies;
- Receive reports on policy-related issues affecting University departments and units;
- Receive information items (e.g., status reports on current issues of concern and administrative searches); and
- Review other items placed on the agenda by the Board chair in consultation with the president and Board vice chair.”

BACKGROUND INFORMATION

Current committee chairs:

- Audit & Compliance Committee – M. Kenyanya
- Finance & Operations Committee – D. Huebsch
- Governance & Policy Committee – K. Verhalen
- Litigation Review Committee – D. Huebsch
- Mission Fulfillment Committee – M. Davenport