



# Board of Regents

December 2023

December 8, 2023

15 min Following Adjournment of the Governance & Policy Committee and the Special Committee on University Relations

Boardroom, McNamara Alumni Center

## BOR - DEC 2023

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**UNIVERSITY OF MINNESOTA  
BOARD OF REGENTS**

**Audit & Compliance Committee  
October 12, 2023**

A meeting of the Audit & Compliance Committee of the Board of Regents was held on Thursday, October 12, 2023, at 8:00 a.m. in the Boardroom, 600 McNamara Alumni Center.

Regents present: James Farnsworth, presiding; Mary Davenport, Robyn Gulley, Mike Kenya, and Bo Thao-Urabe.

Staff present: Interim Chancellor David McMillan; Executive Vice President and Provost Rachel Croson; Vice President Ken Horstman; Executive Director Brian Steeves; Chief Auditor Quinn Gaalswyk; and Associate Vice Presidents Katharine Bonneson and Michael Volna.

Student Representatives present: Alex Middendorf and Niko Vasilopoulos.

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

**OVERVIEW OF ANNUAL FINANCIAL STATEMENTS REVIEW**

Regent Farnsworth invited Mollie Viola, Controller, and Associate Vice President Volna to provide an overview of the annual financial statements review process, 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](#).

**SAFETY TRAINING PROCESS UPDATES**

Regent Farnsworth invited Associate Vice President Bonneson to provide an update on efforts to improve the coordination and oversight of the University's safety training process, as detailed in the docket.

The docket materials for this item begin on page 6. The closed-captioned video of this item is [available here](#).

**AMENDMENTS TO THE OFFICE OF INTERNAL AUDIT CHARTER**

Regent Farnsworth invited Chief Auditor Gaalswyk to present for action the proposed amendments to the Office of Internal Audit Charter, as detailed in the docket.

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 to recommend approval of the proposed amendments to the Office of Internal Audit Charter.

Regent Gulley moved to amend the Independence section, third paragraph by striking “serving” after “and scope of work requested by the University’s President including the Chief Auditor” and replacing with “participate”. There was a second.

The committee voted unanimously to adopt the Gulley amendment.

The committee voted unanimously to recommend approval of the proposed Amendments to the Office Internal Audit Charter as amended.

### INTERNAL AUDIT UPDATE

Regent Farnsworth invited Chief Auditor Gaalswyk to provide the internal audit update, as detailed in the docket.

The docket materials for this item begin on page 25. The closed-captioned video of this item is [available here](#).

### INFORMATION ITEMS

Regent Farnsworth invited Chief Auditor Gaalswyk to discuss the information items, as detailed in the docket.

- Engagement Less Than \$100,000 Requiring After-the-Fact Reporting

The docket materials for this item begin on page 56. The closed-captioned video of this item is [available here](#).

The meeting adjourned at 9:23 a.m.



**BRIAN R. STEEVES**  
**Executive Director and**  
**Corporate Secretary**

**UNIVERSITY OF MINNESOTA  
BOARD OF REGENTS**

**Special Committee on Academic Health  
October 12, 2023**

A meeting of the Special Committee on Academic Health of the Board of Regents was held on Thursday, October 12, 2023, at 8:00 a.m. in the West Committee Room, 600 McNamara Alumni Center.

Regents present: Penny Wheeler, presiding; Doug Huebsch, Ruth Johnson, Janie Mayeron, Mary Turner, and Kodi Verhalen.

Staff present: Interim President Jeff Ettinger; Chancellor Lori Carrell; Vice Presidents Shashank Priya and Jakub Tolar; General Counsel Douglas Peterson; Executive Director Brian Steeves; Chief Public Relations Officer Chuck Tombarge; Associate Vice President Michael Volna; and Executive Director of Government and Community Relations Melisa López Franzen.

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

**2023-24 SPECIAL COMMITTEE WORK PLAN**

Regent Wheeler and Vice President Tolar reviewed the 2023-24 special committee work plan, 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](#).

**ACADEMIC AFFILIATION AGREEMENT WITH CENTRACARE**

Regent Wheeler invited Vice President Tolar, William Sibert, Associate Dean and Chief Financial Officer of the Medical School and Chief Financial Officer, M Physicians, and Ken Holmen, President and CEO of CentraCare, to present for action the proposed academic affiliation agreement with CentraCare, as detailed in the docket.

The docket materials for this item begin on page 6. The closed-captioned video of this item is [available here](#).

A motion was made and seconded, and the special committee voted unanimously to recommend approval of the proposed Academic Affiliation Agreement with CentraCare.

**OVERVIEW OF M HEALTH FAIRVIEW**

Regent Wheeler invited Vice President Tolar to provide a high-level overview of M Health Fairview, as detailed in the docket.

The docket materials for this item begin on page 43. The closed-captioned video of this item is [available here](#).

**UPDATE ON THE GOVERNOR'S TASK FORCE ON  
ACADEMIC HEALTH AT THE UNIVERSITY OF MINNESOTA**

Regent Wheeler invited Interim President Ettinger and Vice President Tolar to provide an update on the Governor's Task Force on Academic Health at the University of Minnesota, as detailed in the docket.

The docket materials for this item begin on page 53. The closed-captioned video of this item is [available here](#).

The meeting adjourned at 9:07 a.m.



**BRIAN R. STEEVES**  
Executive Director and  
Corporate Secretary

**UNIVERSITY OF MINNESOTA  
BOARD OF REGENTS**

**Mission Fulfillment Committee  
October 12, 2023**

A meeting of the Mission Fulfillment Committee of the Board of Regents was held on Thursday, October 12, 2023, at 9:30 a.m. in the Boardroom, 600 McNamara Alumni Center.

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

Staff present: Interim President Jeff Ettinger; Chancellors Lori Carrell, Mary Holz-Clause, and Janet Schrunk Ericksen; Interim Chancellor David McMillan; Executive Vice President and Provost Rachel Croson; Vice Presidents Ken Horstman, Calvin Phillips, Shashank Priya, and Julie Tonneson; General Counsel Douglas Peterson; Executive Director Brian Steeves; Chief Public Relations Officer Chuck Tombarge; and Associate Vice President Tina Marisam.

Student Representatives present: Taiwo Aremu and Hal Johnson.

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

**SUSTAINABLE DEVELOPMENT GOALS BRIEFING**

Regent R. Johnson invited Executive Vice President and Provost Croson, Chief Sustainability Officer Shane Stennes, and Associate Professor Katey Pelican to provide a briefing on the University's systemwide progress related to Sustainable Development 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](#).

**POTENTIAL REALIGNMENT OF BOARD OF REGENTS POLICY: *TUITION AND FEES* AND  
BOARD OF REGENTS POLICY: *STUDENT SERVICES FEES***

Regent R. Johnson invited Executive Vice President and Provost Croson, Vice President Phillips, and Vice President Tonneson to discuss the potential realignment of Board of Regents Policy: *Tuition and Fees* and Board of Regents Policy: *Student Services Fees*, as detailed in the docket.

The docket materials for this item begin on page 40. The closed-captioned video of this item is [available here](#).

**BOARD OF REGENTS POLICY: *EQUITY, DIVERSITY,  
EQUAL OPPORTUNITY, AND AFFIRMATIVE ACTION***

Regent R. Johnson invited Associate Vice President Marisam, to review the proposed amendments to the Board of Regents Policy: *Equity, Diversity, Equal Opportunity, and Affirmative Action*, 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](#).

**BOARD OF REGENTS POLICY: *STUDENT EDUCATION RECORDS***

Regent R. Johnson invited Carrie Ryan Gallia, Senior Associate General Counsel, and Stacy Tidball, Associate Vice Provost for Academic Support Resources, to present for review and action the proposed amendments to Board of Regents Policy: *Student Education Records*, as detailed in the docket.

The docket materials for this item begin on page 73. The closed-captioned video of this item is [available here](#).

A motion was made and seconded to adopt on behalf of the Board of Regents the proposed amendments to Board of Regents Policy: *Student Education Records*.

Regent Verhalen moved to amend Section IV, subd. 2 by inserting after “Minnesota State Statutes § 135A.17, Subd. 2” the following:

which shall be limited to a student's name and physical address,

There was a second.

R. Johnson recessed the meeting at 11:24 a.m.

R. Johnson called the meeting back to order at 11:32 a.m.

Verhalen revised her amendment to Section IV, subd. 2 as follows:

which information shall be limited to the student's name and physical address,

There was a second.

The committee voted unanimously to adopt the Verhalen amendment.

The committee voted unanimously to adopt on behalf of the Board of Regents the proposed amendments to Board of Regents Policy: *Student Education Records* as amended.

**CONSENT REPORT**

Regent R. Johnson invited Executive Vice President and Provost Croson to present the Consent Report for review and action, as detailed in the docket.

The docket materials for this item begin on page 84. The closed-captioned video of this item is [available here](#).

### **Request for Approval of New Academic Programs**

- Medical School (Twin Cities campus) – requests approval to create a Blood and Marrow Transplant and Cellular Therapies Fellowship
- Medical School (Twin Cities campus) – requests approval to create a DermatoAllergology Fellowship

### **Request for Conferral of Tenure for New Hires**

- Prasad Boradkar, professor with tenure, Department of Graphic Design, Apparel Design, Retail Merchandising, & Product Design, College of Design, Twin Cities campus
- Saara DeWalt, professor with tenure, Department of Plant and Microbial Biology, College of Biological Sciences, Twin Cities campus
- Eric Severson, associate professor with tenure, Department of Mechanical Engineering, College of Science and Engineering, Twin Cities campus
- Michelle Statz, associate professor with tenure, Department of Family Medicine & Biobehavioral Health, Medical School, Twin Cities campus

A motion was made and seconded, and the committee voted unanimously to approve on behalf of the Board of Regents the Consent Report.

### **INFORMATION ITEMS**

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

- University, Student, Faculty, and Staff Activities and Awards

The docket materials for this item begin on page 89. The closed-captioned video of this item is [available here](#).

The meeting adjourned at 11:37 a.m.



**BRIAN R. STEEVES**  
**Executive Director and**  
**Corporate Secretary**



**UNIVERSITY OF MINNESOTA  
BOARD OF REGENTS**

**Finance & Operations Committee  
October 12, 2023**

A meeting of the Finance & Operations Committee of the Board of Regents was held on Thursday, October 12, 2023, at 1:30 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: Interim President Jeff Ettinger; Chancellors Lori Carrell, Mary Holz-Clause, and Janet Schrunk Ericksen; Interim Chancellor David McMillan; Executive Vice President and Provost Rachel Croson; Senior Vice President Myron Frans; Vice Presidents Bernard Gulachek, Kenneth Horstman, Shashank Priya, Alice Roberts-Davis, and Julie Tonneson; General Counsel Douglas Peterson; Executive Director Brian Steeves; Chief Auditor Quinn Gaalswyk; Chief Public Relations Officer Chuck Tombarge; Associate Vice Presidents Stuart Mason and Michael Volna; and Executive Director of Government and Community Relations Melisa López Franzen.

Student Representatives present: Cole Groshong and Flora Yang.

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

**INTERIM PRESIDENT'S RECOMMENDED 2023 SIX-YEAR CAPITAL PLAN  
AND 2024 STATE CAPITAL REQUEST**

Regent Huebsch invited Interim President Ettinger, Senior Vice President Frans, and Vice President Roberts-Davis to present for action the interim president's recommended 2023 Six-Year Capital Plan and 2024 State Capital Request, as detailed in the docket.

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

Huebsch asked if there were any objections to acting on the two resolutions as one item. There being no objections, Huebsch announced that the resolutions would be acted on as one item.

A motion was made and seconded, and the committee voted unanimously to approve on behalf of the Board of Regents the resolution related to the 2023 Six-Year Capital Plan and the resolution related to the 2024 State Capital Request.

## **INTERIM PRESIDENT'S RECOMMENDED SUPPLEMENTAL FY 2025 STATE BUDGET REQUEST**

Regent Huebsch invited Interim President Ettinger, Senior Vice President Frans, and Vice President Tonneson to present for action the interim president's recommended supplemental FY 2025 State Budget Request, as detailed in the docket.

The docket materials for this item begin on page 29. The closed-captioned video of this item is [available here](#).

A motion was made and seconded, and the committee voted unanimously to approve on behalf of the Board of Regents the resolution related to the Supplemental FY 2025 State Budget Request.

## **DULUTH CAMPUS PLAN**

Regent Huebsch invited Interim Chancellor McMillan and Monique MacKenzie, Director of Planning, to present for action the Duluth Campus Plan, as detailed in the docket.

The docket materials for this item begin on page 38. The closed-captioned video of this item is [available here](#).

A motion was made and seconded, and the committee voted unanimously to approve on behalf of the Board of Regents the resolution related to the Duluth Campus Plan.

Huebsch recessed the meeting at 2:20 p.m.

## **UNIVERSITY JOB STRUCTURES: PAST, PRESENT & FUTURE**

Regents Farnsworth and Johnson joined the meeting.

Regent Huebsch called the meeting back to order at 2:33 p.m. He invited Vice President Horstman and Mary Rohman Kuhl, Senior Director of Total Rewards, to provide an overview of the University's job structures, as detailed in the docket.

The docket materials for this item begin on page 213. The closed-captioned video of this item is [available here](#).

## **CONSENT REPORT**

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

The docket materials for this item begin on page 239. The closed-captioned video of this item is [available here](#).

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

- To edX Boot Camps LLC for \$10,100,000 for an agreement to provide intensive hands-on project-based training to students enrolled through the College of Continuing and Professional Studies (CCAPS) on the Twin Cities campus, for the period of July 31, 2024 through July 31, 2025. The revenue that is generated from students enrolled through this agreement covers the cost of this service contract. See enclosed documentation for the basis of supplier selection.

### **Capital Budget Amendments**

- Carlson School of Management Building Revitalization, Twin Cities campus
- Future of Advanced Agricultural Research in Minnesota (FAARM) Predesign, Twin Cities campus
- Middlebrook Hall: HVAC Replacement Phase 3, Twin Cities campus
- Molecular and Cellular Biology Tunnel Washer Replacement, Twin Cities campus
- Moos Tower: Installation of MRI for Dentistry, Twin Cities campus
- Phillips-Wangensteen Building: 8-310 Temporal Bone Lab Relocation, Twin Cities campus

### **Real Estate Transactions**

- Lease Agreement for office, laboratory, and storage space for the Minnesota Genomics Center, Twin Cities campus

### **Schematic Designs**

- Carlson School of Management Building Revitalization, Twin Cities campus
- Moos Tower: Installation of MRI for Dentistry, Twin Cities campus
- Phillips-Wangensteen Building: 8-310 Temporal Bone Lab Relocation, Twin Cities campus

A motion was made and seconded, and the committee voted unanimously to approve on behalf of the Board of Regents the Consent Report.

## **INFORMATION ITEMS**

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

- A. Central Reserves General Contingency Allocations
- B. Annual Asset Management Report
- C. Investment Advisory Committee Update

The docket materials for this item begin on page 272. The closed-captioned video of this item is [available here](#).

The meeting adjourned at 3:43 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**

**Governance & Policy Committee  
October 13, 2023**

A meeting of the Governance & Policy Committee of the Board of Regents was held on Friday, October 13, 2023, at 8:30 a.m. in the Boardroom, 600 McNamara Alumni Center.

Regents present: Kodi Verhalen, presiding; Douglas Huebsch, Ruth Johnson, Janie Mayeron, Mary Turner, and Penny Wheeler.

Staff present: Chancellor Mary Holz-Clause; Executive Vice President and Provost Rachel Croson; Vice Presidents Kenneth Horstman, Calvin Phillips, and Alice Roberts-Davis; General Counsel Douglas Peterson; Executive Director Brian Steeves; Chief Auditor Quinn Gaalswyk; and Associate Vice President Michael Volna.

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

**OVERVIEW OF BOARD OF REGENTS POLICY:  
*RESERVATION AND DELEGATION OF AUTHORITY***

Regent Verhalen invited Executive Director & Corporate Secretary Steeves and Associate Secretary Jason Langworthy to provide an overview of Board of Regents Policy: *Reservation and Delegation of Authority*, 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](#).

**BOARD COMMITTEE STRUCTURE: COMMITTEE PORTFOLIOS**

Regent Verhalen invited Executive Director & Corporate Secretary Steeves and Associate Secretary Jason Langworthy to lead a discussion on the Board's committee structure centered on committee portfolios, as detailed in the docket.

The docket materials for this item begin on page 23. The closed-captioned video of this item is [available here](#).

The meeting adjourned at 9:26 a.m.



**BRIAN R. STEEVES**  
**Executive Director and**  
**Corporate Secretary**

**UNIVERSITY OF MINNESOTA  
BOARD OF REGENTS**

**Special Committee on University Relations  
October 13, 2023**

A meeting of the Special Committee on University Relations of the Board of Regents was held on Friday, October 13, 2023, at 8:30 a.m. in the West Committee Room, 600 McNamara Alumni Center.

Regents present: Bo Thao-Urabe, presiding; Mary Davenport, Robyn Gulley, James Farnsworth, Tadd Johnson, and Mike Kenyanya.

Staff present: Interim President Jeff Ettinger; Senior Vice President Myron Frans; Executive Director Brian Steeves; Chief Public Relations Officer Chuck Tombarge; and Executive Director of Government and Community Relations Melisa López Franzen.

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

**2023-24 COMMITTEE WORK PLAN**

Regent Thao-Urabe and Chief Public Relations Officer Tombarge reviewed the 2023-24 special committee work plan, 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](#).

**VISION FOR GOVERNMENT AND COMMUNITY RELATIONS AT THE UNIVERSITY**

Regent Thao-Urabe invited Executive Director of Government and Community Relations López Franzen to present an update on the vision for Government and Community Relations at the University, as detailed in the docket.

The docket materials for this item begin on page 6. The closed-captioned video of this item is [available here](#).

**LEGISLATIVE PROCESS FOR SUPPLEMENTAL  
FY 2025 STATE BUDGET AND 2024 STATE CAPITAL REQUESTS**

Regent Thao-Urabe invited Executive Director of Government and Community Relations López Franzen to present an update on the legislative process for the University's supplemental FY 2025 state budget request and the 2024 state capital request, as detailed in the docket.

The docket materials for this item begin on page 22. The closed-captioned video of this item is [available here](#).

The meeting adjourned at 9:25 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**

**Board of Regents  
October 13, 2023**

A meeting of the Board of Regents of the University of Minnesota was held on Friday, October 13, 2023, at 9:52 a.m. in the Boardroom, 600 McNamara Alumni Center.

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

Staff present: Interim President Jeffrey Ettinger; Chancellors Lori Carrell, Mary Holz-Clause, and Janet Schrunk Ericksen; Interim Chancellor David McMillan; Executive Vice President and Provost Rachel Croson; Senior Vice President Myron Frans; Vice Presidents Bernard Gulachek, Kenneth Horstman, Calvin Phillips, Mercedes Ramírez Fernández, Alice Roberts-Davis, and Jakub Tolar; General Counsel Douglas Peterson; Executive Director Brian Steeves; Chief Auditor Quinn Gaalswyk; Chief Public Relations Officer Chuck Tombarge; Associate Vice Presidents Keisha Varma and Michael Volna; and Executive Director of Government and Community Relations Melisa López Franzen.

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

**RECOGNITIONS**

Recognition was given to the following newly appointment Regents Professors:

- Sarah Hobbie, Ecology, Evolution and Behavior, College of Biological Sciences, Twin Cities campus
- Dianne Neumark-Sztainer, Epidemiology and Community Health, School of Public Health, Twin Cities campus
- Jean O'Brien, History, College of Liberal Arts, Twin Cities campus

The docket materials for this item begin on page 3. 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:

Audit & Compliance Committee – September 7, 2023  
Special Committee on Academic Health – September 7, 2023  
Mission Fulfillment Committee – September 7, 2023  
Finance & Operations Committee – September 7, 2023



Governance & Policy Committee – September 8, 2023  
Special Committee on University Relations – September 8, 2023  
Board of Regents – September 8, 2023  
Litigation Review Committee – September 12, 2023

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

### **REPORT OF THE INTERIM PRESIDENT**

Interim President Ettinger delivered the report of the President.

The docket materials for this item begin on page 45. 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 46. The closed-captioned video of this item is [available here](#).

### **RECEIVE AND FILE REPORTS**

Regent Mayeron noted the following reports to receive and file this month:

- Virtual Forum Comments
- Summary of Expenditures for the Office of the President, Eastcliff, and the Office of the Board of Regents
- Annual Report on Legal Matters

The docket materials for this item begin on page 47. 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. Nominations to the University of Minnesota Foundation Board of Trustees

The docket materials for this item begin on page 63. 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.

## **APPOINT AND CHARGE PRESIDENTIAL SEARCH ADVISORY COMMITTEE**

Regent Mayeron presented for review and action the membership and charge of the Presidential Search Advisory Committee, as detailed in the docket.

The docket materials for this item begin on page 71. The closed-captioned video of this item is [available here](#).

The Board voted unanimously to approve the Presidential Search Advisory Committee Membership and Charge.

## **KEY PRESIDENTIAL LEADERSHIP CHARACTERISTICS**

Regent Mayeron invited Executive Director Steeves, James King, Senior Partner and Chief Quality Officer, WittKieffer; Christine Pendleton, Principal, WittKieffer; Melody Rose, Principal, WittKieffer, to continue discussion of key leadership characteristics desired in the University of Minnesota's 18<sup>th</sup> President, as detailed in the docket.

The docket materials for this item begin on page 79. The closed-captioned video of this item is [available here](#).

Regent Kenya joined the meeting.

Mayeron recessed the meeting at 11:21 a.m.

## **DEI SYSTEMWIDE INITIATIVES FOR 2023-24**

Regent Mayeron called the meeting back to order at 11:37 a.m. and invited Vice President Ramírez Fernández and Associate Vice President Varma to provide an update on systemwide DEI initiatives, as detailed in the docket.

The docket materials for this item begin on page 82. The closed-captioned video of this item is [available here](#).

Regent Kenya left the meeting.

## **REPORT OF THE AUDIT & COMPLIANCE COMMITTEE**

Regent Farnsworth, chair of the committee, reported that the committee voted unanimously to recommend the following item:

- 1) Approval of the proposed Amendments to the Office Internal Audit Charter as amended.

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

A motion was made and the Board voted unanimously to approve the recommendation included in the report of the Audit & Compliance Committee.

## REPORT OF THE MISSION FULFILLMENT COMMITTEE

Regent R. Johnson, chair of the committee, reported that the committee voted unanimously to approve on behalf of the Board of Regents the following items.

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

- 1) Adoption of proposed changes to Board of Regents Policy: *Student Education Records* as follows:

### ***Student Education Records***

#### SECTION I. SCOPE.

This policy governs information maintained by the University of Minnesota (University) in the performance of its functions as an educational institution regarding enrolled or prospective students.

#### SECTION II. GUIDING PRINCIPLE.

The University shall maintain the privacy of student education records. Student education records shall be disclosed only to the student, to persons within the University with a legitimate educational interest, to persons authorized by the student to receive the student's education records, and to persons authorized to receive education records without the student's consent.

#### SECTION III. DEFINITIONS.

##### Subd. 1. Directory Information.

*Directory information* shall mean the student's name, dates of enrollment, enrollment status (full-time, part-time, not enrolled, fully withdrawn, and date of withdrawal), academic program, academic advisor, college/school, class level (e.g. first-year, sophomore, and senior), academic awards and honors, and, degrees and credentials awarded. For students appointed as fellows, assistants, graduate, or undergraduate hourly employees, directory information shall also include their title, appointing department or unit, appointment dates, duties, and percent time of the appointment.

##### Subd. 2. Legitimate Educational Interest.

*Legitimate educational interest* shall mean a need to review and use student education records for the purpose of performing an appropriate University research, educational, or administrative function.

##### Subd. 3. Limited Directory Information.

*Limited directory information* shall mean the student's physical addresses, University email address, telephone numbers, and University ID photos.

## Subd. 4. School Official.

*School official* shall mean a person employed by the University in an administrative, supervisory, academic, research, or support staff position (including law enforcement unit personnel and health staff); a person or company with whom the University has contracted to perform an institutional service or function in accordance with law; a person serving on the Board of Regents; or a student serving on a University committee or otherwise assisting another school official in performing institutional tasks.

## Subd. 5. Student.

*Student* shall mean any person that is currently or has ever registered for and attended any University for-credit class. Attendance is determined as of the first day of the first term for which students have enrolled for classes and is not dependent on the modality of classes (e.g., in person, remote, and online).

## Subd. 6. Student Education Records.

*Student education records* shall mean any record maintained by the University that contains personally identifiable information about a student, regardless of its format or method of storage. Student education records shall not include law enforcement records maintained separately from education records, University employment records, and medical or psychological counseling records, all of which are protected according to provisions of state and federal law and University policy.

## Subd. 7. Student Group.

*Student group* shall mean any group of students that is or has been registered as a University student group under applicable University policies or procedures.

## SECTION IV. ACCESS TO STUDENT RECORDS.

## Subd. 1. Access to Student Directory Information.

Directory information shall be publicly available and may be disclosed to any person without the student's consent unless the student has suppressed or prohibited disclosure of the information. Students shall be given the opportunity to suppress their directory information once they are enrolled. Access to directory information for newly enrolled students becomes publicly available for the first time on the first day of classes of their first term of enrollment.

## Subd. 2. Access to Limited Directory Information.

Limited directory information shall be available to any student group as defined by Section III, Subd. 7 of this policy, a school official as defined by Section III, Subd. 4 of this policy, and county auditors for voter registration purposes in accordance with Minnesota State Statutes § 135A.17, Subd. 2 which information shall be limited to the student's name and physical address, unless the student has suppressed or prohibited disclosure of their information. Students shall be given the opportunity to suppress their limited directory information once they are enrolled. Access to limited directory information for newly enrolled students becomes available for the first time on the first day of classes of their first term of enrollment.

## Subd. 3. Access to Private Student Education Records.

Access to private student education records shall be made available to the student that is the subject of the records, consistent with federal and state law, provided that the private information of others is not included or disclosed.

The University may disclose private student education records to the extent permissible under federal and state laws as follows:

- (a) to school officials with a legitimate educational interest in the information;
- (b) to persons specifically authorized by the student in writing to receive the information;
- (c) to other educational institutions in which the student seeks to enroll or is already enrolled so long as the disclosure is for purposes related to the student's enrollment or transfer;
- (d) to organizations conducting research studies for or on behalf of educational agencies or institutions, provided the study is conducted in a manner that does not permit personal identification of parents and students and there is a written agreement with the organization;
- (e) to persons in compliance with a court order or lawfully issued subpoena, provided that a reasonable attempt is made to notify the student where required prior to release;
- (f) to appropriate members of the court system when legal actions against the University is initiated by the student and the disclosure is part of the University's defense;
- (g) to appropriate persons in connection with an emergency if knowledge of the information is necessary to protect the health or safety of the student or other individuals;
- (h) to accrediting organizations and state or federal education authorities using information for auditing, evaluating, or enforcing legal requirements of educational programs, provided the data is protected to prohibit the identification of students and all personally identifiable information is destroyed when no longer needed;
- (i) to appropriate persons or agencies in connection with a student's application for or receipt of financial aid to determine eligibility, amount, or conditions of financial aid and to enforce the terms and conditions of the aid;
- (j) to parents of a dependent student as defined under the Internal Revenue Code;
- (k) the final results of a disciplinary proceeding, regardless of outcome, to the victim of an alleged perpetrator of a crime of violence or a nonforcible sex offense;
- (l) the final results of a disciplinary proceeding that a student has violated an institutional rule or policy in connection with a crime of violence or nonforcible sex offense; and
- (m) disclosures concerning sex offenders and other persons required to register as offenders under federal law.

#### SECTION V. ADMINISTRATIVE PROCEDURES.

The University shall maintain administrative procedures that fulfill its legal obligations regarding student education records, including, but not limited to, notice of rights to students, access to education records, recordkeeping requirements, the right to request amendment of education records, and hearing rights.

- 2) Approval of the Consent Report for the Mission Fulfillment Committee as presented to the committee and described in the October 12, 2023, committee minutes.

### **REPORT OF THE FINANCE & OPERATIONS COMMITTEE**

Regent Huebsch, chair of the committee, reported that the committee voted unanimously to approve on behalf of the Board the following items.

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

- 1) The resolutions related to the 2023 Six-Year Capital Plan and 2024 State Capital Request. The resolutions are as follows:

***Resolution Related to the 2023 Six-Year Capital Plan***

WHEREAS, preserving the University of Minnesota (University) campuses through stewardship of public investments that have been made over 165 years is a commitment the Board of Regents (Board) has made to the State of Minnesota (State); and

WHEREAS, advancing key academic priorities is critical for the University to achieve and maintain excellence; and

WHEREAS, continuing investment in research infrastructure is essential for the future competitiveness of the University and the State; and

WHEREAS, enhancing the student experience for both undergraduate education and graduate and professional education is required as the core of its mission in order to generate and disseminate knowledge; and

WHEREAS, improving outreach and engagement is necessary in order to transform State communities, fuel the State economy, address State social issues, and improve the State's health; and

WHEREAS, the administration has developed a capital-planning framework designed to focus its capital planning efforts toward projects that support the University's institutional priorities within a financial strategy that is responsible.

NOW, THEREFORE, BE IT RESOLVED that the Board approves the 2023 Six-Year Capital Plan in order to create and maintain facilities that serve as tools for accomplishing the University's threefold mission of education, research, and outreach.

***Resolution Related to the 2024 State Capital Request***

WHEREAS, the Board of Regents (Board) has directed the administration to annually submit a six-year capital plan and a capital improvement budget in support of the University of Minnesota's (University) strategic priorities; and

WHEREAS, the Board recognizes the importance of sustaining and improving the University's facilities in support of teaching, research, and outreach; and

WHEREAS, the administration has developed a capital planning framework designed to focus its capital planning efforts on projects that support the University's institutional priorities within a financial strategy that is realistic.

NOW THEREFORE, BE IT RESOLVED that the Board of Regents approves the University's 2024 State Capital Request for presentation to the State of Minnesota (State) in the amount of \$500,000,000 consisting of \$500,000,000 from the State and \$0 from the University.

- 2) The resolution related to the Supplemental FY 2025 Budget Request to the State of Minnesota. The resolution is as follows:

WHEREAS, the University of Minnesota (University), the State of Minnesota's (State) only public, land-grant university, is charged with the responsibility to pursue knowledge through research and discovery, apply this knowledge through teaching and learning, and outreach and public engagement; and

WHEREAS, the University is committed to a continuous process of reevaluating priorities and increasing the efficiency and effectiveness of both direct mission and support activities, reinvesting budget savings into mission-critical strategies; and

WHEREAS, the University, in partnership with the State, can better support financial access and affordability to postsecondary education for Minnesota students and families; and

WHEREAS, the University is committed to supporting students through services that enhance their educational experience and by equitably reducing financial barriers to student achievement; and

WHEREAS, the University has an economic impact on the State by educating the State's workforce, developing new technologies, partnering with business and industry, and delivering outreach programs in partnership with local communities; and

WHEREAS, the University's annual budget process is designed to surface and act on the most pressing priorities each year to maintain excellence across its three missions, including compensation, compliance with federal and state regulations, research and technology infrastructure, facility maintenance, and student support; and

WHEREAS, the University recognizes the many competing priorities for State general fund support.

NOW, THEREFORE, BE IT RESOLVED that the Board of Regents approves the supplemental budget request for FY 2025 for presentation to the State, which includes an increase of \$45,000,000 to the operations and maintenance appropriation from the general fund for a total operations and maintenance appropriation of \$721,294,000 in fiscal year 2025 and a biennial total of \$1,407,852,000.

- 3) The Duluth Campus Plan.
- 4) Approval of the Consent Report for the Finance and Operations Committee as presented to the committee and described in the October 12, 2023, committee minutes.

#### **REPORT OF THE GOVERNANCE & POLICY COMMITTEE**

Regent Verhalen, 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 SPECIAL COMMITTEE ON ACADEMIC HEALTH**

Regent Wheeler, chair of the special committee, reported that the special committee voted unanimously to recommend the following item:

- 1) Approval of the proposed academic affiliation agreement with CentraCare.

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

A motion was made and the Board voted unanimously to approve the recommendation included in the report of the Special Committee on Academic Health.

### **REPORT OF THE SPECIAL COMMITTEE ON UNIVERSITY RELATIONS**

Regent Thao-Urabe, 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](#).

### **RESOLUTION TO CONDUCT NON-PUBLIC MEETING OF THE BOARD OF REGENTS TO DISCUSS ATTORNEY-CLIENT PRIVILEGED MATTERS**

A motion was made and seconded that the following resolution be adopted:

WHEREAS, based on advice of the General Counsel, the Board of Regents have 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 the Board of Regents be held on Friday, October 13, 2023 in the Boardroom, 600 McNamara Alumni Center, for the purpose of an attorney-client privileged discussion of litigation relating to a data security incident, including the following: *Linzy v University of Minnesota; Eckl v University of Minnesota; Shackelford v University of Minnesota; Dittberner v University of Minnesota; Martin v University of Minnesota; Sebersson v University of Minnesota; Foster v University of Minnesota; Chatelain v University of Minnesota.*

The Board voted unanimously to adopt the resolution and the public portion of the meeting ended at 12:31 p.m.

The docket materials for this item begin on page 108. The closed-captioned video of this item is [available here](#).



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

Staff present for the non-public portion: Interim President Jeffrey Ettinger; Senior Vice President Myron Frans; General Counsel Douglas Peterson; Vice President Bernard Gulachek; Executive Director Brian Steeves; Chief Auditor Quinn Gaalswyk; Chief Public Relations Officer Chuck Tombarge.

Others present for the non-public portion: Laurie Beyer-Kropuenske, Brian Dahlin, Jonathan Harper, Dan Herber, Jason Langworthy, Brian Slovt, Jon Steadland, and Marlo Welshons.

The meeting adjourned at 1:46 p.m.



**BRIAN R. STEEVES**  
**Executive Director and**  
**Corporate Secretary**

**UNIVERSITY OF MINNESOTA  
BOARD OF REGENTS**

**Board of Regents  
November 2, 2023**

A special meeting of the Board of Regents of the University of Minnesota was held on Thursday, November 2, 2023, at 3:00 p.m. in the Boardroom, 600 McNamara Alumni Center.

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

Staff present: Interim President Jeffrey Ettinger; Vice President Jakub Tolar; Acting Executive Director Jason Langworthy; Chief Public Relations Officer Chuck Tombarge; and Associate Vice President Michael Volna.

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

**PRESIDENTIAL POSITION PROFILE**

Regent Kenyanya invited Regent Davenport, chair, Presidential Search Advisory Committee, and Professor Chris Uggen, vice chair, Presidential Search Advisory Committee, to present for review and action the proposed Presidential Position Profile, 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](#).

A motion was made and seconded to approve the proposed Presidential Position Profile. Kenyanya directed that a roll call vote be taken. The vote was as follows:

Regent Davenport	Yes
Regent Farnsworth	Yes
Regent Huebsch	Yes
Regent Gulley	Yes
Regent R. Johnson	Yes
Regent T. Johnson	Yes
Regent Mayeron	Yes
Regent Thao-Urabe	Yes
Regent Turner	Yes
Regent Verhalen	Yes
Regent Wheeler	Yes
Regent Kenyanya	Yes

On a vote of 12 to 0, the Presidential Position Profile was approved.

**ACADEMIC AFFILIATION WITH CENTRACARE: FINANCIAL PLAN**

Regent Kenya invited Vice President Tolar, Associate Vice President Volna, William Sibert, Associate Dean and Chief Financial Officer, Medical School and Chief Financial Officer, M Physicians, and Mike Blair, Senior Vice President and Chief Financial Officer, CentraCare, to review the financial plan for the academic affiliation agreement with CentraCare, as detailed in the docket.

The docket materials for this item begin on page 31. The closed-captioned video of this item is [available here](#).

The meeting adjourned at 3:54 p.m.



**JASON R. LANGWORTHY**  
**Acting Executive Director and**  
**Corporate Secretary**

**UNIVERSITY OF MINNESOTA  
BOARD OF REGENTS**

**Special Committee on Academic Health  
November 21, 2023**

A special meeting of the Special Committee on Academic Health of the Board of Regents was held on Tuesday, November 21, 2023, at 10:30 a.m. in the Boardroom, 600 McNamara Alumni Center.

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

Staff present: Chancellor Lori Carrell; Executive Vice President and Provost Rachel Croson; Vice Presidents Kenneth Horstman and Jakub Tolar; Executive Director Brian Steeves; and Chief Auditor Quinn Gaalswyk.

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

**THE UNIVERSITY'S HEALTH SCIENCES**

Regent Wheeler invited Vice President Tolar, Dean of the Medical School; Tim Beebe, Interim Dean of the School of Public Health; Connie Delaney, Dean of the School of Nursing; Keith Mays, Dean of the School of Dentistry; Laura Molgaard, Dean of the College of Veterinary Medicine; and Todd Sorensen, Executive Senior Associate Dean and Acting Dean of the College of Pharmacy, to provide an overview of the University's six health sciences schools, 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](#).

The meeting adjourned at 11:59 a.m.



**BRIAN R. STEEVES**  
**Executive Director and**  
**Corporate Secretary**



# BOARD OF REGENTS DOCKET ITEM SUMMARY

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**Board of Regents**

**December 8, 2023**

**AGENDA ITEM:** Report of the Interim President

**Review**

**Review + Action**

**Action**

**Discussion**

*This is a report required by Board policy.*

**PRESENTERS:** Interim President Jeffrey M. Ettinger

## **PURPOSE & KEY POINTS**

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



# BOARD OF REGENTS DOCKET ITEM SUMMARY

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**Board of Regents**

**December 8, 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

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**Board of Regents**

**December 8, 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**

The following items are included for receipt and filing:

A. Virtual Forum Comments

Comments that were received by the Board's Virtual Forum from October 6, 2023, through 10:00 a.m. December 1, 2023, and comply with the Board's guidelines are available at [z.umn.edu/DEC2023BORVirtualForum](https://z.umn.edu/DEC2023BORVirtualForum).

B. Eastcliff Annual Report

# **EASTCLIFF ANNUAL REPORT**

**July 2022 - June 2023**



**Residence of the President of the University of Minnesota**

**Managed by the Office of the President  
and Facilities Management**

**Report reviewed and submitted by:  
Office of the Board of Regents  
December 2023**



## BACKGROUND

In the early 1920s, Edward Brooks, a local lumber businessman, and his wife Markell Conley Brooks, commissioned C.H. Johnston Jr., an architect of record for the University of Minnesota, to create a home for his family. Completed in 1922, the resulting two-story, 20-room house reflects the family's understated taste as well as the Brooks' lumber heritage. Walnut, ash, cherry, cypress, knotty pine, and bleached oak were used in the construction and detailing; the unusually thick and wide white clapboard siding was custom cut, and nine fireplaces allowed the Brooks family to burn wood from their lumberyards. Because of its perch atop the eastern cliffs of the Mississippi River, the Brooks family began calling the home Eastcliff – a name used to this day. In 1958, the Brooks family graciously donated their home to the University of Minnesota.

Since 1961, eight University of Minnesota presidents and their families have resided in Eastcliff. Eastcliff has served as a special gathering place for official University functions. Its historic architecture, welcoming public spaces, and manicured grounds has provided a comfortable setting for the University community, community leaders and public officials, and dignitaries from around the world. In 2000, the home was added to the National Register of Historic Places.

## EASTCLIFF ENDOWMENT FUNDS

The University of Minnesota Foundation manages donations to the Eastcliff Endowment Funds, which are designated for ongoing preservation, operations, and enhancement to the house.

In 2022-23, gifts totaling \$6,405.00 were donated to the University of Minnesota Foundation in support of Eastcliff.

### Eastcliff Endowment Funds

**Markell Brooks Eastcliff Enhancement Endowment  
Dwight F. Brooks II Eastcliff Enhancement Fund  
July 1, 2022 – June 30, 2023**

Purpose: To be used for enhancements to Eastcliff.

<b>Beginning Balance</b>	<b>\$1,074,791.25</b>
Contributions	-
Investment Return	(\$2,905.08)
Disbursements	-
<b>Ending Balance</b>	<b>\$1,071,886.17</b>
<b>Available Cash Balance</b>	<b>\$256,938.43</b>
<i>(Accumulated earnings made available from endowment)</i>	

**Eastcliff Legacy Fund  
July 1, 2022 – June 30, 2023**

Purpose: To be used for enhancements to Eastcliff.

<b>Beginning Balance</b>	<b>\$102,636.58</b>
Contributions	\$5,405.00
Pledge payments	-
Investment Return	\$874.59
Disbursements	(\$55,565.00)
<b>Ending Balance</b>	<b>\$53,351.17</b>
<b>Available Cash Balance</b>	<b>\$53,351.17</b>

**Eastcliff Endowment Fund  
July 1, 2022 – June 30, 2023**

Purpose: To provide support for the ongoing preservation and operation of Eastcliff.

<b>Beginning Balance</b>	<b>\$131,201.94</b>
Contributions	\$1,000.00
Investment Return	\$161.51
Disbursements	-
<b>Ending Balance</b>	<b>\$132,363.45</b>
<b>Available Cash Balance</b>	<b>\$27,462.66</b>

**Eastcliff Dollhouse Fund  
July 1, 2022 – June 30, 2023**

Purpose: To be used to maintain the dollhouse replica of Eastcliff.

<b>Beginning Balance</b>	<b>\$9,586.81</b>
Contributions	-
Investment Return	\$78.21
Disbursements	-
<b>Ending Balance</b>	<b>\$9,665.02</b>
<b>Available Cash Balance</b>	<b>\$9,665.02</b>

**Eastcliff Fund Disbursements  
July 1, 2022 – June 30, 2023**

Eastcliff Capital Plan – Initial Funding	\$55,000.00
Piano tuning	\$140.00
Piano tuning	\$425.00
<b>Total Disbursements</b>	<b>\$55,565.00</b>

**OFFICIAL UNIVERSITY ENTERTAINING**

One of Eastcliff’s primary functions is to serve as a venue for special University events and activities.

**Eastcliff Events Activity**

	Number of Events	Number of Guests
<b>2010-2011</b>	114	5,959
<b>2011-2012<sup>1</sup></b>	84	3,614
<b>2012-2013</b>	76	4,116
<b>2013-2014</b>	84	4,214
<b>2014-2015</b>	64	3,568
<b>2015-2016</b>	81	3,437
<b>2016-2017</b>	83	3,216
<b>2017-2018</b>	69	3,451
<b>2018-2019<sup>2</sup></b>	65	2,516
<b>2019-2020<sup>3</sup></b>	11	1,158
<b>2020-2021<sup>4</sup></b>	3	34
<b>2021-2022<sup>5</sup></b>	7	438
<b>2022-2023</b>	9	472

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<sup>1</sup> Beginning July 2011, all events at Eastcliff were required to be hosted by the President and/or their spouse. As a result, Eastcliff was used more strategically, however its use was highly dependent upon the President’s commitments and travel.

<sup>2</sup> Eastcliff was closed for major maintenance projects starting in May 2019.

<sup>3</sup> Eastcliff was closed for major maintenance projects through October 2019. Due to the COVID-19 pandemic, only small meetings held outside and socially distanced took place between March and June 2020.

<sup>4</sup> Eastcliff remained closed for most events between July 2020 and June 2021 due to the COVID-19 pandemic.

<sup>5</sup> Like 2020-2021, events were limited due to the cyclical surges of the COVID-19 pandemic.

### Number of Events Held by Type

	Breakfast	Lunch	Reception	Dinner	Tour	Meeting	Picnic	Other
<b>2010-2011</b>	11	14	53	29	4	5	1	0
<b>2011-2012</b>	7	2	36	24	1	13	0	1
<b>2012-2013</b>	5	3	31	34	0	1	1	1
<b>2013-2014</b>	3	16	34	17	0	14	0	0
<b>2014-2015</b>	4	3	28	18	1	9	0	1
<b>2015-2016</b>	6	2	29	19	0	25	0	0
<b>2016-2017</b>	2	3	31	20	0	27	0	0
<b>2017-2018</b>	1	3	30	16	1	17	1	0
<b>2018-2019</b>	1	1	23	12	1	25	0	0
<b>2019-2020</b>	0	0	8	2	0	0	0	1
<b>2020-2021</b>	0	0	1	1	0	1	0	0
<b>2021-2022</b>	1	0	5	1	0	0	0	0
<b>2022-2023</b>	0	0	5	3	0	0	1	0

### CAPITAL AND MAINTENANCE PROJECTS COMPLETED

Routine maintenance projects are funded by the University and overseen by Facilities Management (FM). The following projects were completed during fiscal year 2023:

1. Support Eastcliff for the move out/move in for the Governor: \$ 68,632.40
2. Building exterior painting: \$ 42,952.67
3. Landscaping: \$ 11,972.22

**FACILITIES MANAGEMENT AND PRESIDENT'S OFFICE SUMMARY OF EXPENDITURES**

**General Operations and Maintenance Fund  
12 Months Ending June 30, 2023  
(unaudited)**

	Prior Year 2021-22			Current Year 2022-23		
	Facilities	Events	Total	Facilities	Events	Total
<b>Beginning Balance*</b>		\$25,000	\$25,000		\$67,901	\$67,901
<b>REVENUES</b>						
Total Year Allocation	\$277,889	\$51,315	\$329,204	\$277,900		\$277,900
Transfer from Office of the President						
Transfer from Facilities Management						
Transfer from the General Contingency Fund						
Transfer from Central Reserves						
<b>Total Resources</b>	\$277,889	\$76,315	\$354,204	\$277,900	\$67,901	\$345,801
<b>EXPENDITURES</b>						
Salaries and Fringe Benefits	\$37,271	\$44	\$37,315	\$19,323		\$19,323
Supplies, Expenses, Equipment	\$160,966	\$8,370	\$169,336	\$251,416	\$3,227	\$254,643
Transfer to Main Office						
Transfer to FM						
Transfer to/(from) the Eastcliff Project Reserve	\$79,652		\$79,652	\$7,162		\$7,162
<b>Total Expenditures</b>	\$277,889	\$8,414	\$286,303	\$277,900	\$3,227	\$281,127
Transfer to/(from) the President's Initiatives						
<b>Ending Balance</b>		\$67,901	\$67,901		\$64,674	\$64,674

\* FY21- Balance continued to accumulate in FY21 as no events were being held in Eastcliff due to COVID; balance transferred to President's Initiative.



# BOARD OF REGENTS DOCKET ITEM SUMMARY

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**Board of Regents**

**December 8, 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 Board Chair and Interim President recommend approval of the Summary Report of Gifts to the University through August 31, 2023.

### **B. Report of the All-University Honors Committee**

The Interim President recommends approval of the All-University Honors Committee recommendations, forwarded to the Board in a letter dated December 1, 2023.

### **C. Report of the Naming Committee**

The Interim President recommends approval of the Naming Committee recommendations, forwarded to the Board in a letter dated December 1, 2023.

## **RECOMMENDATIONS**

The Interim President recommends approval of the Consent Report with the exception of the acceptance of gifts from the Hormel Foundation.

Chair Mayeron recommends approval of the acceptance of gifts from the Hormel Foundation.

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

**December 2023 Regents Meeting**

	September		Year-to-Date	
	2023	2022	07/01/23 09/30/23	07/01/22 09/30/22
<b>U of M Gift Receiving</b>	\$ 4,669	\$ 69,110	\$ 138,316	\$ 247,342
<b>Arboretum Foundation</b>	\$ 6,363,907	26,888,201	7,821,406	28,923,726
<b>Univ of MN Foundation</b>	\$ 25,491,126	42,635,274	78,893,089	76,788,864
<b>Total Gift Activity</b>	<b>\$ 31,859,702</b>	<b>\$ 69,592,585</b>	<b>\$ 86,852,811</b>	<b>\$ 105,959,932</b>

\*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 September 2023**

<b>Donor</b>	<b>Gift/Pledge</b>	<b>Purpose of Gift</b>
<b><u>\$1 Million and Over</u></b>		
Greg Marzolf Jr Fdn	Pledge	Medical School
Hormel Foundation	Gift	Office of the Vice President for Research
The Glaser Family Foundation	Pledge	Carlson School of Management College of Food, Agricultural and Natural Resource Sciences; Minnesota Landscape Arboretum; Academic Clinical Affairs; College of Biological Sciences
WEM Fdn	Gift	
<b><u>\$500,000 - \$1,000,000</u></b>		
Robert O Pepin Estate	Gift	College of Science and Engineering
<b><u>\$250,000 - \$500,000</u></b>		
Anonymous Donor	Gift	Intercollegiate Athletics
<b><u>\$100,000 - \$250,000</u></b>		
Anonymous Donor	Gift	College of Liberal Arts
Arnold M Ranta Estate	Gift	University of Minnesota Duluth
Brown Boys Benefit	Gift	Academic Clinical Affairs
Darwin and Geraldine Reedy	Gift	Minnesota Landscape Arboretum
Douglas and Denise Novak	Gift	Medical School
Edward and Cora Remus	Gift	College of Science and Engineering
General Mills Inc	Gift	Carlson School of Management
George J Reiling Jr Estate	Gift	Carlson School of Management
Joy Lindsay and Roy Martin Jr.	Gift	Carlson School of Management
Paladugu Rao, Ph.D.	Gift	College of Science and Engineering
Thomas Klas	Gift/ Pledge	College of Liberal Arts; Intercollegiate Athletics
<b><u>\$50,000 - \$100,000</u></b>		
Charities Aid Foundation America	Gift	Undesignated; Unrestricted
Charles Nauen and Pati Pofahl	Gift	Law School
Christopher Georgia	Pledge	Carlson School of Management
Dwight Peterson	Gift	Carlson School of Management
Helen S Henton Trust	Gift	University of Minnesota Foundation
Hinda Litman	Pledge	Academic Clinical Affairs
Jeffrey Thiel	Pledge	Intercollegiate Athletics
Joan Semmer	Pledge	Medical School
Joseph Hautman, Ph.D. and Mridula Hautman	Gift	Academic Clinical Affairs
Karl Potach Fdn	Gift	Office of the Vice President for Research
Kathryn and Steven Anderson	Gift	College of Liberal Arts
Lesaffre Yeast Corporation	Gift	College of Food, Agricultural and Natural Resource Sciences
Marilyn Morem	Gift	College of Liberal Arts
Marri Oskam	Gift	Office of Undergraduate Education
Michael and Julie Kaplan	Gift	College of Liberal Arts
Michael and Rebecca Thyken	Pledge	Carlson School of Management
Mrs Margie C Hagen	Gift	College of Pharmacy
Ms Patricia M Monick Estate	Gift	School of Nursing
Nanohmics Inc	Gift	College of Science and Engineering



**\$50,000 - \$100,000**

Ralph and Melinda Mendelson Gift  
Vlasta F Pikal Estate Gift

College of Liberal Arts  
College of Veterinary Medicine

**\$25,000 - \$50,000**

Abbott Fund Gift  
Anonymous Donor Gift  
Cenovus Energy Gift  
D. Ward Johnson Jr. and Charlotte Johnson Gift  
David and Mary Holtze Gift  
Edwin Cheng Gift

Carlson School of Management;  
Undesignated  
Libraries  
University of Minnesota Duluth  
Intercollegiate Athletics  
Carlson School of Management  
College of Food, Agricultural and Natural  
Resource Sciences

Geraldine Nelson Gift  
Harlan Cavert Gift  
Hossein Aliabadi, M.D. and Mumtaz Kazim,  
M.D. Gift  
Janet Long Gift  
John Junell Fund-Minneapolis Fdn Gift  
Judith Libertus Gift  
Julie and John Heinmiller Gift  
KWS Seeds, LLC Gift  
M W Lambert Revocable Trust Gift  
MN Assn of Occ Hlth Nurses Schol Fund-Comm  
Fdn of Carver Cty Gift  
Michael and Cecilia Rohrer Gift  
Minnesota Turkey Research & Promotion  
Council Gift  
Peter Szyman Pledge  
Phyllis Cox Gift  
Pulido Walker Foundation Gift  
Robert Murtaugh, D.V.M. and Jill Clark Gift  
Robert and Gail Buuck Gift  
Robert and Kim Lenihan Gift  
Slaggie Family Foundation Gift  
Target Corporation Gift  
Team Kopacz Inc Gift

College of Biological Sciences; Undesignated  
College of Liberal Arts  
Medical School  
Libraries  
Office of Undergraduate Education  
College of Liberal Arts  
Academic Clinical Affairs  
Minnesota Landscape Arboretum  
University of Minnesota Duluth  
School of Public Health  
School of Dentistry  
College of Veterinary Medicine  
Intercollegiate Athletics  
Carlson School of Management  
College of Pharmacy  
College of Veterinary Medicine  
Carlson School of Management  
University of Minnesota Duluth  
College of Liberal Arts  
Humphrey School of Public Affairs  
Medical School

**\$10,000 - \$25,000**

Advantage PCA Services Inc Gift  
AgriBank FCB Gift  
American Cancer Society Inc Gift  
Ann Stien, Pharm.D. and John Stien Gift  
Annexstad Family Fdn Gift  
Anonymous Donor Gift  
Anonymous Donor Fund-Schwab Charitable  
Augeo Affinity Marketing Inc Gift  
Austrian Federal Ministry of Education Science  
& Research Gift  
BASF Corporation Gift  
Barbara Schaller Gift  
Bayer Fund Gift  
Bentson Fdn Gift  
Brightstar Therapeutics Gift

University of Minnesota Duluth  
College of Food, Agricultural and Natural  
Resource Sciences  
Office of the Vice President for Research  
University of Minnesota Duluth  
Office of Undergraduate Education  
College of Liberal Arts  
Academic Clinical Affairs  
Carlson School of Management  
College of Liberal Arts  
University of Minnesota Extension; College  
of Food, Agricultural and Natural Resource  
Sciences  
College of Science and Engineering  
University of Minnesota Extension  
Office of Undergraduate Education  
Medical School

**\$10,000 - \$25,000**

David Clark II and Molly Clark	Gift	Carlson School of Management
David and Susan Martin	Gift	School of Public Health
Donald and Cynthia MacMillan	Gift	College of Food, Agricultural and Natural Resource Sciences; Minnesota Landscape Arboretum
Dorothy A Patterson Estate	Gift	Medical School
Elizabeth Knabe, D.V.M.	Gift	College of Veterinary Medicine
Emerson Electric Co	Gift	Carlson School of Management; College of Science and Engineering
Faith Bergemann	Gift	College of Food, Agricultural and Natural Resource Sciences
GLISA, The University of Michigan	Gift	University of Minnesota Extension
Gail and Robert Toftey	Pledge	University of Minnesota Duluth
Gary Francis, M.D. and Margaret Francis	Gift	Medical School; Academic Clinical Affairs
George and Barbara Hagemann	Gift	College of Veterinary Medicine; Intercollegiate Athletics
Givens Foundation for African American Literature	Gift	Libraries
Gullickson Family Fund of The Minneapolis Fdn	Gift	Minnesota Landscape Arboretum
Irvin Kessler and Barbara Anderson	Gift	College of Education and Human Development
James and Anne Eidsvold	Gift	University of Minnesota Morris
Jane Drinkwalter and Eugene Quast	Gift	College of Food, Agricultural and Natural Resource Sciences
John Schwartz, M.H.A. and James Mosley	Gift	School of Public Health
John and Judi Dahlseng	Gift	College of Science and Engineering; College of Food, Agricultural and Natural Resource Sciences
Katherine Anderson	Gift	College of Veterinary Medicine
Kristine Larson	Gift	Academic Clinical Affairs
Lee Johnson	Gift	Carlson School of Management; School of Nursing
Leon Hoyer, M.D. and Ann Bailey	Gift	Medical School
MN American Legion and Auxillary Brain Science Foundation	Gift	Medical School
MN Assoc of Occ Nurses Inc.	Gift	School of Public Health
Manjusha Shankaradas and James Friedmann	Gift	Medical School
Margro R. Long Trust	Gift	Medical School
Matthew Norman, M.D. and Stephanie Norman	Gift	Medical School
Michael and Ann Hammer	Gift	College of Science and Engineering
Midland Communications Distribution Ltd	Gift	Undesignated
Mike & Linda Fiterman Family Foundation	Gift	Carlson School of Management
PNC Financial Services Group	Gift	Northrop
Richard Donovan, Ph.D. and Susan Fawcett	Gift	College of Liberal Arts
Robert Metcalf	Gift	Medical School
Rockefeller Philanthropy Advisors Inc	Gift	College of Veterinary Medicine
Room & Board Inc	Gift	Earl E. Bakken Center for Spirituality and Healing
Sally Booth	Gift	College of Veterinary Medicine
Scheels All Sports Inc	Gift	Medical School; Academic Clinical Affairs
Scott and Kristin Schnuckle	Gift	University of Minnesota Duluth
Someone Else's Child Foundation	Pledge	College of Education and Human Development
Steven Johnston	Gift	Carlson School of Management; College of Food, Agricultural and Natural Resource Sciences

**\$10,000 - \$25,000**

Sundet Foundation	Gift	Academic Clinical Affairs
Terry Coleman	Gift	College of Liberal Arts
The Nerdery LLC	Gift	Carlson School of Management
Timothy and Nancy Phillips	Gift	Office of Undergraduate Education
Trans Justice Funding Project	Gift	College of Science and Engineering
Walgreens Co	Gift	College of Pharmacy
William Brown and Caroline Wilmot	Pledge	College of Biological Sciences
William M Robb Estate	Gift	University of Minnesota Morris
Zongyu Chen, M.D., Ph.D. and Qing Yao	Gift	Medical School

**\$5,000 - \$10,000**

Always Lucy Strong	Gift	College of Liberal Arts
American Honda Motor Co Inc	Gift	University of Minnesota Duluth
Ann Roberts	Gift	Minnesota Landscape Arboretum
Anonymous Donor	Gift	College of Veterinary Medicine
Bayer Corp	Gift	Carlson School of Management
Bayer CropScience LP	Gift	College of Food, Agricultural and Natural Resource Sciences
Betty A Lewis University Environmental Charitable Trust	Gift	University of Minnesota Extension
Beverly Goodman, M.D.	Gift	Medical School
Bright Research Partners, Inc	Gift	Medical School
Bruce and Kimberly Wojack	Gift	Law School
CHS Agronomy	Gift	College of Food, Agricultural and Natural Resource Sciences; University of Minnesota Extension
Cengage Learning	Gift	Unrestricted
Center for Computer-Assisted Legal Instruction	Gift	Law School
Charles and Maryanne Lo	Gift	College of Science and Engineering
Cure PSP Foundation	Gift	Academic Clinical Affairs
Dale Gerding, M.D. and Mary Gerding	Gift	Medical School
Daniel and Arlys Peterson	Gift	College of Veterinary Medicine
David and Julie Hartung	Gift	College of Liberal Arts
Elizabeth Ginther	Gift	Academic Clinical Affairs
Elizabeth Lloyd	Gift	University of Minnesota Duluth
Eric Isaiah Walker Scholarship Foundation	Gift	Intercollegiate Athletics
ExxonMobil Fdn	Gift	Various Colleges
FMC Corporation	Gift	College of Food, Agricultural and Natural Resource Sciences
Freeborn County Communities Fdn - Saint Paul & MN Fdn	Gift	University of Minnesota Extension
Gerald Witowski and Nancy Witowski, Ph.D.	Gift	College of Biological Sciences
Helen Glenn	Gift	Medical School
Helen Sady	Gift	School of Dentistry
Jane Denovchek and Michael Harwell	Gift	College of Education and Human Development
Jantze Haley and Dennis Haley, D.D.S.	Gift	Medical School
Karen Beadie	Gift	Medical School
Kohl's Corporation	Gift	College of Design
Lamb-Weston/RDO Frozen	Gift	University of Minnesota Extension
Land O'Lakes Inc	Gift	Carlson School of Management
Lynette Thompson	Gift	Academic Health Sciences
Mary Stehr	Gift	College of Food, Agricultural and Natural Resource Sciences; Office of Undergraduate Education
Nancy Aldrich	Gift	Minnesota Landscape Arboretum

**\$5,000 - \$10,000**

National 4-H Council	Gift	University of Minnesota Extension
Patricia Thayer	Gift	Carlson School of Management
Paul and Judy Ulland	Gift	University of Minnesota Extension
Peter Hames	Gift	Humphrey School of Public Affairs
Pomme De Terre Junior Golf Association	Pledge	University of Minnesota Morris
Richard and Elizabeth Kleber	Gift	Medical School
Robert Edstrom	Gift	University of Minnesota Duluth
Robert and Colleen Porter	Gift	Carlson School of Management
Robert and Linda Erlandson	Gift	College of Science and Engineering
Ruth and Dale Bachman	Gift	Academic Clinical Affairs
Susan Keskinen and Dennis Cornhill	Gift	University of Minnesota Morris
Theodore Pass	Gift	Office of Undergraduate Education
University of Wisconsin-Madison	Gift	College of Veterinary Medicine
Venetia Kudrle, M.H.A. and Robert Kudrle	Gift	Law School
Virginia Perman	Gift	College of Veterinary Medicine
WIPFLI Fdn Inc	Gift	Carlson School of Management
William McGinnis Jr.	Gift	Law School
Wyffels Hybrids	Gift	University of Minnesota Extension
Yaffa Cohen-Appelbaum and Mark Appelbaum	Gift	Minnesota Landscape Arboretum
Young Lim	Gift	Medical School

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

**December 2023 Regents Meeting**

	<u>October</u>		<u>Year-to-Date</u>	
	<u>2023</u>	<u>2022</u>	<u>07/01/23 10/31/23</u>	<u>07/01/22 10/31/22</u>
<b>U of M Gift Receiving</b>	\$ 12,088	\$ 150,454	\$ 150,404	\$ 397,796
<b>Arboretum Foundation</b>	\$ 781,140	809,661	8,602,546	29,733,387
<b>Univ of MN Foundation</b>	\$ 22,381,166	22,630,158	101,274,255	99,419,022
<b>Total Gift Activity</b>	<b><u>\$ 23,174,394</u></b>	<b><u>\$ 23,590,273</u></b>	<b><u>\$ 110,027,205</u></b>	<b><u>\$ 129,550,205</u></b>

\*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 October 2023**

<b>Donor</b>	<b>Gift/Pledge</b>	<b>Purpose of Gift</b>
<b><u>\$1 Million and Over</u></b>		
Dr JoAnne Bugghey Estate	Gift	College of Education and Human Development
Suzanne Pausteri Haugland Estate	Gift	College of Veterinary Medicine
Wells Fargo Foundation	Gift	Carlson School of Management
<b><u>\$500,000 - \$1,000,000</u></b>		
Edith Postiglione	Gift	College of Science and Engineering
Joan B Hanson Estate	Gift	Undesignated
Maria R Pintado Estate	Gift	School of Dentistry
Minnie A Schroeder Estate	Gift	School of Dentistry
<b><u>\$250,000 - \$500,000</u></b>		
Anna W Olson Estate	Gift	College of Veterinary Medicine
Dale and Becky Fredell	Pledge	Intercollegiate Athletics
Hormel Foundation	Gift	Office of the Vice President for Research
Mary Anne Page Estate	Gift	College of Liberal Arts
Stephanie Bardal	Gift	Carlson School of Management
<b><u>\$100,000 - \$250,000</u></b>		
Bruce Warren, M.D.	Gift	Medical School; University of Minnesota Duluth
Carolyn Longacre and Michael Wilens	Gift	Earl E. Bakken Center for Spirituality and Healing
Deborah Bachrach, Ph.D.	Gift	College of Veterinary Medicine
Harvey and Janet Bartz	Gift	Academic Clinical Affairs
Jennifer Voelker and Michael Ness	Gift	Global Programs and Strategy Alliance
Lowell Schwab and Rae Carter	Pledge	Intercollegiate Athletics
Mayo Foundation for Medical Education and Research	Gift	University of Minnesota Rochester
Mrs Margie C Hagen	Gift	College of Pharmacy
Robert and Karen Morgan Family Foundation	Gift	Academic Clinical Affairs; Intercollegiate Athletics
<b><u>\$50,000 - \$100,000</u></b>		
Ann Fallon	Gift	College of Food, Agricultural and Natural Resource Sciences
Arnold S Leonard Cancer Research Fund	Gift	Medical School
Christopher Brown and Kelly King-Ellison	Pledge	Intercollegiate Athletics
David Sumner and Susan Haugen-Sumner	Gift	College of Veterinary Medicine
Deborah Olson	Pledge	Intercollegiate Athletics
Donald L Vandergon Estate	Gift	College of Science and Engineering
Dr. Catherine B. Asher Estate	Gift	College of Liberal Arts
Eric Gustafson	Gift	University of Minnesota Duluth
Gwen Stanley	Gift	Medical School; Academic Clinical Affairs
John & Renata Winsor Fund-Minneapolis Fdn	Gift	Minnesota Landscape Arboretum
John and Catherine Agee	Gift	Medical School
Karen Sedoris Estate	Gift	College of Veterinary Medicine
Kathleen McReavy and William McReavy Sr.	Gift	Intercollegiate Athletics
Michael and Julie Kaplan	Gift	College of Liberal Arts
PPG Cranberry Regional Office	Gift	College of Science and Engineering; University of Minnesota Duluth
Parametric	Gift	College of Science and Engineering
Peter and Diane Donnino	Pledge	Intercollegiate Athletics

**\$50,000 - \$100,000**

Rhea L Lindstrom--Engel Charitable Trust	Gift	College of Veterinary Medicine
Richard Hoyt, Ph.D. and Ingrid Hoyt	Pledge	College of Food, Agricultural and Natural Resource Sciences
Robert Wilder Jr.	Gift	College of Veterinary Medicine
Scott R Palm Estate	Gift	Medical School
Seeding the Future Foundation	Gift	Institute on the Environment
Starke & Virginia Hathaway Trust	Gift	College of Liberal Arts
Terry and Gail Boudreaux	Gift	College of Science and Engineering
Thomas Keul, M.D. and Pamela Keul	Gift	Medical School
Valdemar Olson	Gift	Carlson School of Management; College of Education and Human Development
Wendy Wells and Ralph Moller	Gift	Medical School
Xcel Energy Services Inc	Gift	Carlson School of Management

**\$25,000 - \$50,000**

Alice Warren Gaarden Fund-Mpls Fdn	Gift	College of Science and Engineering
Anonymous Donor	Gift	College of Veterinary Medicine
Anonymous Donor	Gift	College of Education and Human Development
Anonymous Donor	Gift	University of Minnesota Duluth
Antony Cheng and Christine Dianni	Gift	College of Food, Agricultural and Natural Resource Sciences
Associates of the James Ford Bell Library	Gift	Libraries
Bengt E Nilsson Estate	Gift	Unrestricted
Bentson Fdn	Gift	Law School; College of Food, Agricultural and Natural Resource Sciences
Best Buy Purchasing LLC	Gift	Carlson School of Management; Undesignated
Boeing Company	Gift	College of Science and Engineering; Carlson School of Management
Cenovus Energy	Gift	University of Minnesota Duluth
Chien Heng Wu, Ph.D.	Gift	College of Science and Engineering
Corey Sauer	Gift	Weisman Art Museum
Daniel McFadden, Ph.D. and Beverlee Simboli	Gift	College of Liberal Arts; Weisman Art Museum
David Donsker, M.D.	Pledge	College of Food, Agricultural and Natural Resource Sciences
Deidra Wager and Richard Munsen	Gift	University of Minnesota Duluth
Donald & Marie Roberts Charitable Foundation	Gift	College of Veterinary Medicine
Donald and Magdalena Mowbray	Gift	University of Minnesota Duluth
Ecolab Fdn	Gift	College of Science and Engineering
Germaine Guillaume, Ph.D. and Francis Guillaume, Ph.D.	Gift	Medical School
Gordon R Johnson Endowment Fund-Minneapolis Fdn	Gift	Intercollegiate Athletics; Medical School
Groves Fdn	Gift	Medical School
Gunda Georg and Elaine Darst	Gift	College of Pharmacy
Hammer Made	Gift	Academic Clinical Affairs
Hugh J Andersen Foundation	Gift	College of Veterinary Medicine
Isora Wells Foundation	Gift	Medical School
Jean and Mark Schroepfer	Gift	College of Food, Agricultural and Natural Resource Sciences
Jeffrey Basford, M.D.	Gift	College of Science and Engineering
John Lenox and Serena Hu	Pledge	Medical School
Judy Olausen and Brian Sundstrom	Gift	College of Design
Katherine and E. Paul Imle	Gift	University of Minnesota Crookston
Kirsten and Craig Finn	Gift	Medical School

**\$25,000 - \$50,000**

Linda Klas and Robert Klas Jr.	Gift	Intercollegiate Athletics
MN Lions Childhood Cancer Foundation	Gift	Medical School
Melvin Baughman, Ph.D.	Gift	University of Minnesota Extension
Minnesota Golf Course Superintendents Assn Inc	Gift	College of Food, Agricultural and Natural Resource Sciences
Mr John A Pringle	Gift	College of Education and Human Development
Paul Martin	Gift	Medical School
Resynergi Inc	Gift	College of Food, Agricultural and Natural Resource Sciences
Richard F McNamara Family Fdn	Gift	Intercollegiate Athletics
Scott Richards North Star Charitable Foundation	Gift	Medical School
Theodore Storck	Gift	University of Minnesota Morris
Valent USA LLC	Gift	College of Food, Agricultural and Natural Resource Sciences
Wendy Pradt Lougee and Michael Lougee, Ph.D.	Gift	Libraries

**\$10,000 - \$25,000**

3M Fdn Inc	Gift	Carlson School of Management; Various Colleges; Various Colleges
Ag Management Solutions	Gift	University of Minnesota Extension
Alvan and Jane Schrader	Gift	Intercollegiate Athletics
American Cancer Society Inc	Gift	Office of the Vice President for Research
Angela and Darryl Busch	Gift	Carlson School of Management
BASF	Gift	College of Food, Agricultural and Natural Resource Sciences
Barbara Schneidman, M.D.	Gift	Medical School
Bay Lake Improvement Association	Gift	College of Food, Agricultural and Natural Resource Sciences
Bayer CropScience LP	Gift	College of Food, Agricultural and Natural Resource Sciences
Bernie and Gloria Bullert	Pledge	College of Science and Engineering
Betsy Packard Charitable Gift Fund-BOA Charitable	Gift	Minnesota Landscape Arboretum
Boker's Inc	Gift	Medical School
Bonnie Westra	Gift	School of Nursing
Brian and Katherine Blankenburg	Gift	College of Liberal Arts
C Curtis Dunnavan Fund of the National Philanthropic Trust	Gift	Global Programs and Strategy Alliance
Canadian Institute for Advanced Research	Gift	College of Education and Human Development
Carroll Vance, Ph.D. and Michele Vance	Gift	Academic Clinical Affairs
Charles Armstrong, Ph.D. and Virginia Peschke, Ph.D.	Gift	College of Food, Agricultural and Natural Resource Sciences
David and Rochelle Larson	Gift	College of Education and Human Development; Carlson School of Management; College of Liberal Arts
Douglas and Janet Fiola	Gift	Academic Clinical Affairs
Dr Agnes W H Tan Estate	Gift	College of Liberal Arts
Edward and Noreen Zimmerman	Pledge	School of Nursing
Elfrieda H Hintze Estate	Gift	College of Education and Human Development
Ellen Hale	Gift	University of Minnesota Duluth
Emery & Karen Koenig Fund-Catholic Community Fdn	Gift	Minnesota Landscape Arboretum
Ever-Green Energy Inc	Gift	Institute on the Environment



**\$10,000 - \$25,000**

FMC Corporation	Gift	College of Food, Agricultural and Natural Resource Sciences
Frederick D Conrad & Jean McIntyre Conrad Fund-Mpls Fdn	Gift	School of Nursing; Academic Clinical Affairs
Friends of Andersen Library	Gift	Minnesota Landscape Arboretum
Gan Tian	Gift	Medical School
Gary and Claire Nelson	Gift	School of Nursing
George and Janet Schwartz	Gift	Minnesota Landscape Arboretum
Graco Foundation	Gift	College of Science and Engineering
Gretchen and Christian Petersen	Gift	Medical School
Heidrun and Don Oshima	Gift	College of Education and Human Development
Hoelt Family Fund of the Minneapolis Fdn	Gift	Minnesota Landscape Arboretum
Horton Holding Inc	Pledge	College of Science and Engineering
Jacqueline Williams-Roll and Michael Roll	Gift	Carlson School of Management
James Odden and Ann Carrott	Gift	University of Minnesota Morris
Jean Jacobs	Gift	Minnesota Landscape Arboretum
Jeff and Lisa Harmening	Gift	Carlson School of Management; College of Food, Agricultural and Natural Resource Sciences
John and Diane Houle	Gift	Carlson School of Management
Judi Huempfer	Gift	College of Biological Sciences
Judith Mayzel	Gift	Earl E. Bakken Center for Spirituality and Healing
Justin Truckenbrod	Gift	Intercollegiate Athletics
Kaimay Terry and Joseph Terry, M.D.	Gift	Global Programs and Strategy Alliance
Kirk and Susan Rovang	Gift	University of Minnesota Morris
Luther Automotive Foundation	Gift	Medical School
Marguerite Henry Family Trust	Gift	College of Education and Human Development
Mark Snyder and Gloria Sheehan	Gift	College of Biological Sciences
Martha Gabbert	Gift	Academic Clinical Affairs
Mary Lou Belford	Gift	College of Veterinary Medicine
Merchology	Gift	Academic Clinical Affairs
Michael Ebert	Gift	University of Minnesota Extension
Michael and Mia Jordan	Gift	Academic Clinical Affairs
Midwest Food Products Association Inc	Gift	College of Food, Agricultural and Natural Resource Sciences
Mikaela Del Giudice	Gift	College of Food, Agricultural and Natural Resource Sciences
Minnesota Veterinary Medical Foundation	Gift	College of Veterinary Medicine
Miriam B. Carr Fund of The Minneapolis Foundation	Gift	Academic Clinical Affairs
Mithun Family Fdn	Gift	College of Liberal Arts
Mohring Family Trust-Renaissance Charitable Fdn	Gift	College of Liberal Arts
Mona Walz	Gift	College of Education and Human Development
Nancy Latini, Ph.D.	Gift	College of Education and Human Development
National Inst for Pharmaceutic Technology & Education Inc	Gift	College of Pharmacy
Native American Food Sovereignty Alliance	Gift	College of Food, Agricultural and Natural Resource Sciences
Norman Rickeman and Kathleen Murphy	Gift	College of Liberal Arts
Ottertail Coaches Inc	Pledge	University of Minnesota Morris
Patricia and Jerome Robertson	Gift	School of Nursing
Peter and Lynn Ramme	Gift	Medical School

**\$10,000 - \$25,000**

Sundet Foundation	Gift	College of Veterinary Medicine; College of Science and Engineering; Medical School Intercollegiate Athletics
Super Radiator Coils	Gift	
Susan Berget, Ph.D.	Gift	College of Biological Sciences
Syngenta Crop Protection LLC	Gift	College of Food, Agricultural and Natural Resource Sciences
Target Corporation	Gift	College of Design
Thrivent Financial	Gift	Carlson School of Management
Todd and Lana Bixby	Gift	Intercollegiate Athletics
Twin City Seed Company	Gift	College of Food, Agricultural and Natural Resource Sciences
Tze-Yao Chu, Ph.D. and Margaret Chu, Ph.D.	Gift	College of Science and Engineering
UNFI	Gift	College of Science and Engineering; Academic Clinical Affairs
Wayne and Elizabeth Gladfelter	Gift	College of Science and Engineering
Zachary NF Research Fund	Gift	Academic Clinical Affairs
Zoetis Inc	Gift	College of Veterinary Medicine

**\$5,000 - \$10,000**

Adelaide Eklund and J. W. Skovran	Gift	College of Veterinary Medicine
Alden and Sharon Lindgren	Gift	University of Minnesota Duluth
American Endowment Foundation	Gift	Unrestricted
Anna W & Samuel H Ordway Jr Fdn Donor Advised Fund-Fidelity	Gift	University of Minnesota Morris
Anne Field and Litton Field Jr.	Gift	College of Veterinary Medicine
Anonymous Donor	Gift	Carlson School of Management
Anonymous Donor Fund-Schwab Charitable	Gift	Office of Undergraduate Education
Ardes Johnson	Gift	College of Liberal Arts
Arlene Carney, Ph.D. and Edward Carney, Ph.D.	Gift	College of Liberal Arts
Arthur and Judy Anderson	Gift	Carlson School of Management
Aynsley Smith, Ph.D. and Hugh Smith, M.D.	Gift	University of Minnesota Rochester
Barbara and William Welke	Gift	College of Liberal Arts
Camille Tuite	Gift	Medical School
Carlson Family Foundation	Gift	Carlson School of Management
Carlson Inc	Gift	Undesignated
Carver County	Gift	Minnesota Landscape Arboretum
Center for Computer-Assisted Legal Instruction	Gift	Law School
Charles Kolpin, Ph.D. and Barbara Kolpin	Gift	College of Science and Engineering
Charlton Dietz	Gift	Academic Clinical Affairs
Cheryl Anderson-Cermin, D.D.S.	Pledge	School of Dentistry
Christensen Farms & Feedlots	Gift	College of Food, Agricultural and Natural Resource Sciences
Columns Resource Group Inc	Gift	Academic Clinical Affairs
Cristina Romero, Ph.D. and Ramanujachary Kumanduri, Ph.D.	Gift	College of Science and Engineering
David and Mary Holtze	Gift	Carlson School of Management
Donald Ruzin and Veronica Ivans	Gift	Medical School
Donald and JoAnne Heltner	Gift	Carlson School of Management
Donn Armstrong, Ph.D. and Joanne Armstrong	Gift	College of Science and Engineering
Donna Fiterman	Gift	Academic Clinical Affairs
Edwards Guide Service LLC	Gift	Academic Clinical Affairs
Eleanor Butler Cameron Estate	Gift	Libraries
Ellen and Michael Rosewall	Gift	College of Liberal Arts

**\$5,000 - \$10,000**

Emergency Physicians Professional Association	Gift	Academic Clinical Affairs
Emily and Allen Anderson	Gift	School of Nursing
Evocharge	Pledge	College of Science and Engineering
Ezgi Tiryaki, M.D. and Nathan Pankratz	Gift	Academic Clinical Affairs
Frank Burton, Ph.D.	Gift	Medical School
Gary and Carol Obermiller	Gift	College of Science and Engineering
General Mills Inc	Gift	Carlson School of Management
Gerhardt and Jane Fick	Gift	College of Food, Agricultural and Natural Resource Sciences
Glen and Carol Fuerstneau	Gift	College of Education and Human Development
Gloria D MacRae Estate	Gift	College of Education and Human Development
Henry Hanson, Ph.D. and Barbara Hanson, Ph.D.	Gift	College of Science and Engineering
Isabella Keating	Gift	Minnesota Landscape Arboretum
James and Lorinda Mishek	Gift	Carlson School of Management; College of Science and Engineering
James and Mary Frey	Gift	Academic Clinical Affairs
Jane Kinyoun and James Kinyoun, M.D.	Gift	Medical School
Jane Lansing	Gift	College of Science and Engineering
Janet Christenson and Gary Christenson, M.D.	Gift	Weisman Art Museum
Janet Hodnik	Gift	Minnesota Landscape Arboretum
Janet Yee and Douglas Yee, M.D.	Gift	Academic Clinical Affairs
Jean Schlemmer	Gift	Intercollegiate Athletics
Jeanne Lowe	Gift	Academic Clinical Affairs; College of Liberal Arts
Jeanne M Voigt Fdn	Gift	Earl E. Bakken Center for Spirituality and Healing
John and Joyce Miklausich	Gift	University of Minnesota Duluth
Judith and Leaman Harris	Gift	School of Nursing
Justin McHugh, D.D.S. and Andrea McHugh	Gift	Intercollegiate Athletics
Kari Kidd	Gift	Academic Clinical Affairs
Kathleen Bryant and Jonathan Lindfors	Gift	Academic Clinical Affairs
Kathleen O'Brien and Jeffrey Loesch	Gift	College of Liberal Arts
Kathryn Hammond and John Watkins	Gift	Intercollegiate Athletics
Kurt Carlson, D.D.S. and Kathryn Carlson	Pledge	School of Dentistry
Lake Minnewawa Assn. INC	Gift	College of Food, Agricultural and Natural Resource Sciences
Lillian and William Rovick	Gift	Office of Undergraduate Education
Lockheed Martin Corp	Gift	Office of Undergraduate Education
Longview Foundation	Gift	Minnesota Landscape Arboretum
Louise Fester	Gift	Academic Clinical Affairs
Lucinda Maine, Ph.D. and Daniel Albrant, Pharm.D.	Gift	College of Pharmacy
MJ Brunn Fund of Renaissance Charitable Fdn	Gift	Minnesota Landscape Arboretum
MNGI Digestive Health	Gift	Medical School; Academic Clinical Affairs
Marileigh Johnson and Kenneth Kradle	Gift	Medical School
Martinson Clinic Fdn	Gift	School of Public Health
Mary Cosio and Fernando Cosio, M.D.	Gift	Office of Undergraduate Education
Michael D Allen Estate	Gift	Academic Clinical Affairs
Minnesota Council of Health Plans	Gift	Carlson School of Management
Minnesota Jewish Federation/Community Foundation	Gift	College of Liberal Arts
Minnesota Twins	Gift	Office of Undergraduate Education
Minnesota Valley Electric Cooperative	Gift	Minnesota Landscape Arboretum

**\$5,000 - \$10,000**

Mona Zarling	Gift	Medical School
Nancy and Ronald Langness	Gift	Intercollegiate Athletics; Medical School
National Wild Turkey Federation Inc	Gift	University of Minnesota Extension
Neal Engel, D.D.S. and Jean Krusemark	Gift	School of Dentistry
New Vision Co-op	Gift	Intercollegiate Athletics
Northwestern Mutual Fdn	Gift	Academic Clinical Affairs
Parker Hannifin Foundation	Gift	College of Science and Engineering
Patricia and Robert Porter	Gift	College of Veterinary Medicine
Paul Batalden, M.D. and La Vonne Batalden, Ph.D.	Gift	College of Food, Agricultural and Natural Resource Sciences
Paul Olin, D.D.S. and M. Kathryn Olin	Gift	School of Dentistry
Paul Rockne	Gift	Law School
People Serving People Inc	Gift	Office of the Vice President for Research
Peter Freund	Gift	College of Science and Engineering
Peter and Jodie Wilson	Gift	Academic Clinical Affairs
Peter and Martha Eckerline	Gift	Intercollegiate Athletics
Polaris Inc	Gift	Carlson School of Management
RBC Foundation-USA	Gift	Northrop
Robert Green and Erin George	Gift	College of Science and Engineering
Rosa Miller	Gift	Academic Clinical Affairs
SOS Leak Repair Inc	Gift	University of Minnesota Duluth
Shannon Peloquin and Mark McLaughlin	Gift	Carlson School of Management
Sound Agriculture Co	Gift	College of Food, Agricultural and Natural Resource Sciences
Stephen Haines, M.D. and Jennifer Plombon	Gift	Medical School
Stephen Sands, D.D.S. and Judy Sands	Gift	University of Minnesota Duluth
The Community Foundation of Greater Memphis	Gift	University of Minnesota Extension
Theodora Economou and Charles Glasrud	Gift	University of Minnesota Morris
Thomas Wright Jr. and Laurie Rivard	Gift	Intercollegiate Athletics; Carlson School of Management
Thomas and Carol Holmes	Gift	College of Liberal Arts
Tom Burnett Family Foundation-Fidelity Charitable	Gift	Office for Student Affairs
Tom and Rhonda Hayes Family Fdn of US Charitable Gift Trust	Gift	Minnesota Landscape Arboretum
Trane Technologies Charitable Foundation	Gift	College of Science and Engineering
UnitedHealth Group Inc	Gift	Carlson School of Management
University of Illinois Urbana Champaign	Gift	College of Veterinary Medicine
Vernon Cardwell	Gift	College of Food, Agricultural and Natural Resource Sciences
William Terriquez	Gift	Minnesota Landscape Arboretum
Yidan Wang	Gift	Medical School
Young Athletes Fdn	Pledge	University of Minnesota Duluth



# BOARD OF REGENTS DOCKET ITEM SUMMARY

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**Board of Regents**

**December 8, 2023**

**AGENDA ITEM:** University Performance and Accountability Report & Update on MPact 2025 Systemwide Strategic Plan

**Review**

**Review + Action**

**Action**

**Discussion**

*This is a report required by Board policy.*

**PRESENTERS:** Interim President Jeff Ettinger  
Rachel Croson, Executive Vice President and Provost

## **PURPOSE & KEY POINTS**

The purpose of this item is to review the University Performance and Accountability Report as well as an update on the MPact 2025 Systemwide Strategic Plan. This annual report provides the Board with the information needed to fulfill its accountability role. Throughout the year, it is used as a reference guide to the University’s progress toward strategic goals. Once approved, the report is provided to the Minnesota Legislature as required by the University of Minnesota Charter.

The report included in the docket is a near-final draft provided to the Board for review. A final report will be brought back to the Board for action in February. That final report will incorporate any revisions based on feedback from the Board, include peer institution comparison information, and will correct any errors found during a final proofreading review by section authors and administrative staff.

## **BACKGROUND INFORMATION**

In 2000, the Board approved the creation of the *University Plan, Performance, and Accountability Report*. In its resolution, the Board noted that it “... holds itself accountable to the public for accomplishing the mission of the University” and that the report was to become the principal annual documentation of that accountability. The first report was published in 2001.

The report was codified as a fundamental planning document when the current Board of Regents Policy: *Board Operations and Agenda Guidelines* was adopted in 2002. In 2018, the Board changed the name to the *University Performance and Accountability Report* in response to the addition of the Systemwide Strategic Plan as a fundamental planning document in Board policy. It also added the requirement that progress in achieving the goals articulated in the University Progress Card be included as a component of the report each year.

## **INTERIM PRESIDENT'S RECOMMENDATION**

The Interim President recommends approval of the resolution related to the *University Performance and Accountability Report*.



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

### **RESOLUTION RELATED TO**

### **University Performance and Accountability Report**

**WHEREAS**, the Board of Regents (Board) and the president are entrusted with the responsibility in their oversight of the University of Minnesota (University) to be good stewards of the public interest, resources, and facilities; and

**WHEREAS**, it is the responsibility of the Board, in cooperation with the president, to identify and analyze the critical issues and challenges confronting the University; assess its operations; and evaluate the performance and success of its campuses and colleges; and

**WHEREAS**, it was resolved that the University Performance and Accountability Report shall publicly demonstrate the University's accountability for progress in reaching its stated goals and objectives; link planning, performance evaluation, and resource allocation at the system and campus/college level; illustrate and analyze longitudinal trends in key areas; provide a means to make comparisons with peer institutions; identify areas for continued work; and include progress made in achieving the goals articulated in the MPact 2025 Systemwide Strategic Plan; and

**WHEREAS**, on the recommendation of the executive vice president and provost, the president recommends that the Board approve the University Performance and Accountability Report.

**NOW, THEREFORE, BE IT RESOLVED** that the Board approves the University Performance and Accountability Report as submitted in the February 2024 Board of Regents docket materials.

# UNIVERSITY PERFORMANCE AND ACCOUNTABILITY REPORT







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# LETTER FROM THE INTERIM PRESIDENT

Dear U of M community members and partners,

When I joined the University, I was glad to see that there was a comprehensive systemwide strategic plan in place, MPact 2025. It has provided me, and all of us, with a tool to track progress on our highest priority goals. When you look at our recent accomplishments, there is so much to be proud of.

Across our five campuses, 70% of enrolled freshmen are from Minnesota this fall. Also systemwide, our incoming class in the fall had the highest percentage of BIPOC students in our recorded history—nearly one-third of all freshmen. Upon graduation, nearly 92% of our students systemwide are employed or are continuing their education, and over two thirds of employed graduates work for an organization in Minnesota. Our Twin Cities campus recorded its second highest four-year graduation rate (74.5%). We topped \$1 billion in research awards for the third year in a row, and launched a record-setting 23 startup companies. And the list goes on.

These pages reflect our commitment—as a University of Minnesota System—to student success, to discovery and innovation, to collaboration with our many partners across the state, to community and belonging, and to fiscal stewardship. Our work in all these areas will continue with a firm resolve. As we continue to improve, we look forward to sharing more success stories in future years.



Sincerely,

A handwritten signature in black ink that reads "Jeff Ettinger". The signature is fluid and cursive, written in a professional style.

*Jeff Ettinger,  
Interim President*



## FIVE STRONG CAMPUSES. ONE STRONG STATE.

The University of Minnesota System is one of the most comprehensive in the nation, with offerings to meet the interests of every student and the changing needs of our society. We're proud of our land-grant mission of world-class education, groundbreaking research, and community-focused engagement, and we are unified in our commitment to elevate Minnesota and beyond.



# We promote student success.

Meeting all students where they are and maximizing their skills, potential, and well-being in a rapidly changing world.

## ENROLLMENT AND GRADUATION

### Serving Minnesota Students

**70% of enrolled freshman systemwide are from Minnesota this fall.** The past three years have been the highest years of MN high school graduate enrollment.

### Continued Strong Demand

Systemwide, the University welcomed more than **68,000 students for the Fall 2023 semester**, the fourth highest enrollment in history. The Twin Cities campus saw the second highest enrollment with nearly 55,000 students.

### Record-High Graduation Rates

**The Duluth and Rochester campuses had the highest 4-year graduation rates ever recorded.** The Twin Cities campus recorded the second highest 4-year and the overall highest 6-year graduation rates.

### Student Career Outcomes

**Nearly 92% of graduated students systemwide are employed or are continuing their education.**

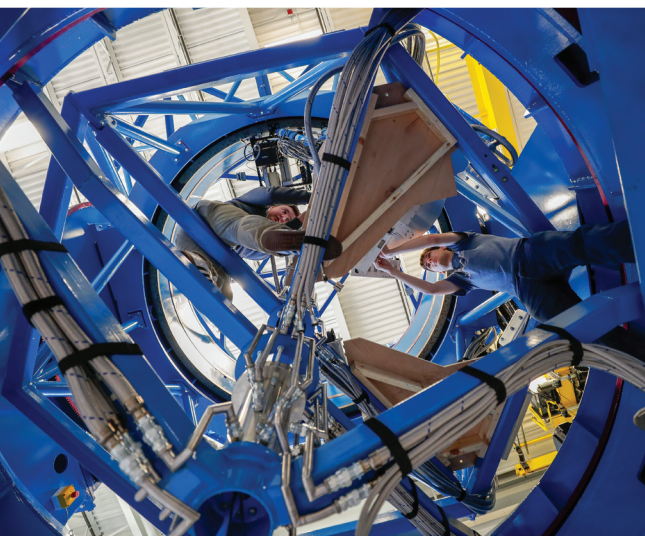
Systemwide, **over two thirds of employed graduates work** for a company or organization located in Minnesota.





# We are a research and innovation powerhouse.

Channeling curiosity, investing in discovery to cultivate possibility, and innovating solutions while elevating Minnesota and society as a whole.



## NATIONAL STANDING

### Highest Ever National Ranking

The Twin Cities campus achieved its highest national universities ranking ever according to U.S. News and World Report, and continues to rank in the top 25 of public national universities.

- #53 in National Universities
- #23 in Top Public Schools

### Research Impact

**\$1 billion plus in research awards for the third year in a row;** external research funding has increased 30% over the past five years.

## CATALYZING INNOVATION

### Record-Setting New Startups

The University launched **23 new startups**.

### Industry Partnerships

**\$131.4 million** in industry sponsored awards is the University's 2nd highest total ever.

### \$495.6 Million

**In state-sponsored research** over the past five years across all disciplines.



# We serve the state and impact the world.

Inspired by Minnesota to improve people and places at world-class levels.

## SUSTAINABILITY FOR MN AND THE WORLD

### Meeting Sustainable Development Goals

#8 University in the U.S. overall



Ranked 2nd for promoting good health and well-being



Ranked 3rd for combating hunger, up two spots from 2022

## INVESTING IN THE HEALTH OF MINNESOTANS

### Increasing Medical School Funding

- #8 among U.S. public medical schools, up 5 spots from the previous year
- #21 among all U.S. medical schools, the University's highest ranking in 30 years

Based on funding received according to the NIH Blue Ridge Institute for Medical Research.

### Enhancing Extension's Reach

Individual partnerships with Extension continue to rise, up 22 percent in the past two years to 1,724.





# We are equitable, diverse, and inclusive.

Fostering a welcoming community that values belonging,  
equity, diversity, and dignity in people and ideas.



## CONTINUED COMMITMENT TO DIVERSITY, EQUITY, AND INCLUSION

### Students

Systemwide, the incoming Fall 2023 freshman class had the highest percentage of BIPOC students in recorded history, representing nearly one third of all freshmen.

### Faculty & Staff

Newly hired faculty and staff who identify as BIPOC rose to a new high of nearly 25% systemwide, and the percentage of total BIPOC faculty and staff has risen more than 6 percentage points since 2012.

### University Suppliers

In FY 23, the Office for Supplier Diversity grew the Targeted Business Directory from 78 businesses to 530. The directory lists suppliers that are owned and operated by BIPOC, women, and/or disabled individuals.

### Investing in DEI Partnerships

More than 25% of the University's new private partnerships were committed to investment managers classified as emerging, minority- or woman-owned.





# We are a responsible steward of resources.

Stewarding resources to promote access, efficiency, trust, and collaboration with the state, students, faculty, staff, and partners.

## DIRECTING FUNDS TO STUDENTS

### Expanding Student Aid

The University expanded the amount of student financial aid that does not need to be repaid to **\$307.3M, exceeding \$300M for the first time** and surpassing the MPact 2025 goal of \$304M.

### Increased Student Employment

**13% increase in University employment opportunities** for undergraduate and graduate students over the past four years.

## DIRECTING FUNDS TO MISSION

### Investing in the University's Future

**\$328 million in proceeds from the University's Long Term Capital Financing Program** have been allocated to Board-approved projects; \$66 million of that supported projects in the past year, including upgrading the University's education and research buildings and utilities infrastructure.



# UNIVERSITY PROGRESS CARD

## Commitment 1: Student Success

Strategic Focus	Campus	Performance Drivers/Outcomes	Baseline	Current	2025 Goal	Progress
Systemwide enrollment	Twin Cities	Meet undergraduate enrollment goals for each campus.	30,907	30,469	33,000	●
	Twin Cities	Achieve interquartile ACT range.	25-31	27-32	25-31	●
	System	Increase percentage of MN H.S. graduates who attend U of M campuses as freshmen.	10.4%	10.6%	12%	●
Graduation rates	Twin Cities	Increase 4-year graduation rates.	72.7%	74.5%	76%	●
	Twin Cities	Increase 6-year graduation rates.	84.5%	85.0%	86%	●
	System	Reduce gap between 4-year and 6-year grad rates of Pell-eligible and non Pell-eligible students by 50%.	13.3% / 9.2%	9.7% / 10.2%	6.6% / 4.6%	●
Retention	Twin Cities	Increase freshman to sophomore retention rate.	93.5%	91.1%	94%	●
Institutional gift aid	System	Increase institutional gift aid for degree-seeking students by 10%.	\$281M	\$307.3M	\$304M	●
Student mental health	System	Develop and launch initiative by June 2021 (building on the existing Mental Health Learning Collaborative).	N/A	Complete	By June 2021	✓
Strengthen career outcomes and placement	System	Career success outcomes of UMN students will exceed national outcomes reported by NACE between 6 and 10%.	94%	91.8%	Maintain 6-10% above national average	●
Distributed learning models	System	Add one new distributed education program leveraging systemwide expertise each year.	Current Programs	NXT GEN BADGE and NXT GEN TEACH launching Fall 2024	One new program each year	●

✓ = Completed    
 ● = Inside Targeted Range    
 ● = Outside Targeted Range or Requiring Additional Attention    
 ● = Not Completed






## Commitment 2: Discovery, Innovation, and Impact

Strategic Focus	Campus	Performance Drivers/Outcomes	Baseline	Current	2025 Goal	Progress
Research Growth	Twin Cities	Increase research opportunities for all undergraduate students.	40.9% indicating participating in a research opportunity (SERU)	Next update 2024	Above 50%	N/A
	System/ Twin Cities	Target growth for sponsored awards of 5% per year (stretch 7%) for next 5 years. Maintain Top 10 public University expenditure ranking in HERD.	\$876M / 10th HERD ranking	\$1.13B / 12th in HERD ranking	\$1.1B / Top 10	●
	Twin Cities	Increase percentage of graduate students and postdocs employed in positions that use their degree.	98%	97%	Maintain 95% or above	●
	System	Grow start-ups per year.	19	23	25	●
	System	Increase industry sponsored awards.	\$81.6M	\$131.4M	\$109M	●
	Twin Cities	Elevate USNWR National Public rankings and Shanghai rankings.	#26 USNWR / #40 Shanghai	#23 USNWR / #44 Shanghai	Top 25 public in USNWR / Top 35 in Shanghai	●
	System	Achieve Carnegie Community Engagement designation.	UMM & UMTC	Work is underway and on track	All campuses	●
	System	Develop unified service, outreach, & engagement database and map.	Establish baseline Spring 2021	Complete	By December 2021	✓
	System	Increase state funding.	\$1.86B (20-21 Biennium)	Update available January 2024	Expand state partnership	N/A
	System	Increase state-sponsored research.	\$412M (over last five years)	\$495.6M	Increase 2021-2025 total	●








✓ = Completed   ● = Inside Targeted Range   ● = Outside Targeted Range or Requiring Additional Attention   ● = Not Completed

### Commitment 3: MNtersections

Strategic Focus	Campus	Performance Drivers/Outcomes	Baseline	Current	2025 Goal	Progress
Medical School ranking	System	Elevate NIH Blue Ridge ranking each year.	27	21	Top 25	
Technology innovation	System	Increase the number of med-tech / health science disclosures each year.	239	210	Increase year over year	
Leading health care delivery models	System	Improved patient experience scores year over year.	82.6%	89.4%	85% of patients recommend UMN	
Sustainability leadership	System	Increase Times Higher Ed Sustainability Development Goal Ranking, including but not limited to climate action, clean water, and land ecosystems.	Submit baseline data by Fall 2021	Overall 101-200 range	N/A	
	System	Achieve Gold STAR rating.	Duluth and Morris	Morris and Twin Cities achieved; Crookston expected 2024.	All campuses	
Climate action plan for 2030	Each campus and systemwide	Establish next generation climate action plans for 2030.	N/A	UMTC, UMD complete. UMR to be completed June 2024.	By 2025	
Ag-innovation and partnerships	System	Increase number of food, ag-tech, and natural resource-related disclosures.	33	56	Increase year over year	
	System	Actively participate in industry and government food, ag, and natural resource-related initiatives and partnerships.	Actively participating	Actively participating	Continue participating	






 = Completed    
  = Inside Targeted Range    
  = Outside Targeted Range or Requiring Additional Attention    
  = Not Completed

## Commitment 4: Community and Belonging

Strategic Focus	Campus	Performance Drivers/Outcomes	Baseline	Current	2025 Goal	Progress
Recruit diverse students, faculty and staff	System	Increase percentage of BIPOC / underrepresented (ethnicity) undergraduate students in the freshmen class.	26.1% BIPOC / 15.5% under-represented	32.3% BIPOC / 20.5% under-represented	Increase year over year	
		Increase percentage of BIPOC / underrepresented (ethnicity) incoming professional and graduate students.	21.9% BIPOC / 14.6% under-represented	22% BIPOC / 14.9% under-represented	Increase year over year	
		Increase percentage of BIPOC / underrepresented (ethnicity) faculty hired year over year.	18.9% BIPOC / 11.8% under-represented	19.7% BIPOC / 11.9% under-represented	Increase year over year	
		Increase percentage of BIPOC / underrepresented (ethnicity) staff hired year over year.	26.9% BIPOC / 18.3% under-represented	26.5% BIPOC / 18.9% under-represented	Increase year over year	
Reduce disparities among underrepresented groups	Twin Cities	Decrease 4-year and 6-year graduation gaps between white and BIPOC students.	7.9% four-year / 3.3% six-year	4.7% / 3.2%	4% / 1.7%	
Climate survey	Twin Cities	Increase percentage of students with a favorable sense of belonging (Climate survey; SERU; "Agree I feel I have a sense of belonging to my campus")	86.4%	Next update 2024	Increase year over year	
Job satisfaction	System	Increase commitment and dedication measure in Engagement Survey.	75%	Survey results available January 2024	77%	N/A
Institutional history	System	Complete Board of Regents April 2019 charge.	N/A	Complete	By June 2021	

 = Completed    
  = Inside Targeted Range    
  = Outside Targeted Range or Requiring Additional Attention    
  = Not Completed

## Commitment 5: Fiscal Stewardship

Strategic Focus	Campus	Performance Drivers/Outcomes	Baseline	Current	2025 Goal	Progress
Student debt	System	Ensure average student debt for those who borrow is under the national average by at least \$2,500.	\$27,864 (\$2,155 below national average)	\$27,913 (\$1,545 below national average)	\$2,500 below national average	
On-campus employment	System	Increase on-campus employment opportunities for all students each year.	13,349	15,380	Increase year over year	
Targeted student aid	System	Create tuition free program for undergraduate students by 2021.	N/A	Complete	By Fall 2021	
Administrative costs	System	Promote operational efficiencies by maintaining spending on administration at 10 to 11.6% of total expenditures.	11.6%	11.4%	N/A	
Continuous improvement	System	Institute annual reporting effort of continuous improvement practices systemwide.	N/A	PEAK Phase 2 begins January 2024	By June 2022	

 = Completed    
  = Inside Targeted Range    
  = Outside Targeted Range or Requiring Additional Attention    
  = Not Completed

# UNIVERSITY OF MINNESOTA CAMPUSES

The University of Minnesota System has five distinct campuses—Crookston, Duluth, Morris, Rochester, and Twin Cities—serving all regions of the state. Each campus has unique strengths, enriched by its surrounding communities, and all are focused on meeting the needs of students and the state. Discover the signature offerings of each of our campuses at [system.umn.edu/campuses](https://system.umn.edu/campuses).



## CROOKSTON CAMPUS AT A GLANCE

The University of Minnesota Crookston is known for its focus on experiential learning, and the campus is also one of the nation’s pioneers in online and distance education.

### Student Enrollment (Fall 2023)

Undergraduate	1,650
Non-degree	868

**Total Students 2,518**

### Degrees Awarded (2022-2023)

Bachelor's	359
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### Numbers of Employees (Fall 2023)

Direct Academic Providers	110
Higher Ed Mission Support	61
Intercollegiate Athletics	29
Facilities Related Jobs	24
Organizational Support	61
Leadership	3

**Total Employees: 288**

### Campus Physical Size (2023)

Number of Buildings	41
Assignable Square Feet	482,375

### Total Expenditures (FY2023)

\$45 million



## CROOKSTON CAMPUS

### Comparison Group Institutions

For planning and assessment benchmarking, Crookston has identified the following public research universities for primary comparison.

**This data is not available yet, and will be populated once available.**

Institution	4-year graduation rate	Rank	6-year graduation rate
Indiana University-Kokomo			
Lake Superior State University			
Northern State University			
Northwest Missouri State University			
Northwestern Oklahoma State University			
Southwest Minnesota State University			
SUNY College of Agriculture and Technology at Cobleskill			
The University of Tennessee-Martin			
<b>University of Minnesota-Crookston</b>			
University of Pittsburgh-Johnstown			
University of Wisconsin-Platteville			
University of Wisconsin-River Falls			
<b>Comparison Group Average</b>			

Source: Integrated Postsecondary Education Data System (IPEDS)

Graduation rates reported to the national database (IPEDS) have a two-year lag and count only students who matriculated at and graduated from the same campus. The rates presented above will differ from those included in the Progress Card, which reports graduation rates based on students graduating from any campus in the system, regardless of transfer activity. Using this methodology, the Crookston campus would have a 49% four-year graduation rate and a 59% six-year graduation rate for the class matriculating in 2016.





## DULUTH CAMPUS AT A GLANCE

The University of Minnesota Duluth is a highly ranked medium-sized regional university with a strong emphasis on the environment and sustainability, and a global reputation for natural resources and freshwater research.

### Student Enrollment (Fall 2023)

Undergraduate	7,475
Graduate	564
Professional	237
Non-Degree	1,074

**Total Students** 9,350

### Degrees Awarded (2022–2023)

Bachelor's	1,912
Master's	202
Doctoral and Professional	3

**Total Degrees Awarded** 2,117

### Numbers of Employees (Fall 2023)

Direct Academic Providers	633
Fellows, Trainees & Students in Academic Jobs	218
Higher Ed Mission Support	253
Intercollegiate Athletics	51
Facilities Related Jobs	152
Organizational Support	421
Leadership	16

**Total Employees** 1,744

### Campus Physical Size (2023)

Number of Buildings	107
Assignable Square Feet	2,001,272

### Total Expenditures (FY2023)

\$275 million



**DULUTH CAMPUS**

**Comparison Group Institutions**

The Duluth campus has identified the following public research universities for primary comparison.

**This data is not available yet, and will be populated once available.**

Institution	4-year graduation rate	Rank	6-year graduation rate
California Polytechnic State University-San Luis Obispo			
College of Charleston			
Minnesota State University-Mankato			
South Dakota State University			
Southern Illinois University-Edwardsville			
University of Massachusetts-Dartmouth			
University of Michigan-Dearborn			
<b>University of Minnesota-Duluth</b>			
University of North Carolina at Charlotte			
University of Northern Iowa			
Western Michigan University			
Western Washington University			
<b>Comparison Group Average</b>			

Source: Integrated Postsecondary Education Data System (IPEDS)

Graduation rates reported to the national database (IPEDS) have a two-year lag and count only students who matriculated at and graduated from the same campus. The rates presented above will differ from those included in the Progress Card, which reports graduation rates based on students graduating from any campus in the system, regardless of transfer activity. Using this methodology, the Duluth campus would have a 46% four-year graduation rate and a 68% six-year graduation rate for the class matriculating in 2016.





## MORRIS CAMPUS AT A GLANCE

The University of Minnesota Morris is a public liberal arts college where students work closely with faculty and mentors to shape an education that prepares them for challenging graduate programs, productive careers, and deep civic engagement.

### Student Enrollment (Fall 2023)

Undergraduate	980
Non-degree	40

**Total Students** 1,020

### Degrees Awarded (2022-2023)

Bachelor's	226
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### Numbers of Employees (Fall 2023)

Direct Academic Providers	129
Fellows, Trainees & Students in Academic Jobs	1
Higher Ed Mission Support	64
Intercollegiate Athletics	25
Facilities Related Jobs	46
Organizational Support	89
Leadership	6

**Total Employees** 360

### Campus Physical Size (2023)

Number of Buildings	37
Assignable Square Feet	601,040

### Total Expenditures (FY2023)

\$53 million



**MORRIS CAMPUS**

**Comparison Group Institutions**

The Morris campus has identified the following public research universities for primary comparison. These peer institutions come closest to aligning with the Morris campus's distinctive identity as a public liberal arts college. Comparable peers are listed in the table; aspirational peers are listed in the footnote.

**This data is not available yet, and will be populated once available.**

Institution	4-year graduation rate	Rank	6-year graduation rate
Albion College (PR)			
Coe College (PR)			
Concordia College at Moorhead (PR)			
Lycoming College (PR)			
Massachusetts College of Liberal Arts (P)			
St. Mary's College of Maryland (PR)			
SUNY at Purchase College (P)			
University of Maine at Farmington (P)			
<b>University of Minnesota-Morris</b>			
University of North Carolina at Asheville (P)			
University of Virginia's College at Wise (P)			
<b>Comparison Group Average</b>			
<b>Aspirational Peer Average* (PR)</b>			

Public = (P) Private = (PR)

Source: Integrated Postsecondary Education Data System (IPEDS)

\*Aspirational peer institutions: 4-year/6-year graduation rates: Macalaster College (85%/90%), St. Olaf College (81%/85), DePauw University (79%/83%), Gustavus Adolphus College (74%/78%), Kalamazoo College (69%/76%)

Graduation rates reported to the national database (IPEDS) have a two-year lag and count only students who matriculated at and graduated from the same campus. The rates presented above will differ from those included in the Progress Card, which reports graduation rates based on students graduating from any campus in the system, regardless of transfer activity. Using this methodology, the Morris campus would have a 50% four-year graduation rate and a 63% six-year graduation rate for the class matriculating in 2016.





## ROCHESTER CAMPUS AT A GLANCE

The University of Minnesota Rochester prepares health sciences professionals and maintains unique collaborations with world-renowned medical organizations in the community.

### Students Served (Fall 2023)

Undergraduate	568
Non-degree	20
Nursing partnership programs*	116
Graduate and Professional partnership programs*	228
<b>Total Students Served</b>	<b>932</b>

### Degrees Awarded (2022–2023)

B.S. (Health Science)	134
B.S. (Health Professions)	25

**Total Degrees Awarded 159**

### Partnership Degrees (2022-23)\*\*

Nursing partnership programs	26
Graduate and Professional partnership programs	51

### Numbers of Employees (Fall 2023)

Direct Academic Providers	43
Fellows, Trainees & Students in Academic Jobs	5
Higher Ed Mission Support	31
Facilities Related Jobs	0
Organizational Support	19
Leadership	5

**Total Employees 103**

### Campus Physical Size (2023)

Number of Buildings (leased)	6
Assignable Square Feet	272,382

### Budget Expenditures (FY2023)

\$26 million



\*Students not officially enrolled at UMN Rochester but who participate in a partnership program between UMN Rochester and another UMN campus. These students are included in official enrollment of other UMN campuses.

\*\*Degrees are awarded by a degree-granting UMN institution through a partnership program. These degrees are included in official degrees awarded for other UMN campuses.

**ROCHESTER CAMPUS**

**Comparison Group Institutions**

The Rochester campus has identified the following public research universities for primary comparison. The group includes newer institutions that value innovation; health and community connections; pedagogical and faculty research emphasis; and student demographics and institutional commitments to diversity, access, and equity.

**This data is not available yet, and will be populated once available.**

Institution	4-year graduation rate	Rank	6-year graduation rate
Albion College			
Arizona State University-Polytechnic*			
College of the Atlantic			
Florida Polytechnic University			
MCPHS University			
New College of Florida			
University of California-Merced			
<b>University of Minnesota-Rochester</b>			
University of New Hampshire at Manchester			
Western Washington University			
<b>Comparison Group Average</b>			

Source: Integrated Postsecondary Education Data System (IPEDS)

\*Arizona State University does not disaggregate their Polytechnic campus data for IPEDS reporting.

Graduation rates reported to the national database (IPEDS) have a two-year lag and count only students who matriculated at and graduated from the same campus. The rates presented above will differ from those included in the Progress Card, which reports graduation rates based on students graduating from any campus in the system, regardless of transfer activity. Using this methodology, the Rochester campus would have a 56% four-year graduation rate and a 66% six-year graduation rate for the class matriculating in 2016.



## TWIN CITIES CAMPUS AT A GLANCE

The University of Minnesota Twin Cities is the flagship campus and one of five university campuses in the nation with schools of engineering, medicine, veterinary medicine, law, and agriculture all in one campus.

### Student Enrollment (Fall 2023)

Undergraduate	30,469
Graduate	11,233
Professional	3,904
Non-degree	9,284

**Total Students 54,890**

### Degrees Awarded (2022–2023)

Bachelor's	7,640
Master's	3,100
Doctoral & Professional	1,804

**Total Degrees Awarded 12,544**

### Numbers of Employees (Fall 2023)

Direct Academic Providers	7,267
Fellows, Trainees and Students in Academic Jobs	6,142
Higher Ed Mission Support	4,207
Intercollegiate Athletics	192
Facilities Related Jobs	1,195
Organizational Support	5,962
Leadership	215

**Total Employees 25,180**

### Campus Physical Size (2023)

Minneapolis	No. of Buildings	193
	Assignable Sq Ft	12,389,340
Saint Paul	No. of Buildings	157
	Assignable Sq Ft	2,548,259

### Total Expenditures (FY2023)

\$4.4 billion





## TWIN CITIES CAMPUS

### Comparison Group Institutions

The Twin Cities campus has identified the following public research universities for primary comparison. While these institutions are among the most similar in size and complexity to the Twin Cities campus and the best available for comparison, the institutions have significant differences. Notably, the Twin Cities campus comparison group includes the very best public research universities in the United States. In using this peer group as a benchmark, the campus intentionally measures itself against the highest standards in the nation.

**This data is not available yet, and will be populated once available.**

Institution	4-year graduation rate	Rank	6-year graduation rate
Indiana University-Bloomington*			
Michigan State University*			
Ohio State University-Main Campus*			
Pennsylvania State University-University Park*			
Purdue University-Main Campus*			
Rutgers University-New Brunswick*			
The University of Texas at Austin			
University of California-Berkeley			
University of California-Los Angeles			
University of Florida			
University of Illinois at Urbana-Champaign*			
University of Iowa*			
University of Maryland-College Park*			
University of Michigan-Ann Arbor*			
<b>University of Minnesota-Twin Cities*</b>			
University of Nebraska-Lincoln*			
University of Washington-Seattle Campus			
University of Wisconsin-Madison*			
<b>Comparison Group Average</b>			
<b>Big Ten Public Group Average</b>			

Graduation rates reported to the national database (IPEDS) have a two-year lag and count only students who matriculated at and graduated from the same campus. The rates presented above will differ from those included in the Progress Card, which reports graduation rates based on students graduating from any campus in the system, regardless of transfer activity. Using this methodology, the Twin Cities campus would have a 73% four-year graduation rate and a 85% six-year graduation rate for the class matriculating in 2016.

# BOARD OF REGENTS

**Janie S. Mayeron, Chair**

*Congressional District 5*

*Elected in 2019*

*Term expires in 2025*

**Douglas A. Huebsch, Co-Vice Chair**

*Congressional District 7*

*Elected in 2021*

*Term expires in 2027*

**Mike O. Kenyanya, Co-Vice Chair**

*At-Large, Student Seat*

*Elected in 2019*

*Term expires in 2025*

**Mary A. Davenport**

*At-Large Representative*

*Elected in 2019*

*Term expires in 2025*

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*Congressional District 4*

*Elected in 2021*

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*Congressional District 2*

*Elected in 2023*

*Term expires in 2029*

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*Congressional District 1*

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*Term expires in 2027*

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*Elected in 2022, 2023*

*Term expires in 2029*

**Bo Thao-Urabe**

*At-Large Representative*

*Elected in 2021*

*Term expires in 2025*

**Mary C. Turner**

*Congressional District 3*

*Elected in 2023*

*Term expires in 2029*

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*Congressional District 6*

*Elected in 2021*

*Term expires in 2027*

**Penny A. Wheeler**

*At-Large Representative*

*Elected in 2023*

*Term expires in 2029*

**Brian Steeves**

*Executive Director and Corporate Secretary*

*600 McNamara Alumni Center*

*200 Oak Street S.E.*

*University of Minnesota*

*Minneapolis, MN 55455*

# SENIOR LEADERS

**Jeff Ettinger**

*Interim President*

**Rachel Croson**

*Executive Vice President  
and Provost*

**Myron Frans**

*Senior Vice President for  
Finance and Operations*

**Ann Aronson**

*Chief Marketing Officer*

**Mark Coyle**

*Athletics Director*

**Karen Diver**

*Senior Advisor to the President  
for Native American Affairs*

**Bernard Gulachek**

*Vice President and Chief Information Officer*

**Ken Horstman**

*Vice President for Human Resources*

**Boyd Kumher**

*Chief Compliance Officer*

**Melisa López Franzen**

*Executive Director of Government  
and Community Relations*

**Doug Peterson**

*General Counsel*

**Calvin Phillips**

*Vice President for Student Affairs*

**Shashank Priya**

*Vice President for Research and Innovation*

**Alice Roberts-Davis**

*Vice President of University Services*

**Mercedes Ramírez Fernández**

*Vice President for Equity and Diversity*

**Chuck Tombarge**

*Chief Public Relations Officer*

**Jakub Tolar**

*Dean of Medical School and  
Vice President for Clinical Affairs*

**Julie Tonneson**

*Vice President and Budget Director*

**Lori J. Carrell**

*Chancellor,  
University of Minnesota Rochester*

**Mary Holz-Clause**

*Chancellor,  
University of Minnesota Crookston*

**David McMillan**

*Interim Chancellor,  
University of Minnesota Duluth*

**Janet Shrunk Ericksen**

*Chancellor,  
University of Minnesota Morris*



# 2023 University Performance and Accountability Report for the MPact 2025 Systemwide Strategic Plan

Board of Regents | December 8, 2023

**Jeff Ettinger**

Interim President

**Rachel Croson**

Executive Vice President and Provost



UNIVERSITY OF MINNESOTA

Driven to Discover<sup>SM</sup>

The image shows the cover of a report titled "UNIVERSITY PERFORMANCE AND ACCOUNTABILITY REPORT". The background is a photograph of a group of people, likely students or staff, with a large, stylized yellow letter 'N' overlaid in the foreground. The text "UNIVERSITY PERFORMANCE AND ACCOUNTABILITY REPORT" is written in white, uppercase letters at the top left. The overall color scheme is warm, with yellow and orange tones.

UNIVERSITY PERFORMANCE AND  
ACCOUNTABILITY REPORT

## Overview of Report

- Dashboard
- Progress Card
- Campus Overviews



# Our System Serves Minnesota

- **70.2%** of new students in Fall 2023 are from Minnesota
- The Fall 2023 freshman class had **32.3%** BIPOC students; the highest percentage in recorded history
- UMTC 4-year graduation rate of **74.5%**
- **67.3%** of employed graduates work for a company or organization located in Minnesota

7 OUT OF 10



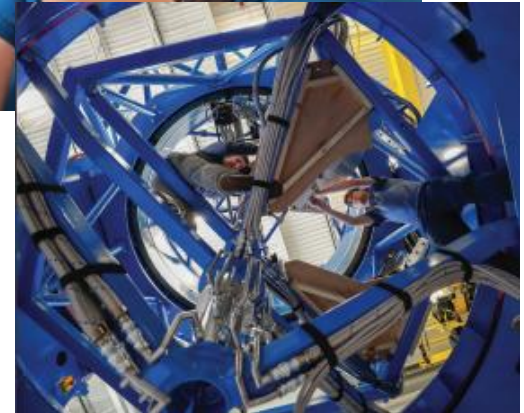
# Excellence of our Faculty and Staff

- Newly hired faculty and staff who identify as BIPOC rose to a new high of nearly **25%** systemwide
- External research funding has increased **30%** over the past five years; over \$1 billion for the third year in a row
- Extension partnerships have risen **22%** in the past two years



# Serving the State at World-Class Levels

- The Medical School rose in the NIH Blue Ridge rankings to **#21** among all U.S medical schools
- Campus rankings increased
  - Crookston **#3** among Public Regional Colleges (Midwest)
  - Duluth **#4** among Public Regional Universities (Midwest)
  - Morris **#8** among Top Public National Liberal Arts Colleges
  - Twin Cities **#23** among Public National Universities  
**#53** among all National Universities
- Sustainable Development Goals (systemwide)
  - **#8** Overall in the US
  - **#2** for Health and Well-Being in the US
  - **#3** for Combating Hunger in the US



# Discussion

## UNIVERSITY PROGRESS CARD

### Commitment 1: Student Success

Strategic Focus	Campus	Performance Drivers/Outcomes	Baseline	Current	2025 Goal	Progress
Systemwide enrollment	Twin Cities	Meet undergraduate enrollment goals for each campus	30,907	30,469	33,000	●
	Twin Cities	Achieve interquartile ACT range	25-31	27-31	25-31	●
	System	Increase percentage of MN H.S. graduates who attend U of M campuses as freshmen	10.4%	10.6%	12%	●
Graduation rates	Twin Cities	Increase 4-year graduation rates	72.7%	74.5%	79%	●
	Twin Cities	Increase 6-year graduation rates	84.5%	85.0%	86%	●
	System	Reduce gap between 4-year and 6-year goal rates of Fall-eligible and non-Fall-eligible students by 50%	13.3% / 9.2%	9.7% / 10.2%	6.6% / 4.9%	●
Retention	Twin Cities	Increase freshman to sophomore retention rates	93.5%	91.1%	94%	●
Institutional gift aid	System	Increase institutional gift aid for degree-seeking students by 10%	\$281M	\$307.3M	\$304M	●
Student mental health	System	Develop and launch initiative by June 2021 building on the existing Mental Health Learning Collaborative	N/A	Complete	By June 2021	✓
Strengthen career outcomes and placement	System	Career success outcomes of UMN students will exceed national outcomes reported by NACE between 6 and 10%	94%	91.8%	Maintain 6-10% above national average	●
Distributed learning models	System	Add one new distributed education program leveraging systemwide expertise each year	Current Programs	NOT GEN BADGE AND NOT GEN TRACK launching fall 2024	One new program each year	●

✓ = Completed ● = Inside Targeted Range ● = Outside Targeted Range or Requiring Additional Attention ● = Not Completed

2025 Goal Progress

Above 50% ●

\$1.1B / Top 10 ●

Maintain 99% or above N/A

25 ●

\$109M ●

Top 25 public in U.S. / Top 35 in Shanghai ●

All campuses ●

By December 2021 ✓

Expanded state partnership N/A

Increase 2021-2025 total ●

2025 Goal Progress

Top 25 ●

Increase year over year ●

85% of patents recommended UMN ●

N/A ●

All campuses ●

By 2025 ●

Increase year over year ●

Continue participating ●

✓ = Completed ● = Inside Targeted Range ● = Outside Targeted Range or Requiring Additional Attention ● = Not Completed

✓ = Completed ● = Inside Targeted Range ● = Outside Targeted Range or Requiring Additional Attention ● = Not Completed

## UNIVERSITY OF MINNESOTA CAMPUSES

The University of Minnesota System has five distinct campuses—Crookston, Duluth, Morris, Rochester, and Twin Cities—serving all regions of the state. Each campus has unique strengths, enriched by its surrounding communities, and all are focused on meeting the needs of students and the state. Discover the signature offerings of each of our campuses at [system.umn.edu/campuses](http://system.umn.edu/campuses).



### CROOKSTON CAMPUS AT A GLANCE

The University of Minnesota Crookston is known for its focus on experiential learning, and the campus is also one of the nation's pioneers in online and distance education.



Student Enrollment (Fall 2023)  
Undergraduate  
Non-degree  
Total Students

Degrees Awarded (2022-2023)  
Bachelors

Numbers of Employees (Fall 2023)  
Direct Academic Providers  
Fellows, Trainees & Students in Academic Jobs

Higher Ed Mission Support  
Intercollegiate Athletics  
Facilities Related Jobs  
Organizational Support  
Leadership

Total Employees

Campus Physical Size (2023)  
Number of Buildings  
Assignable Square Feet

Total Expenditures (FY2023)  
\$53 million

### Student Enrollment

Undergraduate  
Graduate  
Professional  
Non-Degree  
Total Students

### Degrees Awarded (2022-2023)

Bachelor's  
Master's  
Doctoral and Professions

### Numbers of Employees (Fall 2023)

Direct Academic Providers  
Fellows, Trainees & Students in Academic Jobs  
Higher Ed Mission Support  
Intercollegiate Athletics  
Facilities Related Jobs  
Organizational Support  
Leadership

### Campus Physical Size (2023)

Number of Buildings  
Assignable Square Feet

### Total Expenditures (FY2023)

\$275 million

Student Enrollment (Fall 2023)  
Undergraduate  
Non-degree  
Total Students

Degrees Awarded (2022-2023)  
Bachelor's

Numbers of Employees (Fall 2023)  
Direct Academic Providers  
Higher Ed Mission Support  
Intercollegiate Athletics  
Facilities Related Jobs  
Organizational Support  
Leadership

Total Employees

Campus Physical Size (2023)  
Number of Buildings  
Assignable Square Feet

Total Expenditures (FY2023)  
\$45 million





# BOARD OF REGENTS DOCKET ITEM SUMMARY

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**Board of Regents**

**December 8, 2023**

**AGENDA ITEM:** Report of the Senate Consultative Committee/Faculty Consultative Committee/Civil Service Consultative Committee/P&A Consultative Committee

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

*This is a report required by Board policy.*

**PRESENTERS:** Mark Bee, Chair, Faculty Consultative Committee and Senate Consultative Committee and Professor, Department of Ecology, Evolution, and Behavior  
Whitney Taha Frakes, Chair, P&A Consultative Committee and ATD Project Coordinator, Academic Technology & Design  
Matthew Verkuilen, Chair, Civil Service Consultative Committee and Leadership and Talent Development Consultant, OHR

## **PURPOSE & KEY POINTS**

The purpose of this item is to update the Board on the goals and accomplishments of the Senate Consultative Committee, Faculty Consultative Committee, Civil Service Consultative Committee, and P&A Consultative Committee.



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

On behalf of vice chair, Jenn Goodnough, and all my colleagues in the University and Faculty Senates, thank you for the opportunity to present this fall semester report.

As a brief reminder, I'm here today wearing two related but different hats. I chair the Senate Consultative Committee (or "SCC"), which is the executive committee of the University Senate. The University Senate comprises four constituent senates, including the Faculty Senate. I also chair the executive committee of the Faculty Senate, which is the Faculty Consultative Committee (or "FCC").

I want to begin with an expression of gratitude. With outstanding support from Erin Heath's team in the University Senate Office, the University of Minnesota recently hosted the Big Ten Academic Alliance's Conference for Faculty Governance Leaders. The conference brought together faculty and staff from around the Big 10 to discuss a range of "hot topics" in shared governance. In conversations with Big 10 colleagues, it became clear that we at Minnesota have many more "points of contact" between senate leaders and members of the Board and administration. I've listed several examples here. Suffice it to say that more than a few of my counterparts in senate leadership in the Big 10 were jealous of these points of contact. So, on behalf of my senate colleagues here at the U, thank you for engaging with the University Senate in the spirit of partnership and collaboration that defines how we do shared governance at the U.

It is in this spirit that I want to discuss two recent legislative actions that, together, represent the University and Faculty Senates sounding alarms regarding issues of concern to the workforce that should also be of significant concern to every stakeholder in the University community.

The first of these is the [Workforce Reinvestment Resolution](#). As past SCC/FCC chair Colleen Flaherty Manchester reported at the June, 2023, Board meeting, the Workforce Reinvestment Resolution passed the University Senate unanimously back in April, 2023. It is the product of unprecedented consultation and collaboration between the students, staff, and faculty serving in University Senate governance. One message we heard from senators and constituents during this consultation was that we needed to "Go Big, or Go Home!" in crafting the resolution. Anyone who has read it knows that we opted to "Go Big!"

The resolution is organized around 4 "people-centric" principles that, together, ask the administration to invest in its human capital—its nearly 27,000 employees—as the centerpiece of its efforts to maintain and enhance leading-edge mission delivery. The first of these principles—which I will return to momentarily—asks the University to provide employees with "liveable, equitable, and competitive pay." My understanding is that the administration is working on a formal response that will be ready in early spring. We hope that, like the resolution's authors, the administration will also opt to "Go Big" in its response. I now want to report on the issue of "competitive pay" from the perspective of one employee group—the faculty—that I believe reflects much more general concerns about compensation across employee groups.

Last month, the FCC shared with the Board and the administration its report on the competitiveness of faculty compensation ([Driven to Recover: An FCC Report on the Competitiveness of Faculty Compensation](#)). The report represents "supporting data" for the Workforce Reinvestment Resolution. In the report, the FCC asked, "how competitive are faculty salaries relative to peer institutions?" I'm using the term "faculty" to include regular faculty, term faculty, and P&A employees with primary responsibility for teaching. The report's main conclusion is that faculty salaries at the U are "demonstrably uncompetitive" relative to peers. I want to very quickly walk you through a slice of the data for the Twin Cities campus. Please



don't try to pay too much attention to the numbers; the graphs I'm about to show are in the report. I would, however, ask you to take note of the directions the trendlines are pointing.

The [University's website](#) currently lists the "Top 10" public research universities as peer institutions. According to the website, "...the Twin Cities campus comparison group includes the very best public research universities in the United States. In using this peer group as a benchmark, ***the campus intentionally measures itself against the highest standards in the nation***" (emphasis added). So how do our faculty salaries compare to this group? The graph on the left shows how, between 2002 and 2021, the average faculty salary at the U declined by about 15% relative to these "top 10" peers. In 2022, faculty salaries on the Twin Cities campus ranked at the very bottom of this peer group, with a cost-of-living adjusted average salary that was 20% below the average of the peer group. As detailed in the FCC report, the data we analyzed reveal non-competitive faculty salaries across faculty ranks, across different peer group comparisons, and across the system.

These data should be alarming. Non-competitive salaries make it harder to recruit and retain the best faculty. This, in turn, should be reflected in declines in institutional quality, particularly on those metrics most dependent on faculty. To evaluate this possibility, the FCC report also examined two measures of institutional quality included in MPact 2025 that reflect our performance as a research university.

The first of these is our research expenditures. As the gold line illustrates, the amount of external funding spent on research at the U—measured in absolute dollar amounts—has been increasing year over year at an accelerating pace over the past 50 years. The problem, however, is that everyone else's research expenditures are also going up, and for many of our peers, they're going up *faster* than ours. As a result, our ***national ranking*** on this metric, shown in the maroon line, is going down, and it has been for 30 years. In 1991, the U ranked 3rd in the nation behind Johns Hopkins and Michigan. In 2021, we ranked 22nd.

A second MPact 2025 metric the FCC report examines is our position in the Academic Ranking of World Universities. These rankings are based on measures of the quality of education, the quality of the faculty, research output, and per capita academic performance. The U's stated goal in MPact 2025 is to rank among the top 35 universities in the world. Between 2003 and 2008, our rank increased from 37th to 28th in the world. But by 2022, we had declined to 44th.

To summarize, faculty salaries at the U are in decline relative to peer institutions, and so are two MPact 2025 measures of institutional quality. In the FCC report, we offer a plausible *hypothesis* that might explain these trends. This graph on the left shows data on two key sources of revenue that fund things like employee salaries. The maroon line shows the State of Minnesota's *inflation-adjusted, per capita* expenditures on higher education going back to 1980. Starting in 2002, the State's investment in higher education began to decline precipitously, only leveling off in about 2014 at a new and much lower level. The gold line shows *inflation-adjusted* undergraduate resident tuition over the same time period. Starting in about 2010, the University entered a period that still continues today in which annual tuition increases have been held at or below the annual rate of inflation (as indicated by the flattened portion of the gold line). So, within the time period indicated by the shaded region, we've been stuck in an era marked by the intersection of reduced State investment in higher ed and relatively low percentage increases in tuition. I would submit that budget constraints created by this situation, along with budgeting decisions made by past administrations, have driven down the competitiveness of employee salaries. In turn, this has negatively impacted the U's ability to recruit and retain the best faculty and other employees, with negative consequences for the institution's ability to deliver on its mission.

I noted earlier that the University and Faculty Senates are sounding an alarm. We're doing so at a pivotal moment as the Board prepares to select a new president. There is hope that a new president will put us on a new strategic path, an aspirational trajectory that genuinely pursues excellence. I think I speak for my fellow University senators in saying that the alternative is not something any of us are interested in.

That concludes my report. Thank you again for this opportunity. I would be happy to take questions.

# Report of the Senate Consultative Committee (SCC) & Faculty Consultative Committee (FCC)

Mark Bee

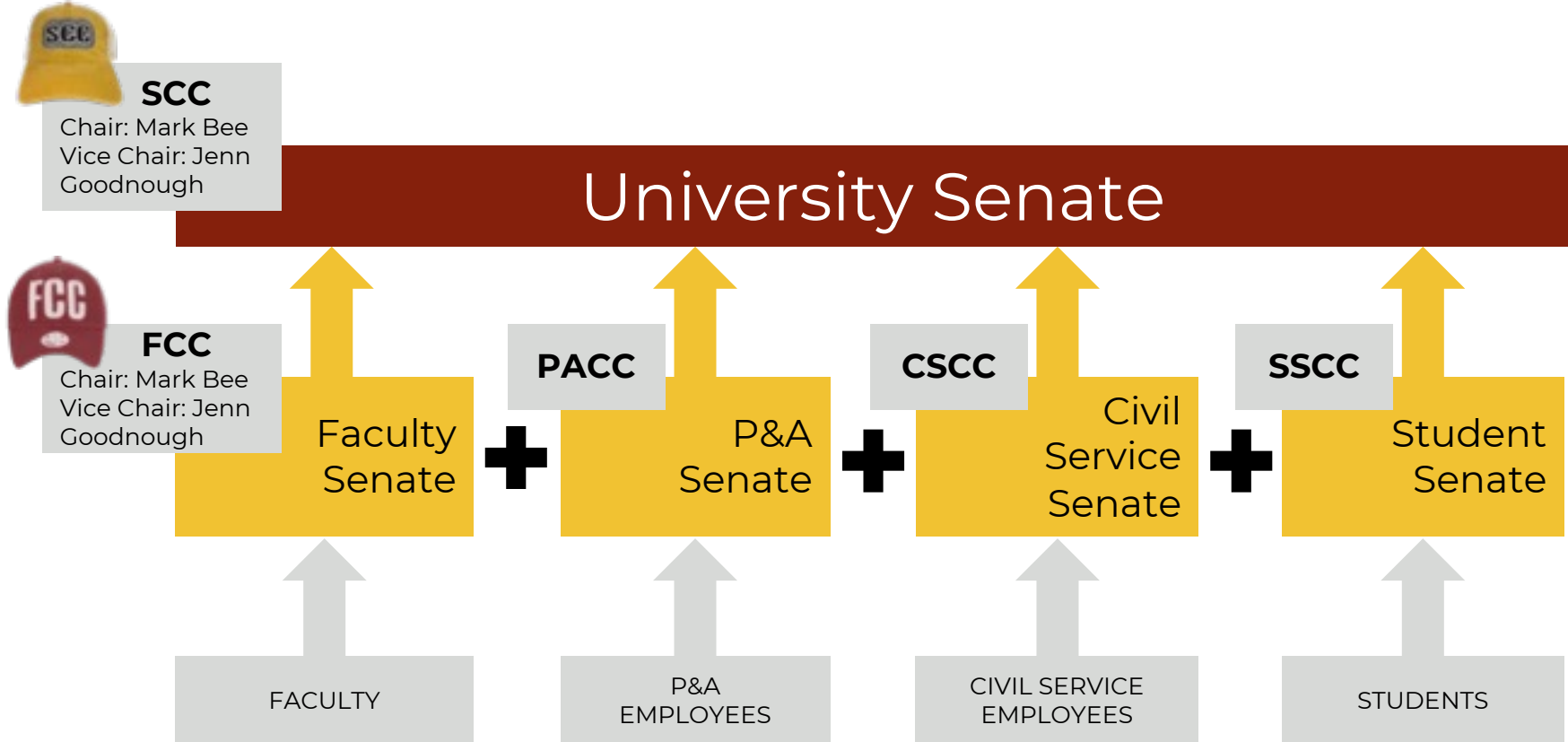
Professor, Dept. of Ecology, Evolution, and Behavior  
SCC and FCC Chair



UNIVERSITY OF MINNESOTA

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# Overview of Senate Structure



# Gratitude for Points of Contact...



## **...with the Board**

- SCC/FCC/PACC/CSCC reports to the Board
- Board members attending CC mtgs
- SCC working lunch with the Board
- SCC members on PSAC
- SCC-PSAC mtg
- SCC-PSAC leadership mtg

## **...with the administration**

- regular meetings with President, President's Office, Provost, others
- frequent visits to senate committee mtgs
- SCC/FCC chair on senior leadership team

# University and Faculty Senates are Sounding an Alarm



## Workforce Reinvestment Resolution

### Workforce Reinvestment: Rebuilding a Better U for Employees

The University Senate requests that the University of Minnesota administration<sup>1</sup> invest in its employees across the system as the centerpiece of its efforts to maintain and enhance leading-edge mission delivery. This investment should be grounded in four principles:

**Principle 1 – Provide livable, equitable, and competitive pay.** *Prioritize increasing necessary resources in budgetary and strategic planning such that all employees receive a livable wage, so that employees with different identities who do similar work receive equitable pay, and so that employees receive pay that is competitive in appropriate labor markets.*

**Principle 2 – Recruit, reward, and retain people.** *Prioritize increasing necessary resources in budgetary and strategic planning for rewarding and recognizing work, for imparting new value to the employment relationship, and for boosting recruitment and retention in an increasingly talent-constrained environment.*

**Principle 3 – Establish clear pathways for professional development and career advancement.** *Develop career advancement opportunities for employees to achieve their career goals, keeping central University employees' desire for mission-impactful work.*

**Principle 4 – Foster a culture that promotes manageable workloads.** *Invest in a culture that empowers people to prioritize work that is most impactful in fulfilling their roles and responsibilities, which will positively impact the University's ability to deliver on its mission along with supporting manageable workloads.*

The University Senate further requests that the University of Minnesota administration invest in the following priorities to build a workplace that reflects the above principles.

#### Priorities Under Principle 1 – Provide livable, equitable, and competitive compensation<sup>2</sup>.

1. Modify procedures for awarding annual salary increases in the following ways<sup>3</sup>:
  - a. Allocate a portion of annual salary increases as a flat-dollar cost of living adjustment (COLA) for all employees, particularly in high-inflation environments.
  - b. Allocate a portion of annual salary increases to reward meritorious performance.
  - c. Allocate a portion of the annual salary increase to invest in market adjustments that address COMPA ratios < 1.0.

<sup>1</sup> In this resolution, the term "administration" used in the context of the University of Minnesota is construed broadly to include any interim administration appointed during leadership transitions.

<sup>2</sup> This 2019 report and this draft 2020 report of the Joint Compensation Committee (JCC), a group formed by the Civil Service and P&A Senates in 2018, provide context around several issues of compensation.

<sup>3</sup> The University Senate acknowledges that the relative allocation to each of the three bins outlined in this priority will vary through time and depend on institutional needs and external market factors.



## FCC Report on Faculty Compensation

### Driven to Recover: An FCC Report on the Competitiveness of Faculty Compensation

"The University shall demonstrate its commitment to fostering and retaining its talented workforce by...offering competitive compensation and benefits packages."

*Board of Regents Policy, Employee Recruitment and Retention*

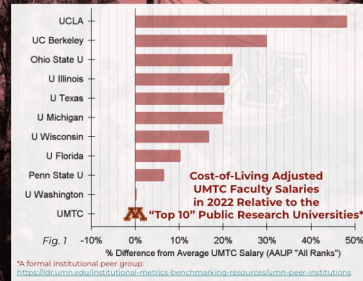


Fig. 1 -10% 0% 10% 20% 30% 40% 50%  
% Difference from Average UMTC Salary (AALP "All Ranks")

<sup>1</sup> A formal institutional peer group:  
<https://bit.ly/umtc-institutional-peers>; <https://www.umtc.edu/institutional-peers/benchmarking-resources/umtc-peer-institutions>

November 16, 2023

# Workforce Reinvestment Resolution



## Workforce Reinvestment Resolution

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1. Modify procedures for awarding annual salary increases in the following ways:
  - a. Allocate a portion of annual salary increases as a flat-dollar cost of living adjustment (COLA) for all employees, particularly in high-inflation environments.
  - b. Allocate a portion of annual salary increases to reward meritorious performance.
  - c. Allocate a portion of the annual salary increase to invest in market adjustments that address COMPA ratios < 1.0.

<sup>1</sup> In this resolution, the term "administration" used in the context of the University of Minnesota is construed broadly to include any interim administration appointed during leadership transitions.

<sup>2</sup> This 2019 report and this draft 2020 report of the Joint Compensation Committee (JCC), a group formed by the Civil Service and P&A Senates in 2018, provide context around several issues of compensation.

<sup>3</sup> The University Senate acknowledges that the relative allocation to each of the three bins outlined in this priority will vary through time and depend on institutional needs and external market factors.

- Passed unanimously April 27, 2023
- Unprecedented consultation & collaboration



[z.umn.edu/workforcereinvestment](https://z.umn.edu/workforcereinvestment)

# Workforce Reinvestment Resolution



## Workforce Reinvestment Resolution

### Workforce Reinvestment: Rebuilding a Better U for Employees

The University Senate requests that the University of Minnesota administration<sup>1</sup> invest in its employees across the system as the centerpiece of its efforts to maintain and enhance leading-edge mission delivery. This investment should be grounded in four principles:

**Principle 1 – Provide livable, equitable, and competitive pay.** *Prioritize increasing necessary resources in budgetary and strategic planning such that all employees receive a livable wage, so that employees with different identities who do similar work receive equitable pay, and so that employees receive pay that is competitive in appropriate labor markets.*

**Principle 2 – Recruit, reward, and retain people.** *Prioritize increasing necessary resources in budgetary and strategic planning for rewarding and recognizing work, for imparting new value to the employment relationship, and for boosting recruitment and retention in an increasingly talent-constrained environment.*

**Principle 3 – Establish clear pathways for professional development and career advancement.** *Develop career advancement opportunities for employees to achieve their career goals, keeping central University employees' desire for mission-impactful work.*

**Principle 4 – Foster a culture that promotes manageable workloads.** *Invest in a culture that empowers people to prioritize work that is most impactful in fulfilling their roles and responsibilities, which will positively impact the University's ability to deliver on its mission along with supporting manageable workloads.*

The University Senate further requests that the University of Minnesota administration invest in the following priorities to build a workplace that reflects the above principles.

#### Priorities Under Principle 1 – Provide livable, equitable, and competitive compensation<sup>2</sup>.

1. Modify procedures for awarding annual salary increases in the following ways:
  - a. Allocate a portion of annual salary increases as a flat-dollar cost of living adjustment (COLA) for all employees, particularly in high-inflation environments.
  - b. Allocate a portion of annual salary increases to reward meritorious performance.
  - c. Allocate a portion of the annual salary increase to invest in market adjustments that address COMPA ratios < 1.0.

<sup>1</sup> In this resolution, the term "administration" used in the context of the University of Minnesota is construed broadly to include any interim administration appointed during leadership transitions.

<sup>2</sup> This 2019 report and this draft 2020 report of the Joint Compensation Committee (JCC), a group formed by the Civil Service and P&A Senates in 2018, provide context around several issues of compensation.

<sup>3</sup> The University Senate acknowledges that the relative allocation to each of the three bins outlined in this priority will vary through time and depend on institutional needs and external market factors.

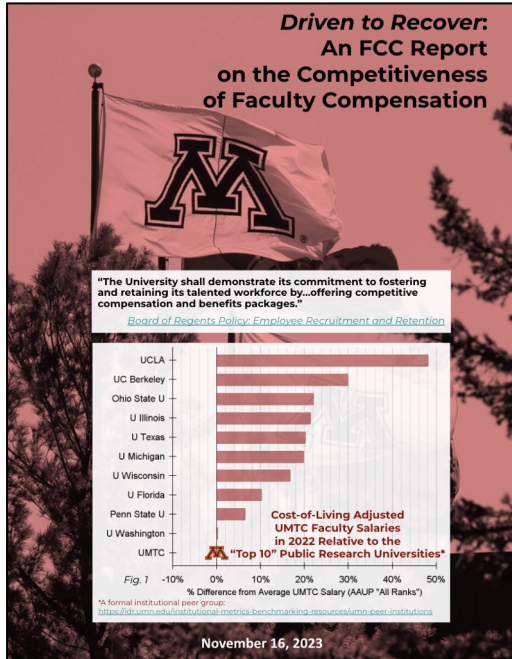
- Passed unanimously April 27, 2023
- Unprecedented consultation & collaboration
- 4 **people-centric** principles
  1. livable, equitable, and **competitive pay**
  2. recruit, reward, and retain people
  3. professional & career development
  4. manageable workloads
- Administration's response expected in early spring



# FCC Report on Faculty Compensation



FCC Report on  
Faculty  
Compensation



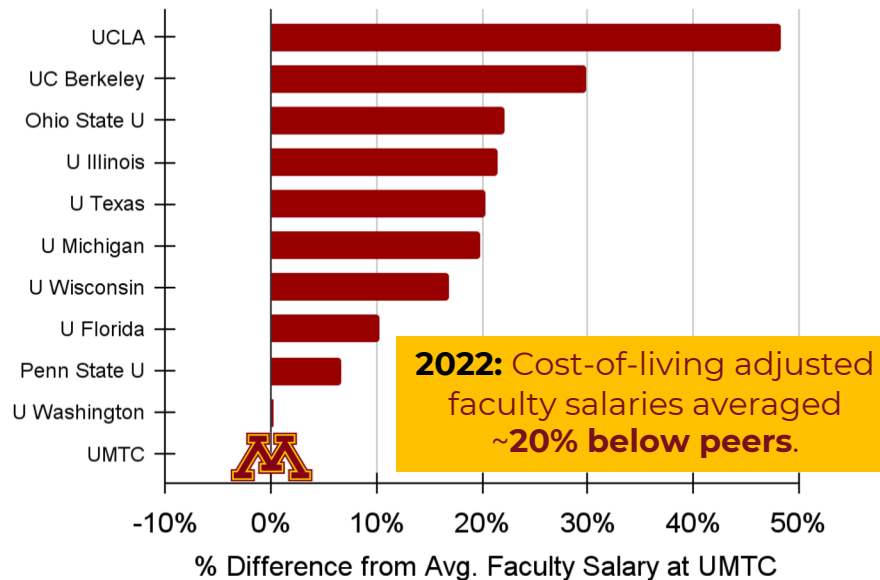
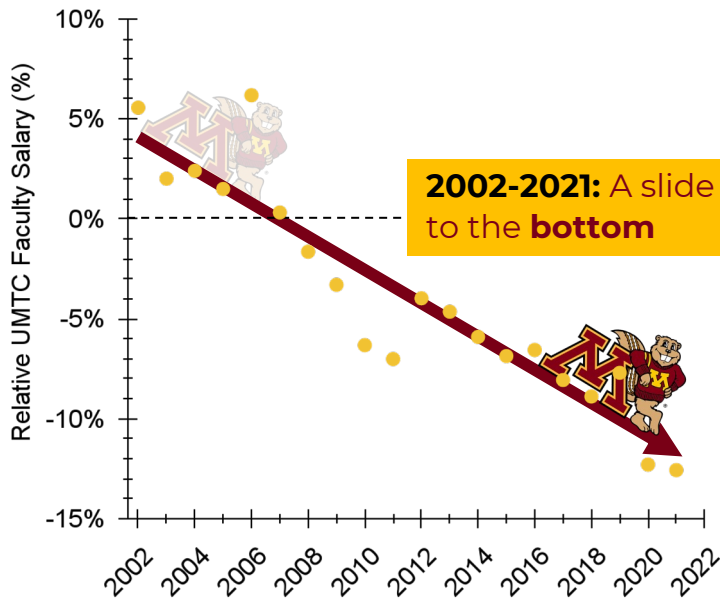
[z.umn.edu/facultycompensation](https://z.umn.edu/facultycompensation)

- Supporting data for the Workforce Reinvestment Resolution
- How competitive are we?
  - Across the **system**
  - Across **faculty ranks**
  - Across **peer groups**
  - Through **time**

# “Top 10” Public Research Universities

Penn State	U Illinois
Ohio State	U Michigan
UC Berkeley	U Texas
UCLA	U Washington
U Florida	U Wisconsin

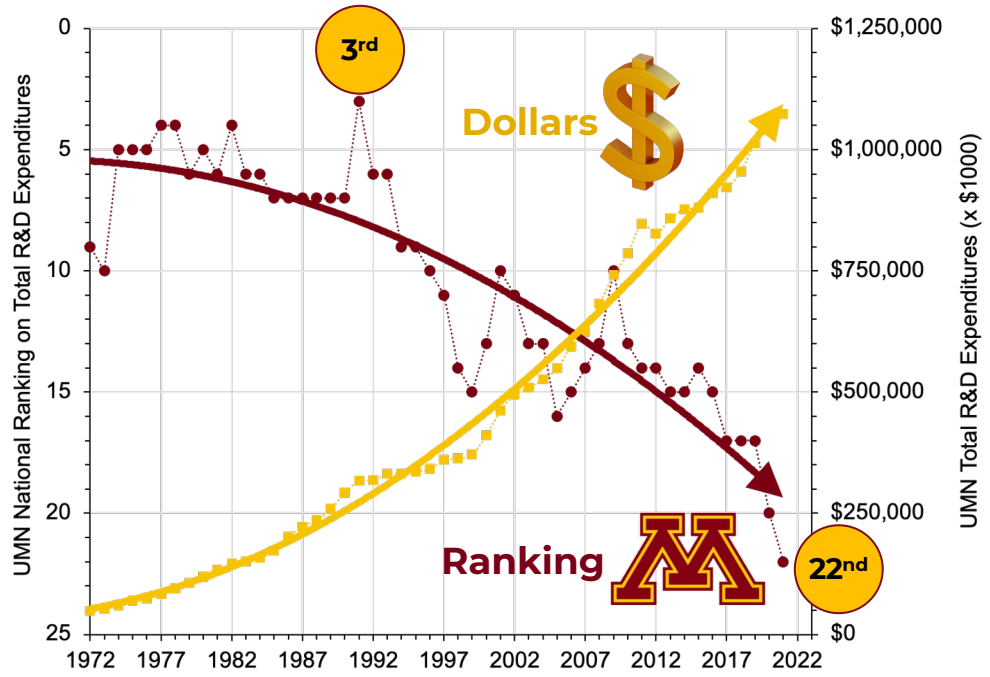
“...the Twin Cities campus comparison group includes the very best public research universities in the United States. In using this peer group as a benchmark, **the campus intentionally measures itself against the highest standards in the nation.**”



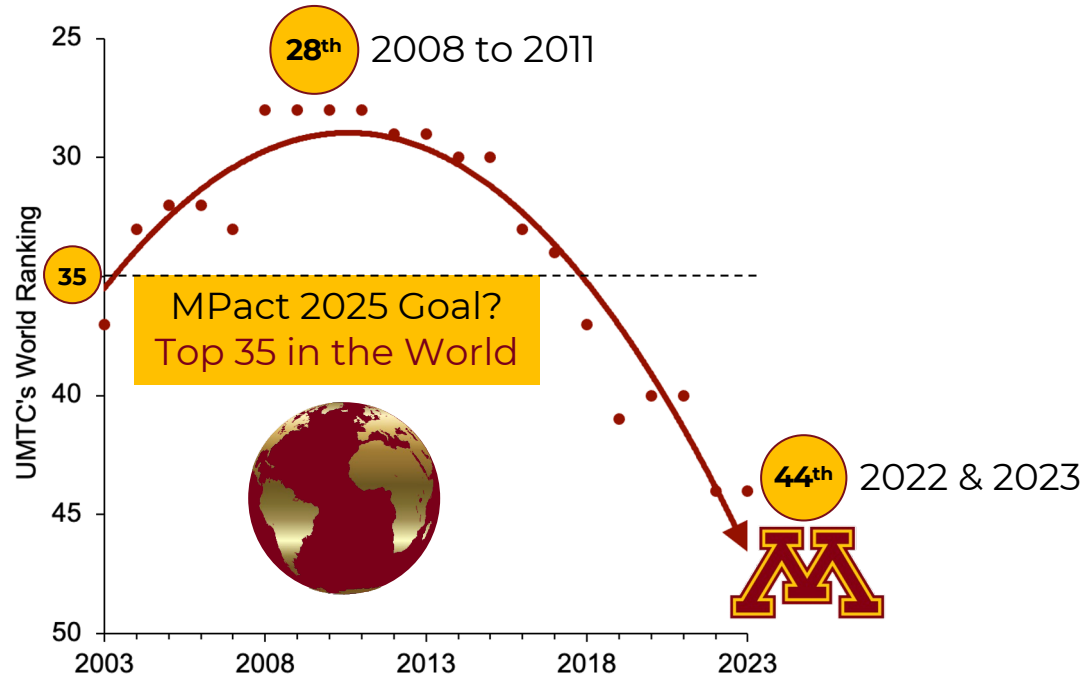
# An MPact 2025 Metric: *Research Expenditures*


 Our research expenditures **are going up.**  
 (So are everyone else's!)

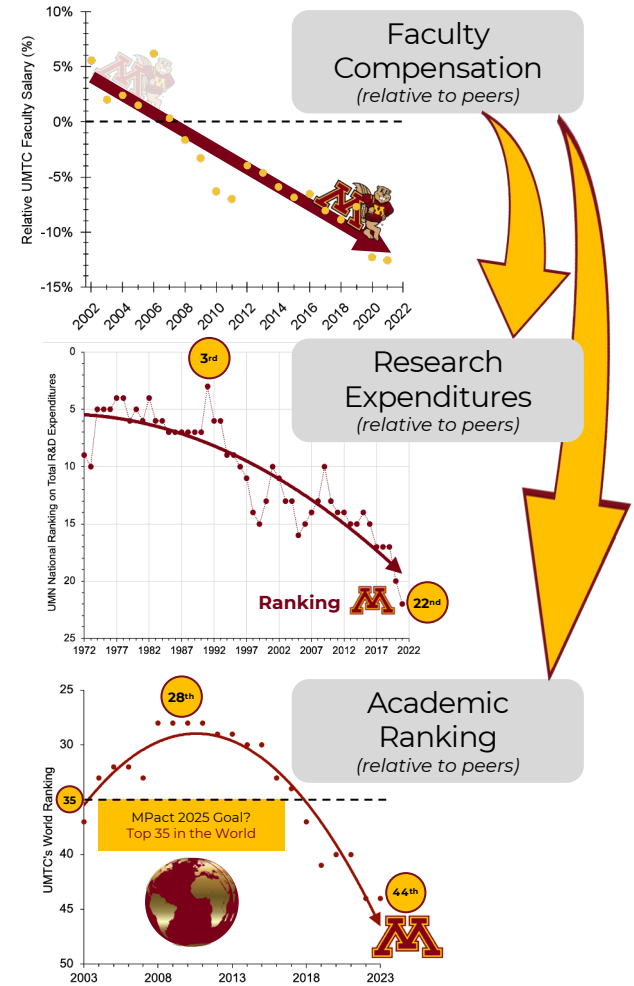
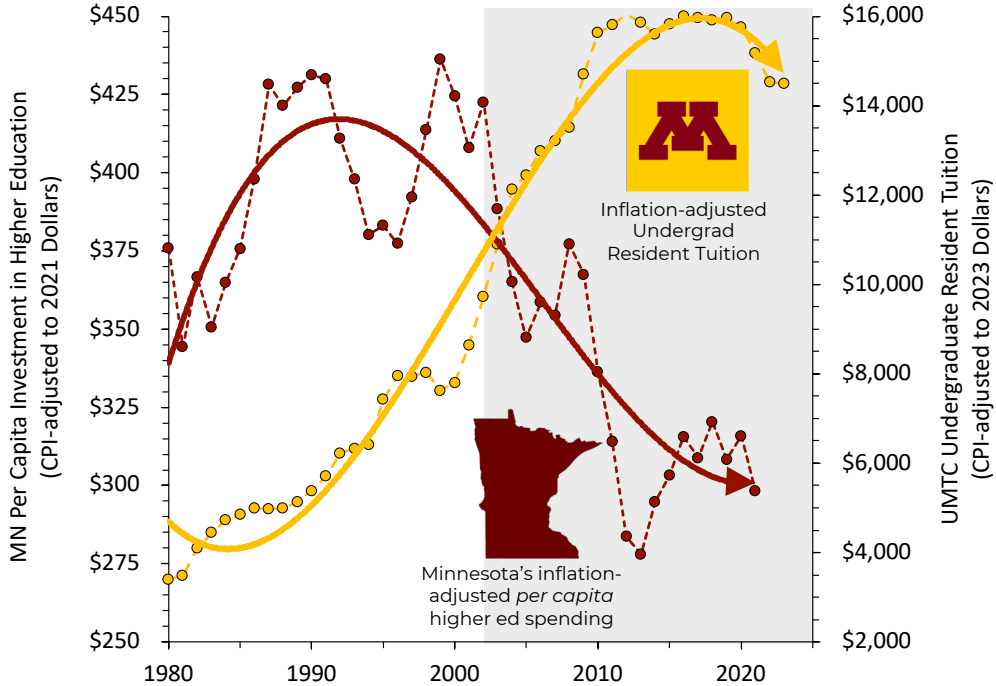

 Our ranking relative to peers on research expenditures is **going down.**



# An MPact 2025 Metric: Academic Ranking of World Universities



# A Causal Hypothesis



# Sounding an Alarm at a Pivotal Moment

**Workforce Reinvestment: Rebuilding a Better U for Employees**

The University Senate requests that the University of Minnesota administration "invest in its employees across the system as the cornerstone of its efforts to maintain and enhance leading-edge research. This investment should be grounded in four principles:

**Principle 1 - Provide livable, equitable, and competitive pay.** Prioritize necessary resources to negotiate and protect existing pay that all employees receive a living wage, so that employees with different abilities who do similar work receive equitable pay, and so that employees receive pay that is competitive in appropriate labor markets.

**Principle 2 - Recruit, reward, and retain people.** Prioritize necessary resources in budgeting and strategic planning for recruiting and recognizing work, for retaining new talent in the employment marketplace, and for creating recruitment and retention as an necessary labor-constrained environment.

**Principle 3 - Establish clear pathways for professional development and career advancement.** Develop career advancement opportunities for employees to advance their career goals, leaving current University employees clear for critical research work.

**Principle 4 - Foster a culture that promotes manageable workloads.** Invest in a culture that empowers people to prioritize work that is most impactful in fulfilling their roles and responsibilities, and that proactively places the University's ability to deliver on its mission along with supporting manageable workloads.

The University Senate further requests that the University of Minnesota administration invest in the following priorities to build a workplace that reflects the above principles:

**Priority Under Principle 1 - Provide livable, equitable, and competitive compensation<sup>1</sup>.**

1. "Ready procedures for awarding annual salary increases in the following ways:"

- Adequate a portion of annual salary increases as a flat dollar cost of living adjustment (COLA) for all employees, particularly in high-cost environments.
- Adequate a portion of annual salary increases to reward meritorious performance.
- Adequate a portion of the annual salary increases to invest in market adjustments that address COLA ratios > 1.0.

<sup>1</sup> In this document, the term "administration" used in the context of the University of Minnesota is understood broadly to include any system administration approved during leadership transitions.

<sup>2</sup> The 2023 report was the result of a study by the Joint Compensation Committee (JCC), a group formed by the Old Senate and P&A Senate in 2018, to provide an annual general review of compensation.

<sup>3</sup> The University Senate acknowledges that the relative allocation of such of these investments in the priority will vary through time and depend on institutional needs and external market factors.

**Driven to Recover: An FCC Report on the Competitiveness of Faculty Compensation**

University	Ratio (Relative to Top 50)
UCLA	~45%
UC Berkeley	~40%
Ohio State U	~35%
UIowa	~30%
U Texas	~25%
U Michigan	~20%
UIllinois	~15%
U Florida	~10%
Penn State U	~8%
U Wisconsin	~7%
GWTC	~6%
UMTC	~75%

Fig. 1 - 10% 20% 30% 40% 50%

November 16, 2023



## **Genuinely pursue excellence**

- Get new money
- Significantly reinvest in the workforce
- Reverse declines
- Start doing *more* with more



## **Tacitly accept mediocrity**

- No new money
- Continued declines
- Struggle to do *more* with even less.
- (Eventual demise of shared governance?)



## About the Civil Service Senate

As one of the first employee groups created at the University of Minnesota, the Civil Service Senate is proud to represent University employees who perform a variety of non-teaching jobs in areas such as research, information technology, accounting, management, student services, and human resources.

Our 50-member senate body represents the **5,368 Civil Service** employees at each of our campuses and includes members from Central and Administrative Services, Academic Affairs, Health Sciences, as well as representatives from our system campuses. The breakdown of the number of civil service employees at each campus is as follows:

Crookston - 30 employees	Rochester - 17 employees	*data as of 11/22/2023
Duluth - 281 employees	Morris - 28 employees	
Twin Cities - 5,012 employees		

## Current Projects and Priorities

Over the course of the year to this point, several Civil Service employees who have served within our subcommittees have had promotional or retirement opportunities which resulted in an opportunity to reorganize our subcommittees. In addition to this, several of our Civil Service Civil Service employees graciously serve on various committees and task forces through the university thereby not only representing our senate but our fellow Civil Service colleagues as well in these important areas.

Some examples of this involvement include the Benefits Advisory Committee, Regents Scholarship Workgroup, Workforce Reinvestment Task Force, Presidential Search Advisory Committee (PSAC), Senate Committee on Committees, Senate Committee on Finance and Planning, All-University Honors Committee, Campus Safety Committee, Disabilities Issues Committee, Equity Access and Diversity Committee, Intercollegiate Athletics Committee, Senate Committee on Information Technologies, Senate Library Committee, and Social Concerns Committee.

- Representation from various areas of our university continues to be an issue. Efforts are currently underway to connect more with those areas in which we are lacking representation but also to connect in a way where we have people interested in the future. Some of this relates to showing the “why” we do this work, and some relate to

education with supervisors on why this work is important and supportive of the missions of the greater university.

- The Compensation and Benefits Subcommittee is currently working on a proposal for an employee's length of service to be counted for new hires which will impact their starting vacation and sick balances making the university more competitive to potential employees.
- The Employment Rules Subcommittee is reviewing new policies such as the *Sick and Safe* leave and PEAK Initiative to determine if changes are needed within our employment rules to fully support our constituents.
  - Both the Compensation and Benefits as well as the Employment Rules subcommittees began meeting together throughout the year to foster collaboration between the two sub-committees related to issues they face.
- The Communications Subcommittee is currently working on how best to communicate out to our Civil Service colleagues in a way that increases readership, engagement and efficiency.
- As a Civil Service Consultative Committee (CSCC) work is being done to streamline many aspects that fall to leadership positions within our Civil Service Senate. This work includes the documentation of processes and timelines which can be transitioned easily as leadership changes thereby not having to reinvent these same processes each year. In addition, this includes how we as a governance group work with our senate office to ensure both high levels of collaboration as well as efficiency. We very much appreciate their support of our work.
- We are pleased to be able to collaborate with our shared governance colleagues in multiple ways throughout the year. This collaboration has resulted in ways where issues are able to be addressed on a larger scale than just through an undertaking of one particular group thus adding to the depth of the discovery process as well as possible resolution steps. It is an honor to walk alongside the FCC, P&A Senate, and Student Senates in this work.

As Chair of the Civil Service Senate and CSCC, I continue to be impressed with the dedication of our Civil Service employees and the work being done everyday within our university-level committees as well as within the senate and the colleges and departments in which we serve. I am looking forward to being able to give an update on our initiatives and progress when we conclude our academic year and I thank you for the opportunity to share this initial report with you.

Respectfully submitted,  
Matthew Verkuilen, Chair  
Civil Service Senate and Civil Service Consultative Committee



Thank you, Chair Mayeron, Members of the Board, and Interim President Ettinger: On behalf of chair-elect, Kit Breshears, and my other colleagues on the P&A Consultative Committee (PACC)

Retention of staff is at the heart of PACC's work. Many of the individuals who set aside time to volunteer and contribute to governance do so because of a shared belief that the University of Minnesota is a vital state institution whose mission serves a greater purpose than our individual selves. Governance provides an avenue to advocate for effective policies and practices so we can continue to support the University's mission.

P&A employees are integral to delivering the mission at the University of Minnesota. The University Senate Governance website summarizes the creation of the P&A employee class - stating:

"The P&A classification was established in 1980 because the existing employment classifications did not adequately accommodate several converging trends at the University in the 1970s and early 1980s. More research was being conducted, and the proposal and reporting requirements were becoming increasingly complicated. Legal mandates required considerably more administration and new federal programs allowed for expanded University outreach opportunities.

Tasks that had been appropriate for civil service staff no longer seemed appropriate. New positions demanded autonomy, flexible hours, and professional or academic preparation. At the same time, University administrators decided it was unwise to expand tenure to accommodate this new work because of the uncertain financial situation. A dramatic increase in tenured positions was not possible, nor was conferring tenure status on career administrators.

The drafters of the original P&A policy...thought the number of P&As would be fairly limited, and they did not expect the burgeoning number of P&A job titles that has developed at the University."

The P&A employee class is now the largest among all employee groups at the University of Minnesota. Our employee class is made up of research fellows, librarians, program and unit communicators, directors of degree programs, directors of admission and academic advisors, extension regional educators and specialists, and teaching faculty. What used to attract and retain P&A employees no longer has the impact it once did. If we don't recognize that and make changes, we risk losing dedicated, knowledgeable, and creative people who are committed to the University's mission.

As evidenced in the [Workforce Reinvestment](#) resolution, retaining employees requires intervention at many levels and can not be sold by singular adjustments. The following five points have been identified by P&A employees across the system and are an expansion on the items contained in Priorities for Principle 2 and 3. We believe a combination of adjustments to each could lead to increased employee engagement and higher retention levels:

### **1. Multi-year appointments**

Overwhelmingly, staff members are committed to their roles. Recently a P&A senate member from Rochester told me “we have a really great dedicated group of student-facing P&A staff who want to be here for their whole career.” However, the very structure of the P&A appointment prohibits long term planning that is necessary for curriculum and program development. Employees believe a multi-year appointment will enable them to plan, provide continuity and yield support for students.

### **2. Competitive salary**

A P&A employee recently shared that “I'm extremely passionate. My work has impact and meaning - locally and statewide. However, my longevity is dependent upon salary increases and benefit improvements. We cannot expect life-changing, system-shaking work to come from employees with below average pay.” Many of the P&A staff we hear from are wrestling with how to continue their work at the University when other organizations offer increasingly higher wages. I'm “constantly looking to find a similar job in industry rather than thinking about staying at UMN strictly due to compensation in industry being much higher.”

### **3. Commitment to flexible work arrangements**

Flexible work arrangements provide autonomy, speak to a level of trust between the University and employees, and “demonstrate an understanding and value of mental health and balance between work and personal life” an extension employee recently shared. Offering flexible work is also viewed as a competitive advantage compared to other employers.

Employees have pointed out many times that the nature of work has shifted. For example, programming, especially in outreach work done by Extension educators, is scheduled outside of standard business hours in order to reach a broader audience. Additionally, many employees believe work that requires large blocks of time to focus are better done in a remote setting with reduced opportunities for distractions. Flexible work is no longer a perk, but an essential element of infrastructure to do our work, much like a laptop, software credentials and U cards.

### **4. Expand the Regents Scholarship**

A recent review of the Regents Scholarship Program has already yielded the potential for barrier-reducing access. We applaud the work that has already been done and push for greater access to reduced and free tuition for dependents of staff members. Expanding the tuition benefit “binds employees in a way that really matters” to their families. One employee recently shared that “while I personally love working at the University of Minnesota, I have already started considering shifting to an institution that offers tuition for dependents in the next 5-10 years as I plan for my children to enroll in Higher Education.” When an employee reviews the portfolio of benefits associated with working for a higher education institution, an emphasis on access to education can materially outweigh other perceived shortfalls.

### **5. Career pathways and clear advancement opportunities**

Lack of defined career advancement for both supervisory responsibilities and individual contributors is demotivating for many employees. Under the current structure of reclassification (other industries use the word promotion), it is common for requests to be stalled at the local level without being submitted to the Office of Human Resources (OHR) for consideration. Employees who experience shifting workloads, new priorities and responsibilities without formal recognition often feel underappreciated and taken advantage of.

Additionally, the current reclassification structure to advance assumes that all who advance in their career assume managerial responsibility. This isn't possible across the entire organization when system campuses or extension teams are a team of 1. The university is missing an opportunity to advance high performing individuals simply because the unit or office is smaller in nature.

In closing, retaining employees is an investment in the entire organization. A retained employee who has institutional knowledge and experience can drive the mission forward more effectively and efficiently than a new hire. Employees who feel valued and supported by the organization are more likely to be engaged resulting in high quality outreach, research and education for our students and community members.



# BOARD OF REGENTS DOCKET ITEM SUMMARY

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**Board of Regents**

**December 8, 2023**

**AGENDA ITEM:** Public Safety Update: Fall Semester Review

**Review**

**Review + Action**

**Action**

**Discussion**

*This is a report required by Board policy.*

**PRESENTERS:** Interim President Jeff Ettinger  
Myron Frans, Senior Vice President

## **PURPOSE & KEY POINTS**

The purpose of this item is to discuss ongoing safety efforts from the fall semester. These initiatives underscore the University’s continuing commitment to ensuring a safe environment for its students, faculty, staff, and visitors. The Board will learn about updates on safety enhancements to student housing and future plans for those enhancements, use of state funding for safety initiatives, safety communications and community feedback, public safety staffing, and efforts to promote safety in neighborhoods surrounding the Twin Cities campus.

## **BACKGROUND INFORMATION**

The Board previously discussed this topic at the following meetings:

- September 2023: *Public Safety Update: 2023-24 Academic Overview*, Board of Regents
- July 2023: *Public Safety Planning for 2023-24 Academic Year*, Board of Regents
- June 2023: *UMTC Public Safety Update*, Board of Regents
- 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
- July 2022: *Public Safety Planning for 2022-23 Academic Year*, Board of Regents
- June 2022: *Twin Cities Campus Public Safety Update*, Finance & Operations Committee
- February 2022: *Update on Public Safety & M Safe Implementation*, Board of Regents
- September 2021: *Update on Public Safety – Twin Cities Campus*, Board of Regents
- February 2021: *Comprehensive Public Safety Review Findings and Recommendations*, Board of Regents



# BOARD OF REGENTS DOCKET ITEM SUMMARY

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**Board of Regents**

**December 8, 2023**

**AGENDA ITEM:** Update on the Board’s Virtual Forum Pilot Program

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

*This is a report required by Board policy.*

**PRESENTERS:** Brian Steeves, Executive Director & Corporate Secretary  
Krista Overby, Communications & Engagement Manager

### **PURPOSE & KEY POINTS**

The purpose of this item is to provide the Board with an update on the Virtual Forum Pilot Program (pilot program). The pilot program launched in advance of the September 2023 meeting and was added to the Board's existing public engagement activities. This update will summarize usage statistics from the September and October meetings and highlight adjustments that have been made to the pilot program based on feedback received from Regents.

At the end of the pilot program, the Office of the Board of Regents will prepare a report detailing the results of the program and a recommendation to the Board. The final report will be reviewed by the Governance & Policy Committee at the June 2024 meeting.

### **BACKGROUND INFORMATION**

The Virtual Forum Pilot Program was developed in response to a desire to enhance the Board’s public engagement practices – creating additional ways that members of the University community and Minnesotans can provide input to the Board. The pilot program was developed after a series of conversations during the 2022-23 academic year:

- September 2022: *Overview of Board Public Engagement*, Governance & Policy Committee
- October 2022: *Discussion of Board Public Engagement*, Governance & Policy Committee
- December 2022: *Potential Changes to Board Public Engagement*, Governance & Policy Committee
- February 2023: *Potential Enhancements to Board Public Engagement*, Governance & Policy Committee

# Update on the Board's Virtual Forum Pilot Program

Brian Steeves

Executive Director & Corporate Secretary

Krista Overby

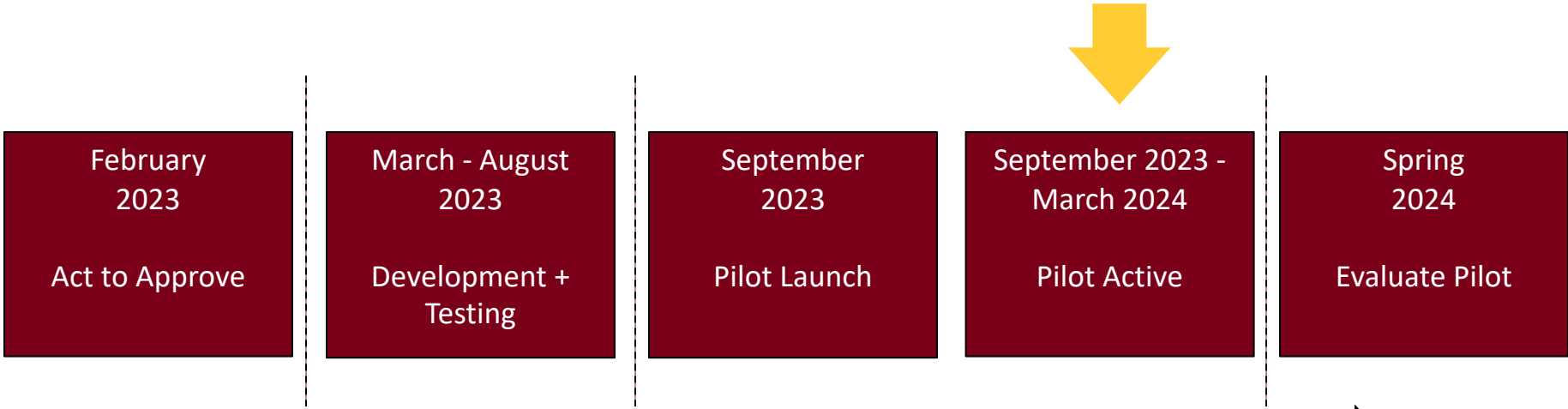
Communications & Engagement Manager

December 8, 2023





# Project Timeline



Board's Virtual Forum is active for five regular Board meetings.



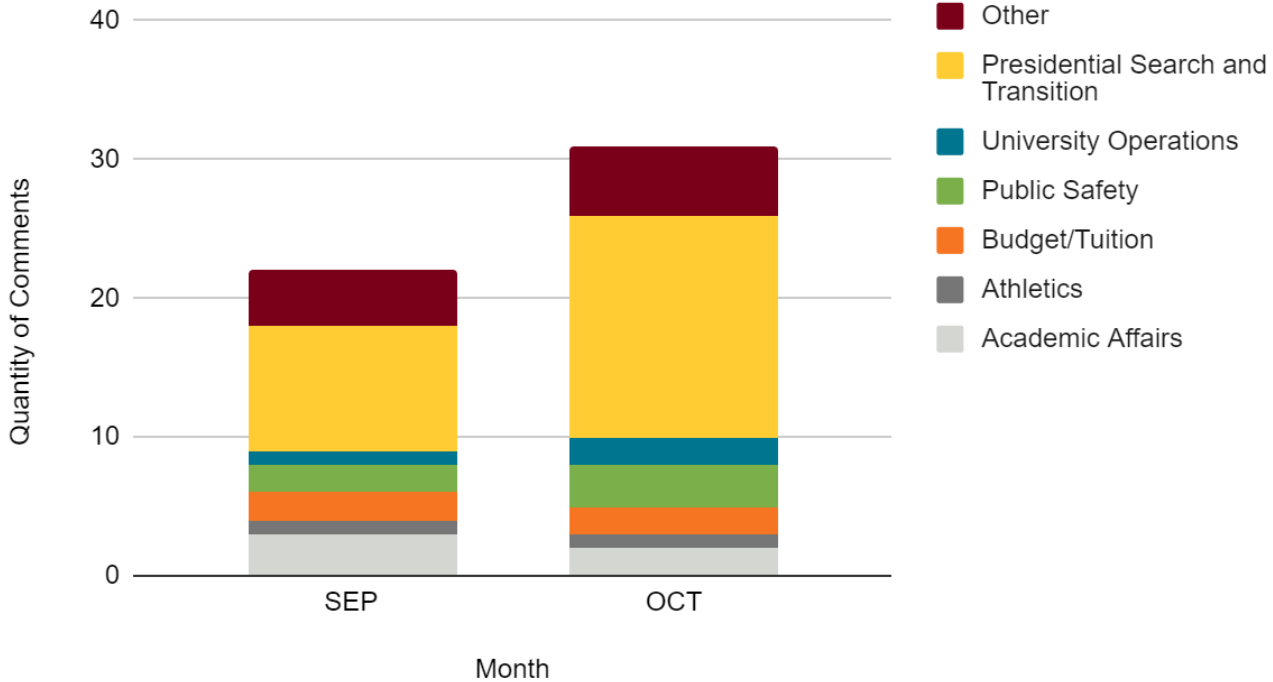


# Pilot Guiding Principles

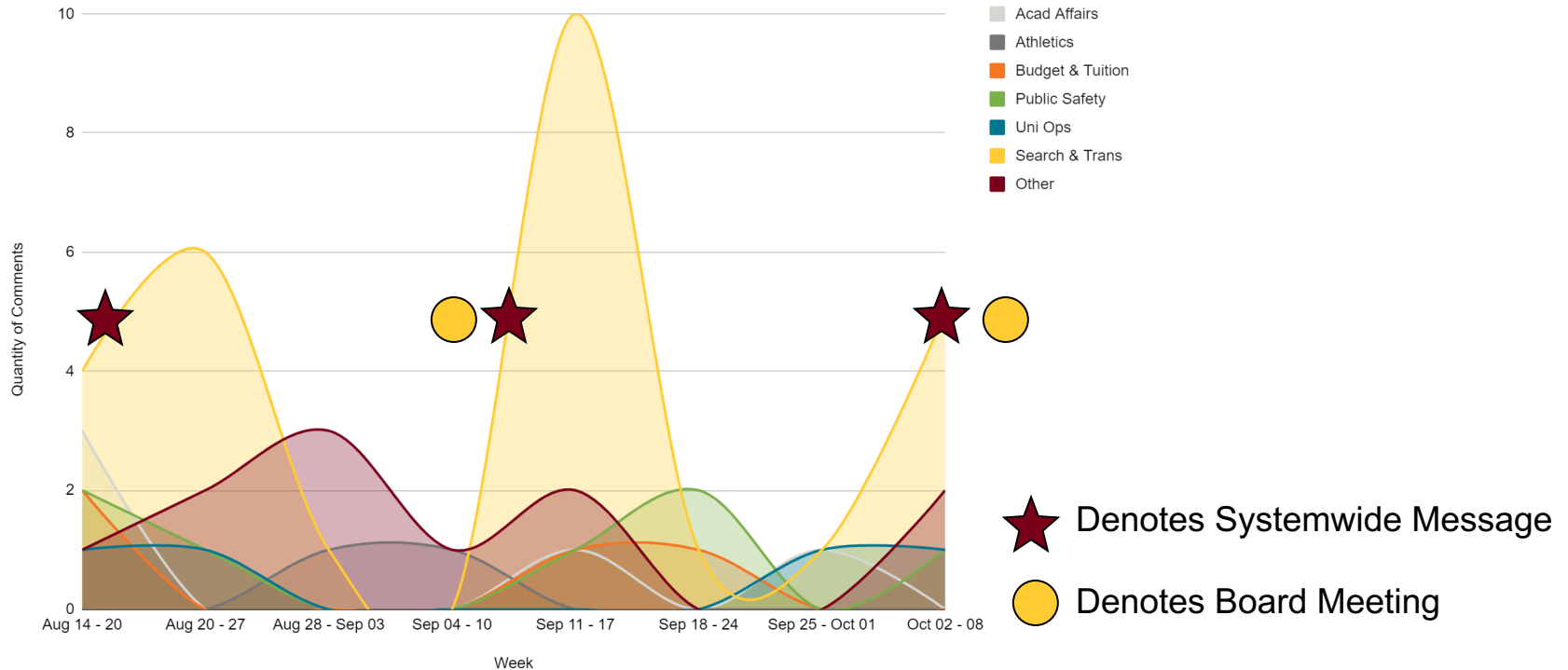
1. Effectively support the Board in building trust and demonstrating accountability.
2. Recognize that public engagement practices evolve over time and require a 'custom fit' to meet the needs of today.
3. Leverage technology to aid in advancing innovative access and inclusive engagement across the University community.



# Preliminary Data By Month and Category



# Preliminary Data By Week and Category



# Docket Preparation Process

1. OBR partners with colleagues in University Survey and Assessment Services to download input into folders.
2. OBR reviews audio, video, and written comments for guideline compliance prior to inclusion in the docket.
3. Supplemental input is shared with Regents on the Wednesday before the regular meeting.
4. Supplemental input is reconciled in the docket materials post-meeting.





UNIVERSITY OF MINNESOTA

**Driven to Discover<sup>®</sup>**

Crookston Duluth Morris Rochester Twin Cities

The University of Minnesota is an equal opportunity educator and employer.



# BOARD OF REGENTS DOCKET ITEM SUMMARY

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**Board of Regents**

**December 8, 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 standing committee chairs:

- Audit & Compliance Committee – J. Farnsworth
- Finance & Operations Committee – D. Huebsch
- Governance & Policy Committee – K. Verhalen
- Litigation Review Committee – T. Johnson
- Mission Fulfillment Committee – R. Johnson

Current special committee chairs:

- Academic Health – P. Wheeler
- University Relations – B. Thao-Urabe



# BOARD OF REGENTS DOCKET ITEM SUMMARY

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**Board of Regents**

**December 8, 2023**

**AGENDA ITEM:** Resolution to Conduct Non-Public Meeting of the Board of Regents to Discuss Attorney-Client Privileged Matters

**Review**

**Review + Action**

**Action**

**Discussion**

*This is a report required by Board policy.*

**PRESENTERS:** Douglas Peterson, General Counsel

## **PURPOSE & KEY POINTS**

To consider a resolution to conduct a non-public meeting of the Board of Regents to discuss attorney-client privileged matters.

## **BACKGROUND INFORMATION**

The Board reviews litigation matters and obtains legal advice regarding specific University actions and their legal consequences.





## REGENTS OF THE UNIVERSITY OF MINNESOTA

### RESOLUTION TO

#### **Conduct Non-Public Meeting of the Board of Regents to Discuss Attorney-Client Privileged Matters**

**WHEREAS**, based on advice of the General Counsel, the Board of Regents have 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 the Board of Regents be held on Friday, December 8, 2023, in the Boardroom, 600 McNamara Alumni Center, for the purpose of an attorney-client privileged discussion of litigation relating to a data security incident, including the following: *Linzy v University of Minnesota*; *Eckl v University of Minnesota*; *Shackelford v University of Minnesota*; *Dittberner v University of Minnesota*; *Martin v University of Minnesota*; *Seberson v University of Minnesota*; *Foster v University of Minnesota*; *Chatelain v University of Minnesota*.