



Finance & Operations Committee

December 2024

December 12, 2024

3:00 p.m.

Boardroom, McNamara Alumni Center

FIN - DEC 2024

1. FY 2026 Budget Variables & Levers

Docket Item Summary - 3

Presentation Materials - 6

2. Crookston Campus Plan – Review

Docket Item Summary - 31

Draft Campus Plan - 35

Climate Action Plan - 104

Presentation Materials - 151

3. Consent Report – Review/Action

Docket Item Summary - 170

Amendments to Civil Service Rules - 172

Amendments to Retirement Plans - 206

Capital Budget Amendments

Community University Health Care Center (CUHCC)

Narrative - 214

Map - 216

Eastcliff Renovation and Repair

Narrative - 217

Map - 219

Purchase of Goods and Services \$5,000,000 and Over - 220

Real Estate Transaction

Amendment to lease of 176 North Mississippi River Boulevard,
Saint Paul (Eastcliff) - 222

4. Information Items

Docket Item Summary - 224

Central Reserves General Contingency Allocations - 230

Reports to the State of Minnesota: Biennial Budget Reporting
Requirements - 231

FY 2024 Annual Financial Report

Analysis - 319

Report - 323



BOARD OF REGENTS DOCKET ITEM SUMMARY

Finance & Operations

December 12, 2024

AGENDA ITEM: FY 2026 Budget Variables & Levers

Review

Review + Action

Action

Discussion

This is a report required by Board policy.

PRESENTERS: Julie Tonneson, Vice President and Budget Director

PURPOSE & KEY POINTS

The purpose of this item is to engage in a discussion about the primary variables impacting budget planning for the fiscal year beginning July 1, 2025 (FY 2026). This discussion will focus on a high-level review of the University’s budget process and general definitions and trends in resources and expenditures rather than specific issues or values for FY26.

Board discussions and review of components of the annual operating budget began with the development of the biennial budget request to the State of Minnesota (State) in the summer. While the process that will culminate with a new set of operating budget appropriations for FY26 and FY27 is unfolding and is scheduled to end in May, the internal University process to build the FY26 annual operating budget must move forward. The timeline for Board discussion and review of components specific to the FY26 annual operating budget begins with this discussion. It continues with a review of the annual budget framework variables in February and will end with review and action on the President’s Recommended Annual Operating Budget for FY26 in June 2025. The complementary goals of each step in the process are for the administration to share information and recommendations and for the Board to provide input and guidance that outlines their priorities and expectations for the FY26 operating budget.

FY 2026 – The Budget Framework

In the very early stages of developing each biennial budget request to the State, the University creates a budget planning framework for the two years of the upcoming biennium. The planning framework is a high-level set of assumptions regarding changes in revenues and expenditures that set a path for achieving a balanced budget. The framework focuses on the significant unrestricted funds available to support the maintenance and operations of the University’s core missions: the state appropriation and tuition.

The other funds of the institution (fees, auxiliary and other unrestricted sales, restricted grants, contracts, gifts, etc.) are generated differentially by units throughout the University based on the activities they engage in.

A typical budget framework reflects incremental changes in resources and costs and includes the following components:

- Estimated or known changes in state appropriations
- Planned savings from efficiencies or spending decreases (internal reallocations)
- Planned changes in tuition revenue based on enrollment projections and recommended rates
- Planned increases in salary costs based on a recommended compensation plan
- Estimated cost increases for fringe benefits
- Estimated cost increases for technology maintenance agreements and facilities operations (utilities, debt service, etc.)
- Planned investment pools for programmatic and operating initiatives/needs

The budget framework guides the decision-making process throughout the year, but it does not remain stagnant. The framework is adjusted as new information becomes available or as decisions are made based on the institution's priorities. It must always, however, result in a positive or \$0 balance (incremental revenue changes must be equal to or greater than incremental expenditure changes).

Budget Development Process

The University's budget process is robust. It begins in the fall of each year and involves fifty major budgeting units and the University's unit-level and system-level leadership working together to understand and address ever-changing financial issues. It culminates the following May or June with a strategic and balanced President's Recommended Annual Operating Budget. To get to that result, the University's annual schedule includes individual meetings with each Twin Cities college, system campus, and major support unit, at which detailed unit-level budget information is discussed. The unit-provided materials and meetings allow for shared information necessary to assess budgetary challenges and opportunities at that level. In addition, consultative meetings with interested internal groups are held throughout the year to discuss high-level budget plans and build a shared understanding of issues to be addressed.

The process summarized above benefits from the application of "the budget model," which is a set of operating decision rules and formulas related to resource and expenditure allocations that serve as a tool for guiding the discussions and determining the impact of various decisions and financial realities.

The Responsibility Center Management (RCM) budget model in place at the University has evolved over time but began its initial implementation in FY 1998. It is a distributed management model that assigns budget accountability to the Twin Cities college, system campus, and major support unit level, with direction, monitoring, and final authority assigned to the president and their leadership team. It creates incentives and disincentives for various management decisions (such as opening up course sections, generating external revenues, and turning down the heat or air-conditioning) while providing a broad base of financial information to leaders throughout the institution. Unit leaders can therefore make decisions in the best interest of the University and can better understand the rationale for what is included in the final budget. It is a model grounded in transparency.

Together, the budget process (materials and meetings) and the budget model (decision rules on resource and expenditure allocations) lead to meaningful discussions, a relevant set of questions to be answered, and final decisions resulting in a recommended annual budget.

FY 2026 – Preliminary Assessment of Budget Variables

Investments in programmatic enhancements and initiatives to advance strategic goals are a high priority every year. In addition, the University is expecting significant cost pressures in FY26 related to six categories of spending:

- compensation for all employee groups, including addressing an under-investment in recent years;
- deferred maintenance on facilities;
- facility operations;
- expanding technology infrastructure;
- compliance and safety requirements; and
- investments related to desired enrollment changes and student services.

Inflation, reflected in at least three of these categories, impacts the University's budget in a variety of ways. The first step in managing inflation-driven costs is to develop actual projections as the next fiscal year approaches and understand how those projections apply to different activities and units. That process is underway.

A summary of resource variables to consider for FY26 is as follows:

- **State appropriations:** The University submitted a biennial request to the State for an incremental increase of \$235 million across the next two years. This represents roughly 45 percent of estimated cost and planned investment increases, relying on growth in other revenues (including tuition) and internal reprioritization of existing resources to support the remaining 55 percent.
- **Tuition:** Annual revenue of approximately \$1 billion. Increases driven by enrollment and rate changes (each 1 percent on all rates generates roughly \$10 million).
- **Internal reallocations:** Spending reductions to free up existing resources to redistribute to new or different costs. Each 1 percent (the general level implemented since FY18, excluding FY22) frees up roughly \$20 million.
- **"Other" revenues:** Annual revenue of just over \$2.9 billion. Includes restricted and unrestricted funding from a variety of sources including sponsored grants, external sales, fees, gifts, royalty income, investment earnings, federal appropriations, etc. Growth opportunities and discretion vary across sources and units of the University.

The presentation will describe each of these variables in more detail and facilitate questions and discussion about priorities for FY26. It will also summarize the distributed nature of the University's budget development process, how each unit's unique set of activities is shaped by these variables, and how those activities impact the total annual operating budget recommended to the Board.

BACKGROUND INFORMATION

The next Board discussion on the FY26 budget will be a review of the annual budget framework in more detail at the February 2025 meeting. It will include information on cost estimates as of that date and opportunities to engage in scenario planning. Because the University's appropriation for the next biennium will not be known until late May 2025 at the earliest, the annual operating budget will be submitted to the Board for review and subsequent action in June 2025.

FY26 Budget Variables and Levers

Board of Regents | Finance & Operations Committee | Dec. 12, 2024

Julie Tonneson

Vice President & Budget Director



UNIVERSITY OF MINNESOTA
Driven to DiscoverSM

Timeline: Annual Operating Budget Items Before the Board

Some Years

Sept./Oct

Discuss University Budget Process

2024 December → Discuss FY26 Budget Variables and Levers

2025 February



Discuss FY26 Annual Budget Framework



June

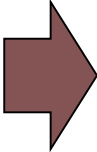


Review & Act on the President's Recommended Budget

The Board Acts on an All-Funds Budget

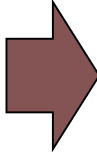
Major Revenue Sources

**Tuition & O&M
Appropriation**



Planned at the Institutional Level

**All “Other Revenues”
More Targeted
Application**



Primarily Managed at the Unit Level

First – Summary of the Budget Process

**Second – Overview of Revenue and
Expense Variables for Next Year's
Budget**

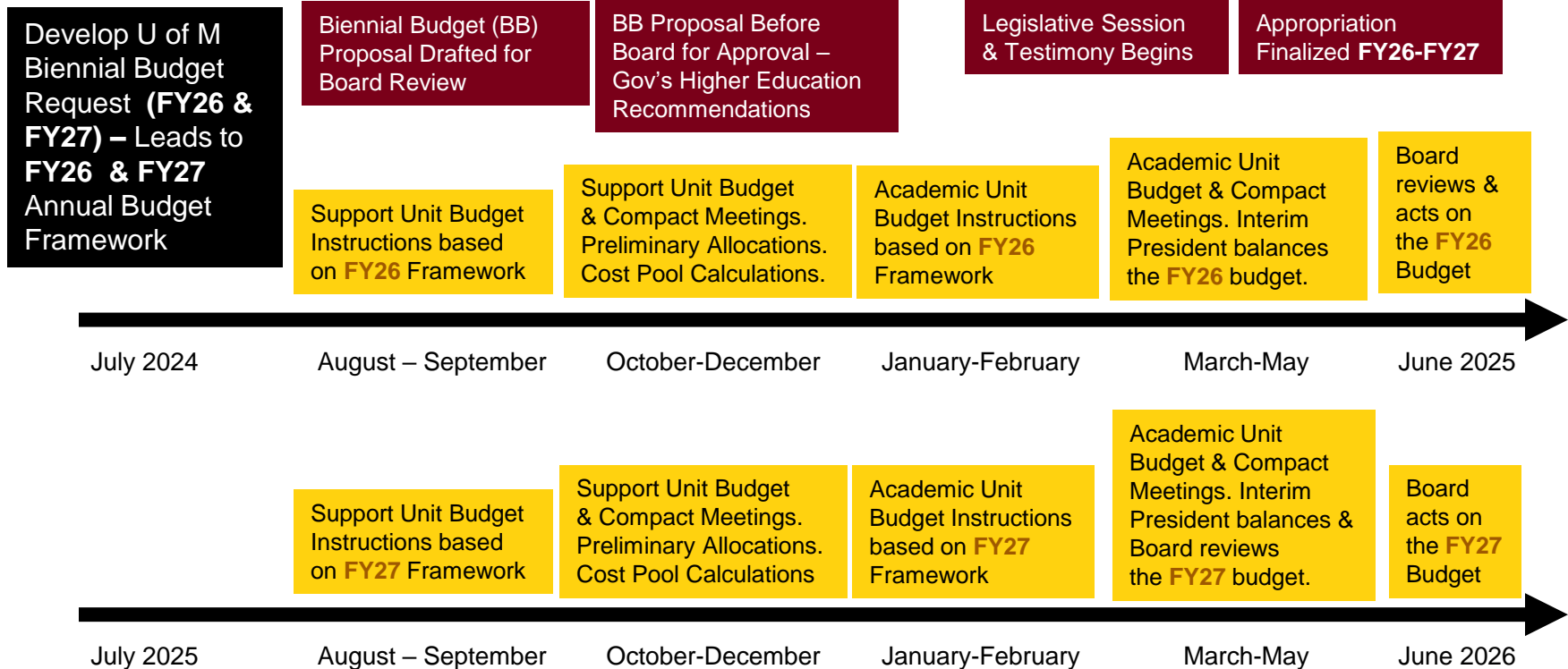
Distributed Budget Management Model

<p>President</p>	<ul style="list-style-type: none"> • Sets broad goals, strategies, principles • Directs and delegates the overall process • Receives and acts on recommendations from Budget Committee • Delivers Final Recommended Budget to the Board • Accountable for ensuring University's financial health in accordance with Board of Regents' direction
<p>Budget Committee</p>	<ul style="list-style-type: none"> • Manages the overall budget development process • Interfaces with each unit of the University • Develops recommendations to the President on unit allocations and budget balancing tactics
<p>Chancellors, Deans, VPs</p>	<ul style="list-style-type: none"> • Provide input into broad goals and strategies • Develop unit-level priorities, goals, and strategies • Request funding and assistance from Central to achieve goals • Implement final decisions/accountable for overall unit financial health
<p>Departments</p>	<ul style="list-style-type: none"> • Respond to RRC level direction regarding development of departmental priorities, goals and strategies • Request funding and assistance from RRC to achieve goals • Implement final decisions
<p>Board of Regents</p>	<p>Reviews and acts on Annual Budget submitted by the President</p>



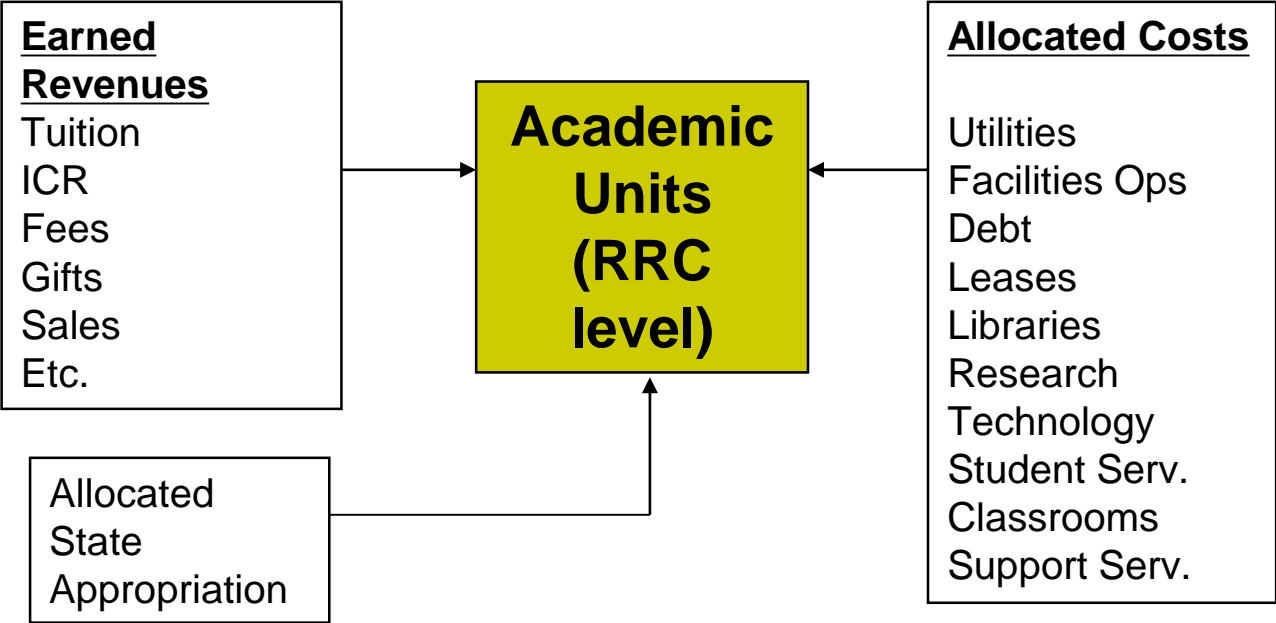
How We Get it Done:

Timeline – Full Budget Development Cycle



How We Get it Done:

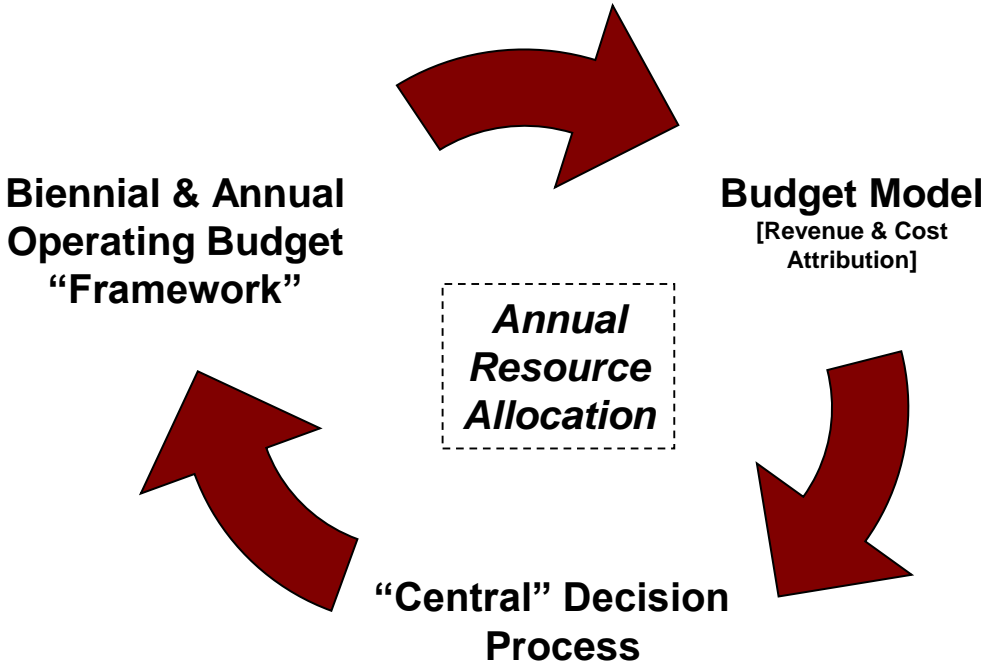
The Budget Model – A “Tool” for Decision Making



In combination with the “Budget Framework” and the “Decision Making Process” = full Budget Development

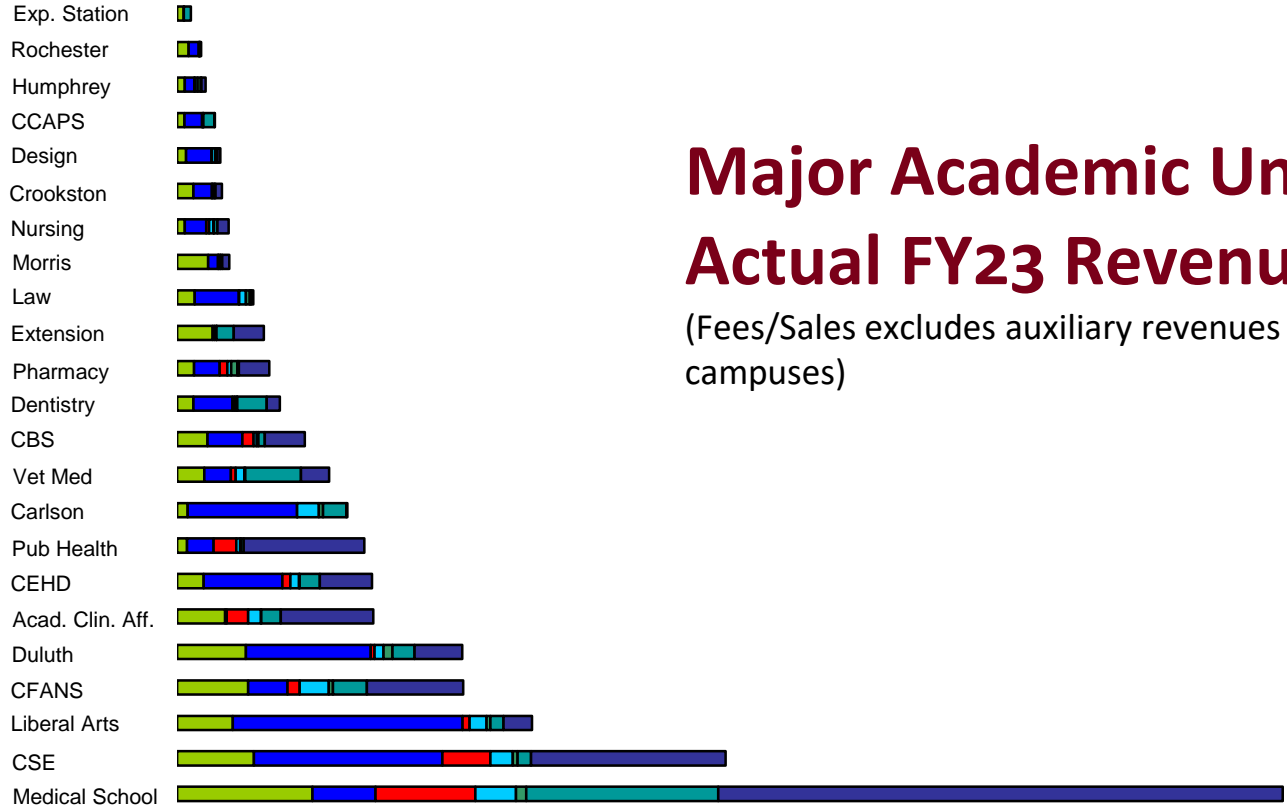


Resource & Cost Allocation Process

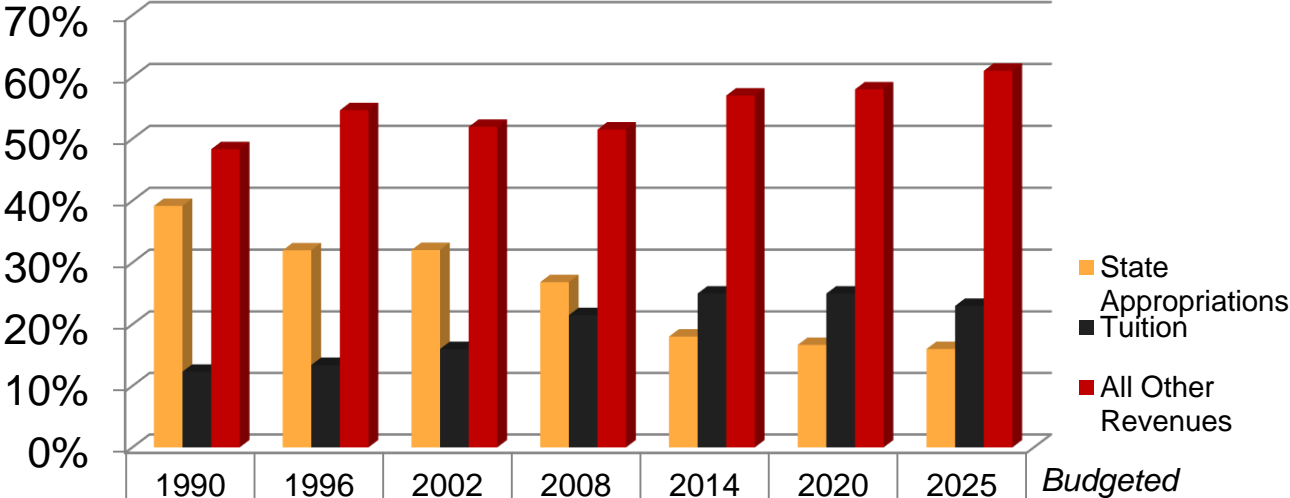


Major Academic Units Actual FY23 Revenues

(Fees/Sales excludes auxiliary revenues on system campuses)



The University's dependence on different revenue sources has shifted over time:



	1990	1996	2002	2008	2014	2020	2025
State Appropriations	39%	32%	32%	27%	18%	17%	16%
Tuition	12%	13%	16%	22%	25%	25%	23%
All Other Revenues	48%	55%	52%	52%	57%	58%	61%

Budgeted

State Appropriation

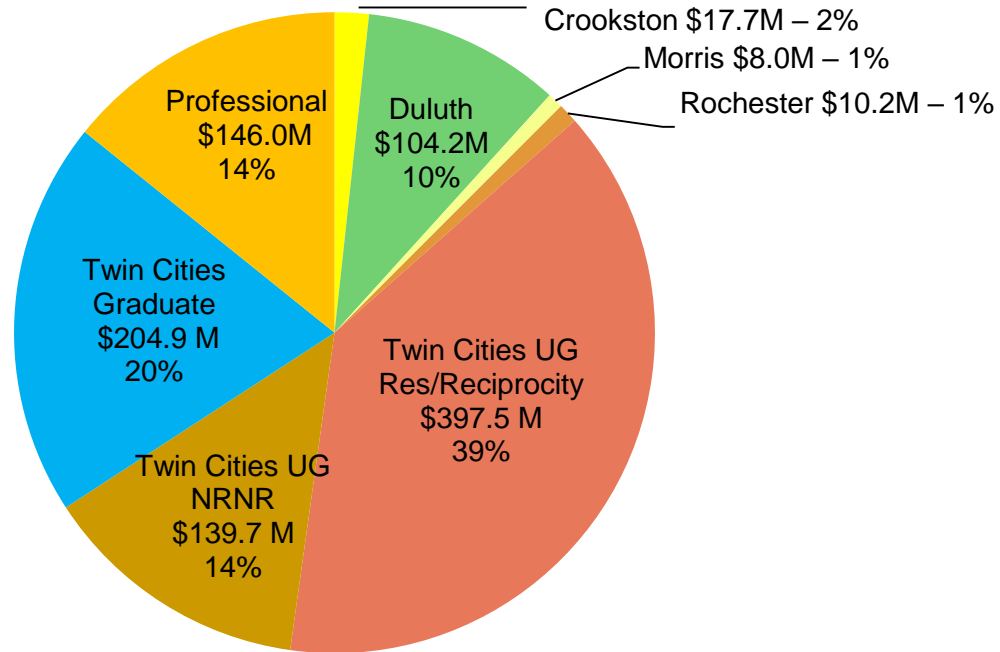
Requested General Fund Incremental Increase

Incremental over prior year	2026	2027
Core Mission	\$120.0M	\$0
Enhancing the Student Experience	\$30.0M	
Research to Drive Economic Growth	\$40.0M	
Health Science Strategic Plan	\$45.0M	
Total University Request:	\$235.0M	\$0
Percent Increase:	32%	0%

Modeling – scenarios with some or none of the above

Tuition Revenue – Where Does it Come From?

Estimated FY25 Tuition Revenue by Student Level - \$1.0B



In Total Current Year (FY25) Estimated Tuition Revenue Compared to Budget Looks Good

	FY25 Budget	Updated Estimate	Variance	% Change
Crookston	\$17.7	\$18.6	\$0.9	+5.1%
Duluth	\$102.6	\$102.9	\$0.3	+0.3%
Morris	\$8.0	\$7.7	(\$0.3)	-3.8%
Rochester	\$10.0	\$9.0	(\$1.0)	-10.0%
<u>SUBTOTAL</u>	\$138.3	\$138.2	(\$0.1)	0%

Twin Cities	\$888.2	\$910.5	\$22.3	+2.5%
<u>TOTAL</u>	\$1,026.5	\$1,048.7	\$22.2	+2.2%

(dollars in millions)

Tuition Revenue Growth Potential

(each 1% = projected \$10M across all rates)

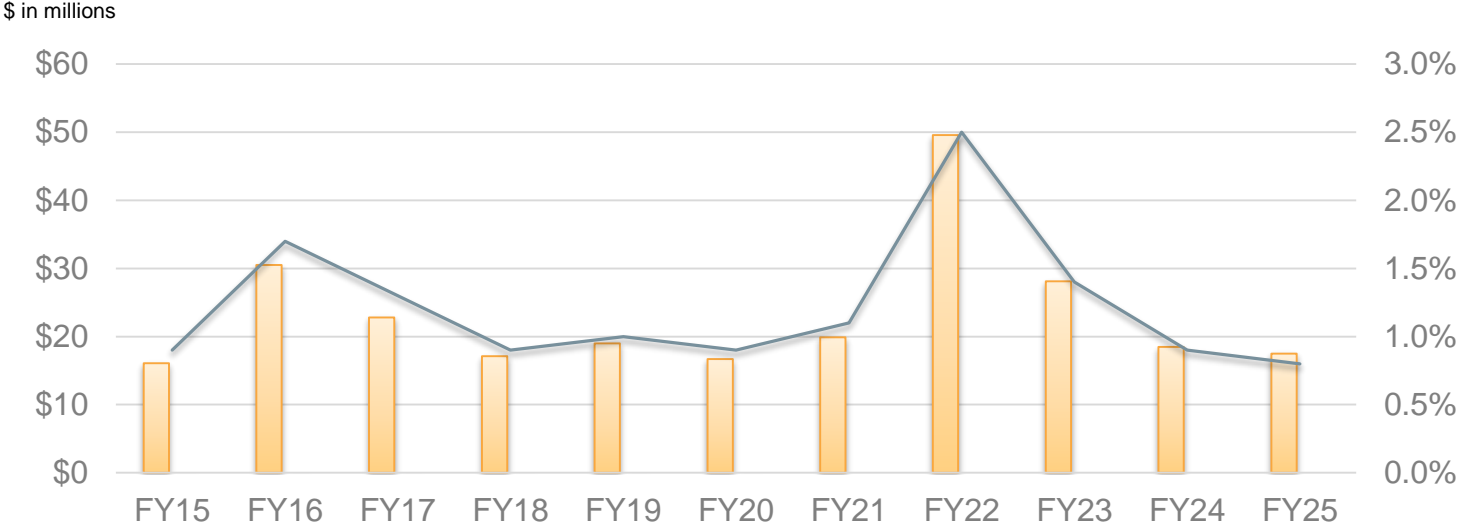
Rate Considerations:

- Resident undergraduate – TC Differential? *(TC rate 7th highest of 18 in Big10)*
- Nonresident undergraduate – *(TC rate 13th highest of 18 in Big10)*
- Graduate and professional rates vary in their markets
- Availability of adequate financial aid

Enrollment Considerations:

- Retention vs. Incoming – all campuses
- TC NRNR enrollment growth – international and domestic
- UMR planned campus growth
- UMC, UMD, UMM enrollment stabilization/recovery

Third Resource Variable - Repurposing Existing State and Tuition Funds Has Been an Essential Tool



Note: FY20 and FY21 do not include one-time reductions in response to COVID-19

Fourth Resource Variable to Consider: What are “Other Revenues?”

FY25 Budget

➤ Sponsored Grants	\$830M R
➤ Sales/Fees/Misc.	\$472M
➤ Auxiliary Income	\$457M
➤ Other Grants/Contracts/Fed Appropriations	\$405M R
➤ Gifts/Endowment Income	\$358M R
➤ Indirect Cost Recovery	\$237M
➤ Private Practice	\$165M

R = Restricted to dedicated use at unit level



How to Think About “Other Revenues” in Balancing the Budget

Budget development process incents units to generate increases:

- *Earnings retained at unit level*
- *Can sometimes offset spending reductions*
- *Must cover cost increases for activities paid on these funds*
- *Any required subsidies reduces opportunities for O&M/tuition*

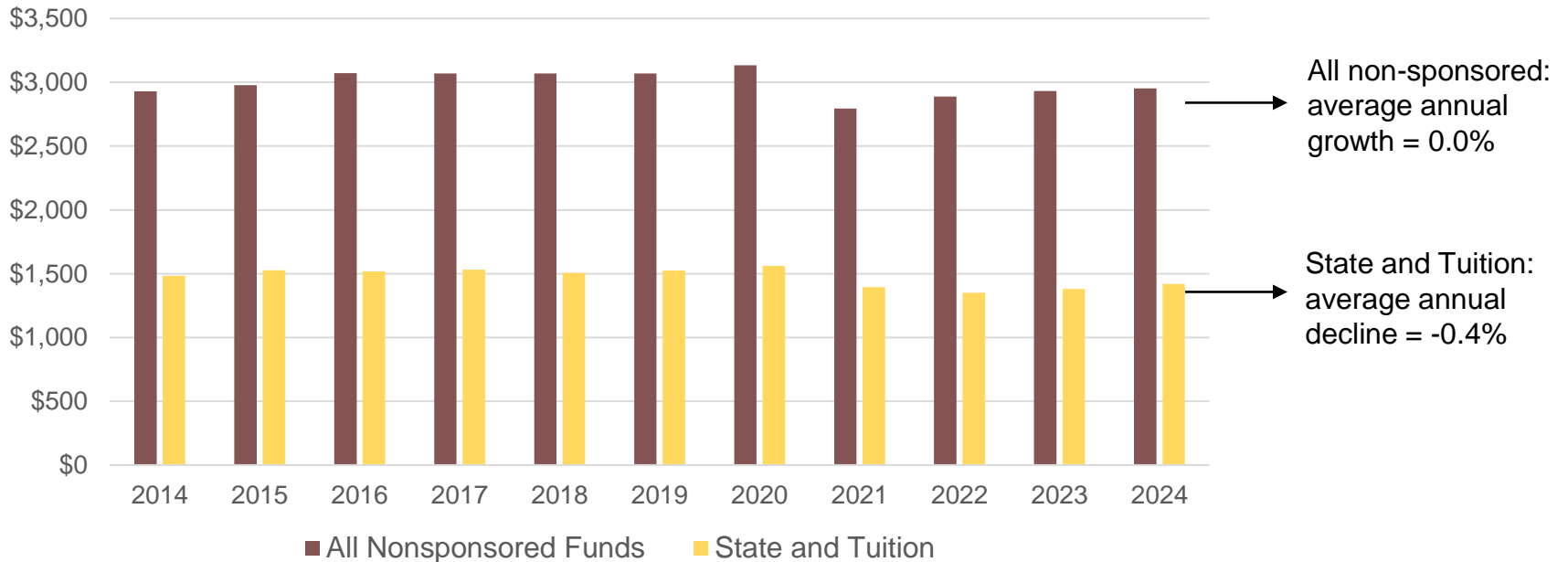
Some challenges for budget management:

- *Majority (~55-60%) are restricted by source to particular uses*
- *Unequal opportunity across units to generate based on activities*
- *Some come with increased infrastructure/support costs*
- *Many are nonrecurring*



Inflation Adjusted Expenditure History Shows Increased Dependence on “Other Revenues” and Controlled Spending

0.8% higher in FY24 than FY14 for total non-sponsored funds
4.3% lower in FY24 than FY14 for just state and tuition funds



University tools to manage costs:

- Process redesign
- Increased efficiencies
- Centralized/regionalized
- Consolidation
- Renegotiated contracts
- Buy differently/delay

- Refinancing
- Hiring pauses/freezes
- Position eliminations
- Square footage reduction
- Scope reduction
- Partnerships (share)

PEAK +

Significant Cost Variables for FY26

Compensation – Workforce Reinvestment

Facilities – Maintenance, Utilities and Debt

Technology Infrastructure/Data Security

Compliance and Safety

Student Needs - Maintain/Grow Enrollment

Compensation: Incremental Salary and Fringe Costs Respond to Goals and Economic Realities Each Year

(\$ for State Appropriations & Tuition only)

	FY15	FY16	FY17	FY18	FY19	FY20	FY21	FY22	FY23	FY24	FY25
Annual Salary Increase	2.5%	2.0%	2.5%	2.0%	2.0%	2.25%	0.0%*	1.5%	3.85%	4.00%	3.00%/4%LBR
\$ in millions	\$15.0	\$23.0	\$13.6	\$34.0	\$31.7	\$40.7	\$12.6	\$18.7	\$51.0	\$58.4	\$35.9
CPI-U – calendar yr.	0.1%	1.3%	2.1%	2.4%	1.8%	1.2%	4.7%	8.0%	4.1%	3.2%**	

**bargaining unit salaries were not frozen*

***Bureau of Labor Statistics expected*

Compensation Pressures Exist Beyond Traditional Merit Pool

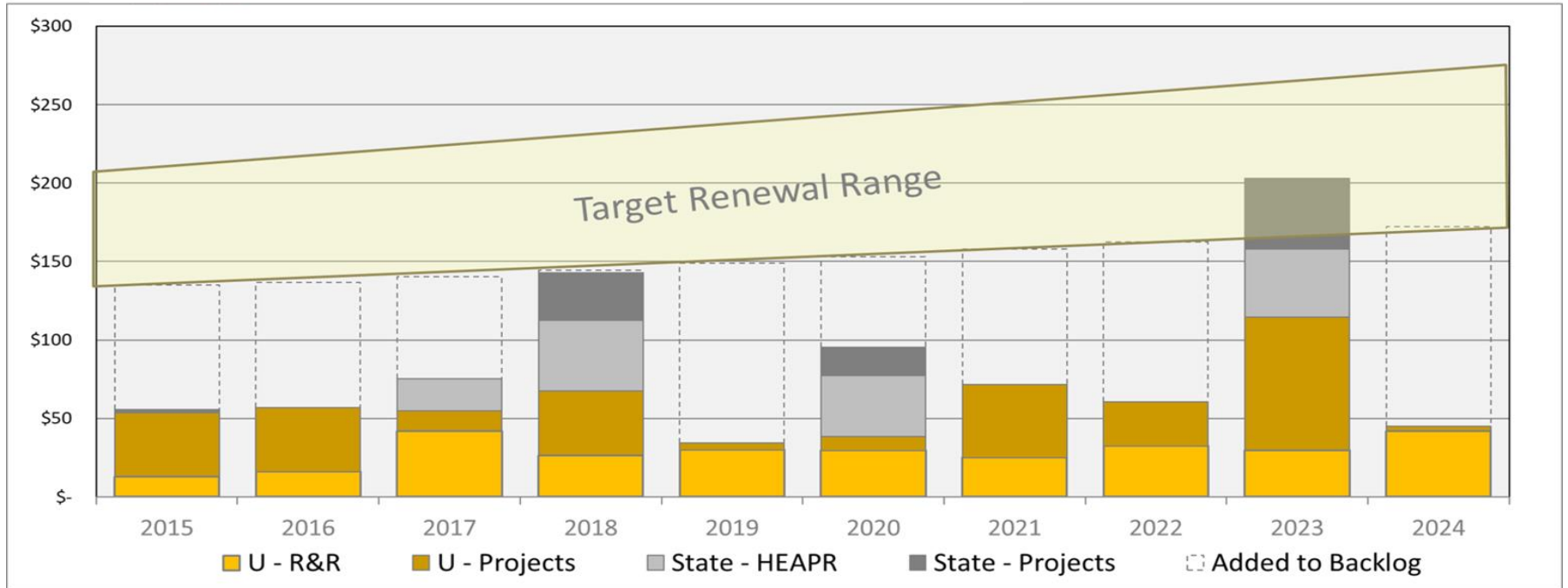
**Market/Retention/Equity/Compression
Senate's Workforce Reinvestment Resolution
Benefits Changes - Leaves**

- ❖ Undergraduate Students
- ❖ Graduate Students
- ❖ Faculty and Staff
- ❖ Bargaining Unit Contracts

**Millions
\$\$\$**



Deferred Maintenance – \$200M/yr to Sustain



Other Cost Variables to Consider for FY26

	Significant Drivers	Projections
FACILITIES	Debt Service New Building Operations Utilities	\$20-22 MILLION
TECHNOLOGY	Vendor Contracts; System Modernization; Scope of Mission Activities; Balance of Security Threats and Risk Tolerance	\$5-10 MILLION
COMPLIANCE AND SAFETY	Examples: Lab Safety (Waste, Radiation, Biosafety, Hazardous Materials, Environmental), Research Subjects, NCAA/Athletics, Disability Resources, Security Presence & Equipment	TBD -expanded personnel -materials -facility impacts
ENROLLMENT MANAGEMENT	Marketing and Communication (reputational and recruiting), Tuition Revenue Below Budget, Program Development, Service Enhancements	TBD -strategies -estimates

Board of Regents - Input Opportunities

Resources:

- State request messaging?
- Tuition rate strategy?
- Enrollment maintenance or growth – impact on metrics?
- Other revenues – potential growth ideas?
- Other thoughts?

Costs:

- Compensation strategy?
- Workforce/other programmatic priorities?
- Priority level for deferred maintenance?
- Cutting budgets – support for difficult scope-related decisions?
- Other thoughts?





BOARD OF REGENTS DOCKET ITEM SUMMARY

Finance & Operations

December 12, 2024

AGENDA ITEM: Crookston Campus Plan

Review

Review + Action

Action

Discussion

This is a report required by Board policy.

PRESENTERS: Mary Holz-Clause, Chancellor, Crookston campus
Monique MacKenzie, Director of Campus Planning
Shane Stennes, Chief Sustainability Officer

PURPOSE & KEY POINTS

The purpose of this item is to review the Crookston Campus Plan. The draft Crookston Campus Plan as well as the draft Crookston Climate Action Plan, which supports the Campus Plan, are provided in the docket.

Key components of the draft campus plan include:

- Details of the inclusive and accountable planning process, including the methods used for gathering feedback from the Crookston community and an overview of the feedback received.
- Drivers and principles that shaped the recommendations for the future of the Crookston campus.
- An overview of the historical and geographic context of the campus, and analysis of the existing facility conditions.
- A planning vision based on five big ideas:
 - Modernize and reinvest in the campus.
 - Enrich and enhance the quads.
 - Contribute to the working landscape.
 - Enhance campus connection and gateways.
 - Reimagine space for athletics.
- Specific recommendations and both near- and long-term implementation strategies. One such strategy, a Decarbonization and Resilience Framework, includes the following key actions:
 - Replace the coal power plant with an electrified boiler.
 - Support Otter Tail Power Company’s work towards providing carbon-free electricity.
 - Install energy efficiency measures across campus.
 - Reduce commuting emissions 25 percent by 2034 by increasing the use of shuttles, carpooling, and electric vehicle usage.

- Reduce emissions associated with fleet fuel usage 50 percent by transitioning vehicles and off-road equipment to electric options.
- Establish a mission-driven carbon offsets program for University-sponsored travel (systemwide program).
- Track and reduce de minimis sources.

Timeline and Strategy for Coordinated Campus and Climate Action Plan Development and Implementation

In 2022, University leadership directed staff to create an integrated, seamless set of plans that will shape the future of each campus in terms of physical changes and the system’s climate action commitment. Crookston’s process was launched in October 2023 and concluded in September 2024.

The coordinated Campus and Climate Action Plans describe the vision and key recommendations for the campus. The plans are developed from primary drivers and reflect the institution's values at a systemwide and campus-specific level. They also serve as a foundation to guide and inform near- and long-term planning for capital investments. Future Six-Year Capital Plans identifying specific projects as well as funding sources are examples of how the campus and climate action plans are implemented.

The near-term horizon for the University of Minnesota Crookston coordinated Campus and Climate Action Plans is 10 years—through 2034. Other recommendations for physical change are linked to a long-term horizon through 2050. Updates to the plan will occur approximately every 10 years to support evolving needs and priorities for the University of Minnesota Crookston campus.

Implementation/ Phasing Strategy

This implementation section highlights priorities identified by the Crookston campus during the planning process through extensive engagement with leadership, students, faculty, and staff—especially those near-term initiatives which will support continued enrollment growth.

The investments noted in the plan will require further review before advancing. Most of the initiatives will require several years to deliver the desired outcomes. Key examples include building energy efficiency upgrades, the potential field house, and the transformation of the campus energy system. Other proposals depend on the involvement of entities outside the University to move forward, such as the potential for non-traditional housing to be developed on campus.

Near-term Horizon (within 10 years)

Academic Facilities

- Undertake renovations to teaching and learning spaces in targeted buildings, such as Owen Hall, Dowell Hall, and the University Teaching and Outreach Center (UTOC).
- Analyze space needs for officing and support as well as teaching spaces throughout campus and consolidate and co-locate functions to support identity, access, and functional needs.

Athletics

- Make an addition to Lysaker Gymnasium to repair structural issues and add athletic support (training/sports medicine) and existing team locker rooms.

- Renovate existing fields to improve practice and competition conditions for existing teams, and reserve potential for future outdoor facilities such as a 400 meter track.

Housing

- Renovate the remaining two floors of McCall Hall to be used for housing to make an additional 44 double occupancy beds available for a total of approximately 66 beds in the building.
- Manage housing demand through occupancy levels per room and monitor future housing needs, including the potential to replace units that would be lost if Skyberg was demolished.

Landscape

- Create a technical and financial plan to address restoration and extension of windbreaks on the north and west perimeter.
- Plant trees for resilience and carbon sequestration benefits on the main quad of campus.

Decarbonization

- Implement energy savings measures throughout campus buildings.
- Define and secure resources to implement solar and additional renewable energy investments.

Long-Term Horizon (within 30 years)

Academic Facilities

- Improve the use of existing space through renovation projects and allocation decisions to support student, staff, and administrative needs linked to enrollment targets in the long term.
- Demolish Hill Hall if space needs are met elsewhere through renovation and re-allocation.

Athletics

- Develop an indoor fieldhouse that would support new student athletes, in the form of tennis and track and field teams, and for the use of existing baseball and softball teams, contingent on available financial resources and the ability to realize increased enrollment targets.

Housing

- Add new housing attached to or immediately adjacent to McCall Hall to increase bed count by approximately 60-80 beds.
- If significant increase to campus housing is needed, consider building new energy efficient housing on campus.
- Remove Skyberg Hall, if housing need is met elsewhere, to facilitate investment in student life with the proposed quad as a gathering place for campus life.

Landscape

- Continue to implement restoration and extension of windbreaks.
- Expand the academic outdoor learning quad adjacent to Owen Hall if academic space renovations make it possible to demolish Hill Hall.
- Plant trees for resilience and carbon sequestration benefits on the main quad of campus.

Decarbonization

- Transition the existing heating plant to a new electric-powered steam plant with thermal energy storage.
- Continue to implement solar and renewable energy investments.

Rationale for Coordinated Campus and Climate Action Plans

Climate change has been referred to as the greatest challenge of the 21st century and an existential threat to humanity that is already causing harm to people, communities, and ecosystems in Minnesota and around the world. Climate modeling for the next 30 years for northwest Minnesota shows fewer days below freezing and more days above 90°F. Average annual precipitation in northwest Minnesota is projected to remain relatively constant or slightly increase, which is in alignment with the statewide projections. The timing and intensity of precipitation with wetter springs, drier summers, heavier rain events, and longer dry spells without measurable rainfall are also expected to shift.

These impacts will become more severe and pronounced if the causes and symptoms of climate change go unchecked. In response to these challenges, each University campus is developing a plan for eliminating its greenhouse gas pollution and making the campus more resilient to the effects of climate change.

The Crookston campus currently tracks emissions from heating, electricity, the University's fuel usage for vehicles and off-road equipment, fugitive emissions (animals and fertilizers), commuting, and University sponsored travel. The Crookston campus's total carbon emissions can be split into the following:

- 55 percent of emissions are from Scope 1 or direct emissions from burning fossil fuels for heating, fleet vehicles and equipment, and other fugitive emissions (fertilizers and refrigerants).
- 29 percent of emissions are from Scope 2 or indirect emissions from purchased electricity.
- 16 percent of emissions are from Scope 3 or other indirect emissions, like commuting and University sponsored travel.

BACKGROUND INFORMATION

Board of Regents Policy: *Reservation and Delegation of Authority*, Article I, Section VIII, Subd. 5 states: "The Board reserves to itself authority to approve campus master plans and amendments thereto." Board engagement on this plan has occurred at the following times:

- May 2024: *Enrollment Strategy Plans and Financial Impacts: Crookston, Duluth, Morris, Rochester*, Board of Regents
- May 2021: *Campus Strategy UMC*, Board of Regents
- February 2021: *Systemwide Strategic Plan Implementation: Systemwide Campus Master Planning Principles – Action*, Finance & Operations Committee
- December 2020: *Systemwide Strategic Plan Implementation: Principles to Guide Campus Master Plans – Review*, Finance & Operations Committee



UNIVERSITY OF MINNESOTA

**University of Minnesota Crookston
Campus Plan - DRAFT**

Fall 2024

Approved by the Regents of the University of Minnesota

DATE TBD

The University of Minnesota Crookston's Land Acknowledgement

Designed to be read in its entirety to honor past, present, and future contributions of Indigenous people.

We acknowledge that we gather as the University of Minnesota Crookston on the traditional land and water of the Anishinaabe and Dakota people, past and present, and we honor with gratitude the land itself and the people who have served as caretakers of Mother Earth throughout the generations.

We acknowledge the genocide and systems of oppression that have deprived Indigenous people of their lands and we honor and respect the diverse and beautiful peoples still connected to this land. We recognize the many contributions Native nations have made as the spiritual and physical caretakers of this land. We acknowledge the histories and cultural traditions that make this ceded and treaty lands special, and celebrate the talents and gifts of Indigenous populations of our region.

With this land acknowledgement we affirm the inherent sovereignty of Native nations. We strive to hold our university accountable to Indigenous peoples and pledge to support and advocate for their welfare. The University of Minnesota Crookston stands with the community members of Native nations and commits to building relationships with the American Indian communities through partnerships, academic pursuits, historical recognitions, and recruitment efforts to further our commitment to promoting diversity, and to create an equitable and inclusive future for this region.

Adopted March 2023 by the University of Minnesota Crookston
<https://crk.umn.edu/land-acknowledgement>

Contents

1	Introduction	4
2	Plan Drivers	10
3	Existing Conditions Analysis	16
4	Planning Vision: Big Ideas	26
5	Planning Recommendations	42
6	Implementation	56
7	Acknowledgements	64





Introduction 1

Purpose of the Campus & Climate Action Plans

A Systems Approach

The University of Minnesota System is developing an integrated set of Campus and Climate Action Plans to align the future of each campus with systemwide goals. The coordinated plans will ensure alignment between physical place-based changes and climate action commitments at all campuses. The purpose of each set of plans is to develop consensus around a shared vision for the future of the campus, and to identify actionable steps for supporting its mission and goals.

Each campus of the University of Minnesota System plays a pivotal role in fulfilling the tripartite mission of the University; advancing learning, research, and outreach throughout Minnesota. Each has its own unique identity, valued by students, faculty, staff, and the surrounding community. This integrated planning effort provides each campus with a framework for future decision-making and implementation to support each individual institution's needs while advancing goals identified in the systemwide strategic plan, MPact 2025.

Campus and Climate Action at University of Minnesota Crookston

The University of Minnesota Crookston's coordinated Campus and Climate Action Plans articulate a vision and key recommendations that support the campus' mission and achieve systemwide climate action goals over the near- and long-term: ten years and thirty years, respectively. While the Plans are two separate documents, they work in tandem to achieve their goals—the Climate Action Plan should be read as a companion to the Campus Plan.

The Campus Plan presents an overview of plan drivers, existing campus conditions, and community input that contributed to its strategic direction. Information gathered during the engagement process informed several strategic "Big Ideas" that represent opportunities for meaningful improvements to the campus over near-term and long-term time horizons. The Big Ideas are followed by more details in the Recommendations section which present a vision for how campus improvements may be made over time.



The near-term is defined as the next 10 years; the long term is defined as the next 30 years.

Existing University of Minnesota Crookston Campus

UMN Crookston
Facilities



Red River Valley
Natural History Area



Planning Process

The planning process for both the Campus and Climate Action Plans progressed from February 2024 through November 2024 and included the following phases of work.

Phase 1: Analysis and Visioning

During the initial Analysis and Visioning phase, the planning team explored existing conditions, reviewed past planning efforts, and gathered input from stakeholders. In February 2024, all students, faculty, and staff were invited to contribute to an interactive online mapping tool called MyCampus in order to help the planning team better understand how people experience the campus.

In March 2024, the planning team toured the campus and held in-person engagement events including an open house for students, focus group meetings, and meetings with campus leadership. An Advisory Committee composed of faculty, staff and student representatives convened to provide key guidance.

Phase 2: Scenario Planning

Based on the outcomes of Phase 1, the planning team developed a range of potential approaches to address campus needs and partnership priorities. During this process, the planning team worked to find consensus among campus leadership and stakeholders on projections of future trends, including enrollment growth, space needs, climate action, and other factors that impact campus activities, facilities, and infrastructure. The planning team held a Zoom forum and Advisory Committee meeting, and online meetings with UMN Crookston leadership in spring and summer 2024 to review analysis and engagement to date and review

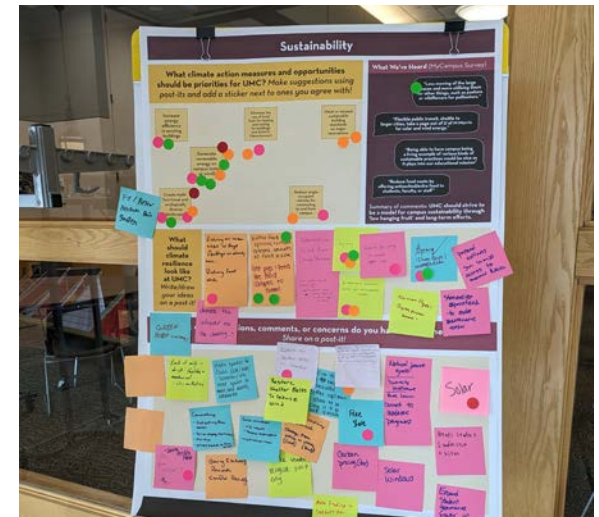
potential scenarios.

Phase 3: Draft Plan

In late August and September, the planning team assembled draft recommendations and presented the material on campus in September 2024. Comments and feedback from these sessions were integrated into the final plan.

Phase 4: Final Plan

During the final project phase, the team gathered feedback from stakeholders and University leadership on the draft Campus and Climate Action Plans, which informed final revisions to the recommendations. The team prepared the final report documents to be reviewed by the Board of Regents in November 2024.



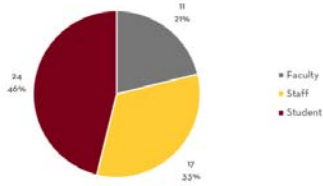
A variety of in-person and virtual workshops were held throughout all phases of the planning process. Input from each of them guided the recommendations in this plan.



Who We Heard From

78*
Respondents

- 46% UMC Students
- 34% UMC Staff
- 20% UMC Faculty



*23 respondents only placed icons and did not answer survey questions. Of the 59 that did, not all answered if they were Faculty/Staff/Student.



852
Icons Placed



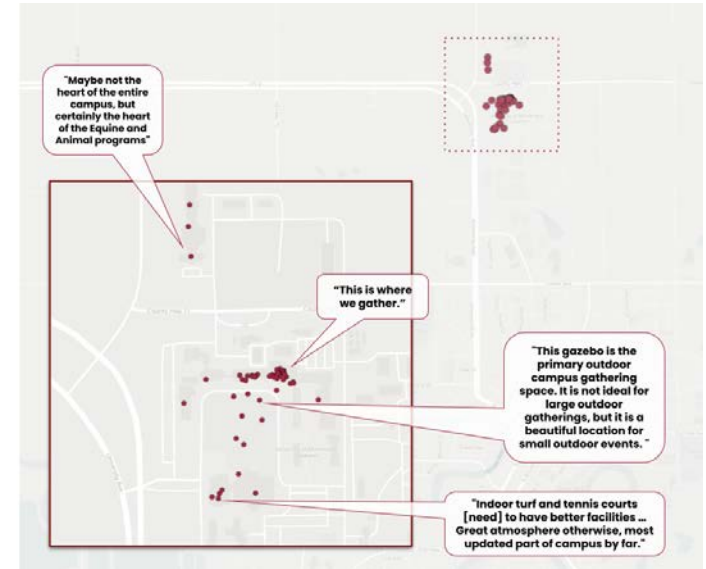
243
Map-Based
Comments



45
Open-Field
Comments

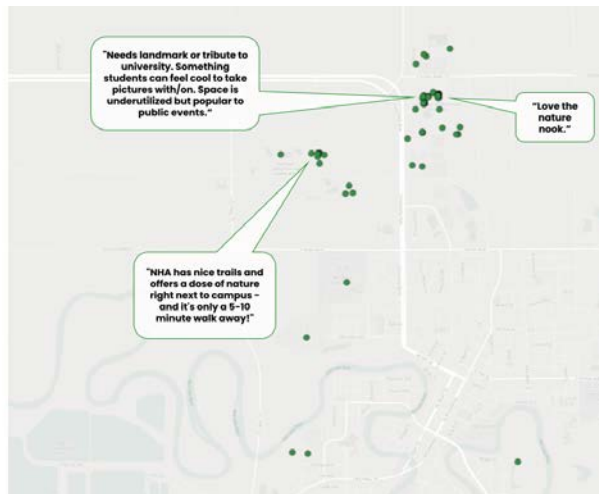
What do you consider the heart of campus?

- Most indicated **Sargeant Student Center** or **Sahlstrom Conference Center**
- A number of respondents marked the **campus mall**, indicating an appreciation for outdoor gathering space



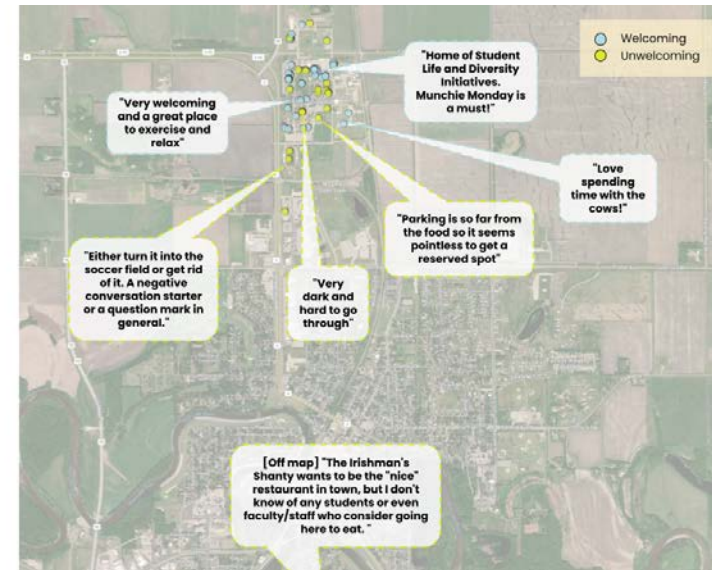
What is your favorite outdoor space?

- Most indicated **Red River Valley**, the **Mall**, and **quad between Hill and Own**
- Some respondents marked spaces **beyond the main campus** (golf course, by the river, etc.)



Which spaces do you consider welcoming? Which are unwelcoming?

- Spaces that feel **welcoming** have a nice atmosphere, warm staff/people, and/or valuable amenities/activities
- **Unwelcoming** spaces are noted to be underutilized, poorly lit, hard to navigate, and/or difficult to access



Above: Sampling of results from the MyCampus mapping activity: each point is a marker placed by a campus community survey-taker.





Plan Drivers & Principles **2**

Plan Drivers

The Campus and Climate Action Plans are informed by a combination of key factors. The systemwide strategic plan, MPact 2025, is a planning resource common to all of the UMN System campuses, and outlines a vision for the future of the University as a whole. In addition to this document, other drivers which inform each distinctive campus plan include campus-level strategic plans, preceding planning studies, community stakeholder input, and the unique set of conditions at each campus. The key drivers that inform the Campus Plan are described in this section.

Systemwide Strategic Plan: MPact 2025

The UMN Crookston Campus Plan and Climate Action Plan advance the systemwide strategic plan, MPact 2025, through developing a comprehensive long-range capital facilities and landholding strategy to drive strategic growth. (Commitment 5, Action Items 5.3) and developing a climate action plan to contribute to building a fully sustainable future (Commitment 2, Action Items 3.2). Many of the recommendations in both plans embody other commitments outlined in the MPACT 2025 plan, as noted below.¹

Student Success

The recommendations of the plan support the student experience with the intent of fostering inclusion for both commuter and resident students.

Discovery, Innovation, & Impact

Innovation and impact will be cultivated by strengthening department hubs and introducing new outdoor spaces to highlight campus programs.

MNtersections

UMN Crookston will demonstrate regional climate leadership by transitioning to fossil-free heating and renewing the campus landscape with functional elements that support climate goals.

Community & Belonging

The plan identifies strategies for students, faculty, and staff to gather year-round, both indoors and out.

Fiscal Stewardship

The plan supports fiscal stewardship by providing near- and long-term strategies for optimizing building use and energy efficiency, energy delivery systems, and a phased buildout of potential new assets.

¹ <https://president.umn.edu/mpact-2025>

Board of Regents Systemwide Planning Principles

The Board of Regents approved campus planning principles in February 2021, listed below. These ensure the effectiveness of campus plans and are the foundation of Regents' review and ultimate approval of each location's campus plans. The UMN System has a long history of regularly updated campus plans.

- Establish a sustainable vision of how the physical setting of each campus will embody its distinctive history, mission, and future.
- Create an inclusive and welcoming experience for the increasingly diverse range of people who come to campus.
- Optimize existing physical assets to facilitate flexible and innovative solutions toward an enduring future.
- Consider the cost of attendance, investment, and operations when planning for each campus' future.
- Integrate each campus' master plan with the Systemwide Strategic Plan. Ensure an inclusive, accountable, and forward-looking process for developing and implementing the Campus Plan.²

² The full text is available at <https://regents.umn.edu/february-2021-board-regents-meeting>

UMN Crookston Mission, Vision, Values

The mission, vision, and value statements were endorsed by the Crookston Campus Assembly on March 21, 2024.

Mission

The University of Minnesota Crookston delivers educational programs that build upon a broad academic foundation, combine theory and practice in a technologically rich environment. We prepare students for career success, advanced study, and engaged citizenship in a diverse world. We integrate teaching and learning, research and scholarly work, and outreach and engagement to serve the public good.

Vision

Envision a University of Minnesota Crookston that fulfills a modern land grant mission by ensuring we are passionate about learning and discovery to serve the public good. We will achieve this vision by:

- Creating and being leaders who are ethical and innovative, culturally and globally competent, and committed to engagement in their communities.
- Connecting all students - on campus and online - to each other, the campus, faculty, staff, alumni, and community.
- Conducting research and scholarly work that enhance learning and benefit the region and beyond.
- Cultivating a spirit of U of M Crookston Golden Eagle pride.

Values

Student Success: Realizing individual potential through intentional investment in students using high impact practices.

Diversity: Embracing the richness and value of individual differences, identities, ideas, beliefs, cultures, and communities.

Leadership: Fostering a culture of collaborative leadership at all levels embodying integrity, honesty, fairness, and respect.

Community: Building engaged relationships for the benefit of all.

Innovation: Promoting discovery and problem solving through creative and critical thinking, research, and scholarly work.

Sustainability: Balancing the environmental, economic, and societal needs of the present while safeguarding a vibrant future.

Quality: Using evidence, data, and best practices to improve academic programs, student support and services, and business and operational processes.



“Golden Eagle Pride” is the spirit of the University of Minnesota Crookston.

UMN Crookston Strategic Goals

Enrollment Management

Enrollment for the 2023-2024 academic year was 1,650 degree-seeking students. 1,016 of those students were online learners and 634 were on campus. UMN Crookston has developed a strategy, shared with the Board of Regents in May 2024, to increase enrollment to 2,100 total degree-seeking students over five years. The Plan uses these enrollment goals to imagine a future that supports approximately 850 on campus students.

The strategic enrollment documents indicate that a combination of recruiting approximately 250 new students to campus annually and achieving a first to second year retention rate of 80% is essential to achieve the future on campus enrollment goal. The five year enrollment strategy anticipates continued priority to regional new high school graduates to achieve these enrollment targets.

Diversity, Equity, Inclusion

The Plan prioritizes indoor and outdoor spaces that support diversity, equity, and inclusion. From improvements to gathering areas to club soccer field improvements, the Plan recognizes that small details in a place can support relationship- and community-building that helps student belonging and retention.

Golden Eagle Pride/Relationships & Engagement

Similarly, improvements to campus and places to “be” together year-round are important to cultivating Golden Eagle Pride. Improvements to the Sports Center support the visitor experience at athletic events and can be a conduit for connecting to the greater community.

Climate and Sustainability Commitments

Sustainability and climate action is integral to the University of Minnesota’s mission. Institutionally, this work is founded on the Board of Regents Sustainability and Energy Efficiency Policy from 2004. The University also signed the American College and University Presidents’ Climate Commitment (ACUPCC), now known as the Second Nature Carbon Commitment, in 2008 to achieve carbon neutrality by 2050 or sooner further. More recently the University renewed sustainability as a priority as articulated in MPact 2025 through the “Build a Fully Sustainable Future” commitment.

Campus Community Input

Consistent with the Regents’ approved campus planning principles, the planning work completed for UMN Crookston was designed to ensure an inclusive, accountable planning process. Engagement opportunities in various formats were designed to connect with UMN Crookston’s community of students, faculty, staff, students, and external partners including online surveys, a virtual forum, and campus open houses.

Advisory Committee

An Advisory Committee comprising student representatives, faculty, and staff convened on a regular basis with the planning team to review the planning scope, to advise on engagement and communications plans, to discuss findings, and to comment on draft recommendations. Committee members also attended on-campus engagement events to help the planning team gather feedback from the campus community.

MyCampus Engagement Tool

To understand UMN Crookston’s current state, the planning team engaged the campus community through an interactive mapping website, MyCampus, which asked respondents to designate places of significance (live, eat, study, work, and play, among others) and to add comments about their personal experiences.

Staff promoted MyCampus through campus-wide emails, social media posts, hallway video screens, posted flyers, weekly newsletters, and announcements in large assemblies. MyCampus was open for several weeks in February and March 2024. All students, faculty and staff were invited to participate. A total of 78 individuals responded by marking more than 852 campus locations. Of respondents who identified themselves, 46% were students, 34% were staff, and 20% were faculty.

Focus Groups

A series of focus group meetings in June 2024 helped the planning team develop a deeper understanding of particular stakeholder interests. Focus group topics included athletics, mobility and transit, alumni and development, academic spaces, energy and decarbonization, and residential and student life. Attendees shared feedback with the planning team in small group discussion; this feedback was used to refine ideas associated with each topic.

Planning Principles

The following principles reflect the University of Minnesota Crookston's values and contributions of the campus community during the planning process. They are intended to guide investment in the campus over the near- and long-term. In alignment with systemwide goals, they will be used as tools to maintain a growing, thriving campus.

- Optimize campus assets in the service of broader efforts, such as implementing the climate action plan, responding to changing pedagogy, and improving the student experience.
- Celebrate the unique place and culture of UMN Crookston by fostering an environment that supports interaction and inclusion, connections to the land, and changing technology.
- Invest in campus facilities responsibly to allow the campus community to flourish and serve as a resource to the region.
- Respect current physical campus organization while responding to evolving physical needs.
- Take advantage of opportunities to develop partnerships within and outside of the UMN Crookston community to provide mutual benefits.





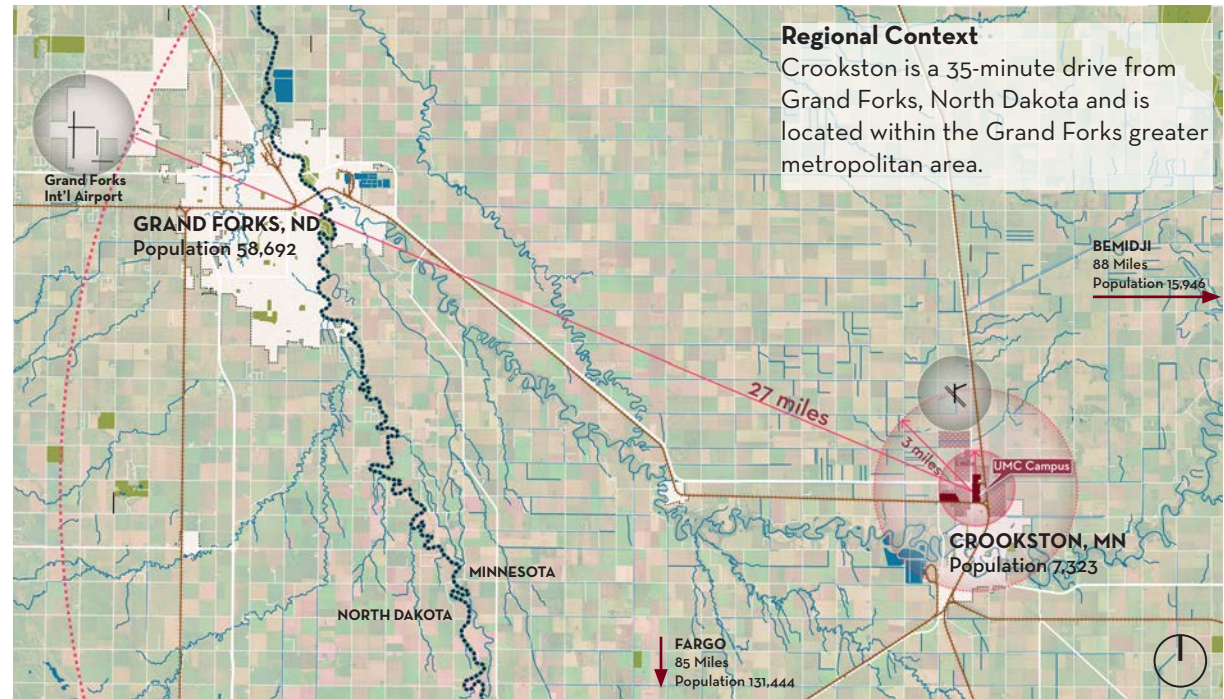
Existing Conditions Analysis 3

UMN Crookston Campus

Campus History

An educational institution at the UMN Crookston site was originally established in 1905 as a regional residential high school with a focus on agriculture, after ten years as an experimental agricultural research station (the Northwest Experiment Station). When classes at the then Northwest School of Agriculture (NWSA) began in 1906, the campus included the “School Building” at the site of the current Dowell Hall and a nearby farmhouse. In 1908, the school opened Owen Hall for agricultural related programs and activities, and then in 1910 the school opened Kiehle Hall to create space for administrative offices, a library and a gymnasium. The NWSA continued to function until 1965 when it was combined with the newly formed Agricultural and Technical Institute - Crookston. NWSA ultimately closed in 1968 with the creation of the University of Minnesota Technical College. Over its 63-year history, 5,433 students graduated from the NWSA. Many of the original character defining buildings of the campus were constructed for the NWSA during its existence including McCall, Selvig, in addition to Owen and Kiehle.

During the remainder of the twentieth century, the institution went through several transitions to become the four-year institution it is today. In 1988, the institution officially became the University of Minnesota Crookston. Offerings expanded through the 1990s to include a number of new baccalaureate degrees. In 1993, UMN Crookston became the first institution in the country to issue laptop computers to all students and faculty. In 1999, the school joined the Northern Sun Intercollegiate Conference to compete in Division II athletics. UMN Crookston continued to introduce programs through the early 2000s including the first of its online programs in 2006. From 1988 through the present, several new



buildings were added to the campus replacing several constructed for NWSA. Facilities include: University Teaching and Outreach Center (UTOC), Dowell, Sargeant Student Center, an expanded Sports Center, the Wellness Center and three new residence halls: Evergreen, Centennial and Heritage. A broader overview of institutional history can be found at <https://crk.umn.edu/campus-history>.

Campus Character

The early buildings of the NWSA phase of development define the architectural charter of the campus. Constructed between 1905 and 1913 and designed by Clarence Johnson, these three story buildings feature gabled red tile roofs and yellow Chaska brick. Combined with the landscape, including the drainage system, and the shelter-belts or windbreaks established in the early years of development, these buildings shape the image and character of the campus today.



Crookston Community Context

UMN Crookston is located north of downtown Crookston along Minnesota Highway 2 and University Avenue. Crookston High School, big box retail, fast food, and hotel facilities are located just to the south of campus. A bike and pedestrian trail on the east side of University Avenue connects the campus to commercial areas of Crookston.

The campus is surrounded by agricultural land to the north, east, and west, much of which is owned and operated by the University's Northwest Research and Outreach Center (NWROC). NWROC conducts research and outreach tailored to the state's agricultural community. A biodiverse 85-acre parcel of conservation land to the west of the University, called the Red River Valley Natural Heritage Area, is a biodiverse 85-acre parcel of conservation land that serves as a teaching laboratory.³



Above: An aerial view of campus shows the expansive farmland in which it exists.

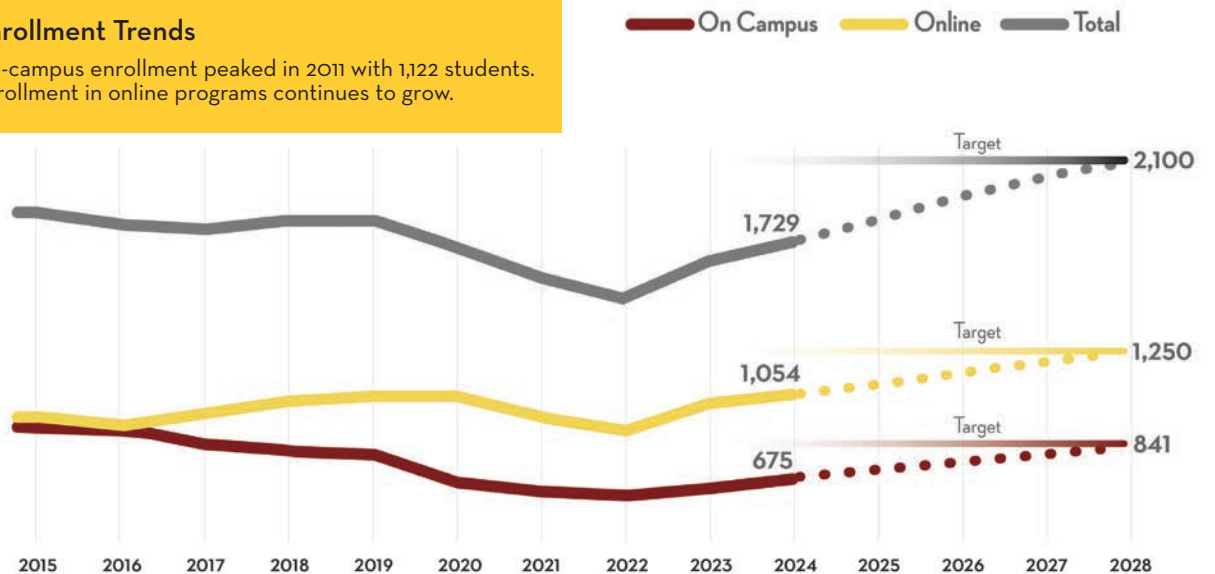
The on campus student population are in the majority incoming from high school and the region. Athletics team participation is high among degree seeking students, as high as 42% in Fall 2024 and historically ranging between 35% and higher. Unique programs such as animal and equine science are a consistent draw for incoming students. In fall of 2024, 23% of students were enrolled in these programs.

Campus Community: People & Enrollment

During the 2023-2024 academic year, UMN Crookston enrolled approximately 1,650 students. Of that number, 634 were on-campus students. 1,016 of those students were online learners. The University has a robust online student presence, with over 50% of students enrolled in online courses. Based on recent reporting, enrollment of both types has increased for Fall of 2024. The demographic breakdown shows a higher proportion of female students, at 58%. The student body is predominantly White (about 75%), with racial and ethnic minorities making up approximately 25% of the population. Approximately 41% of students are low-income.

³ NWROC and the Red River Valley Heritage Area are outside the scope of this planning process.

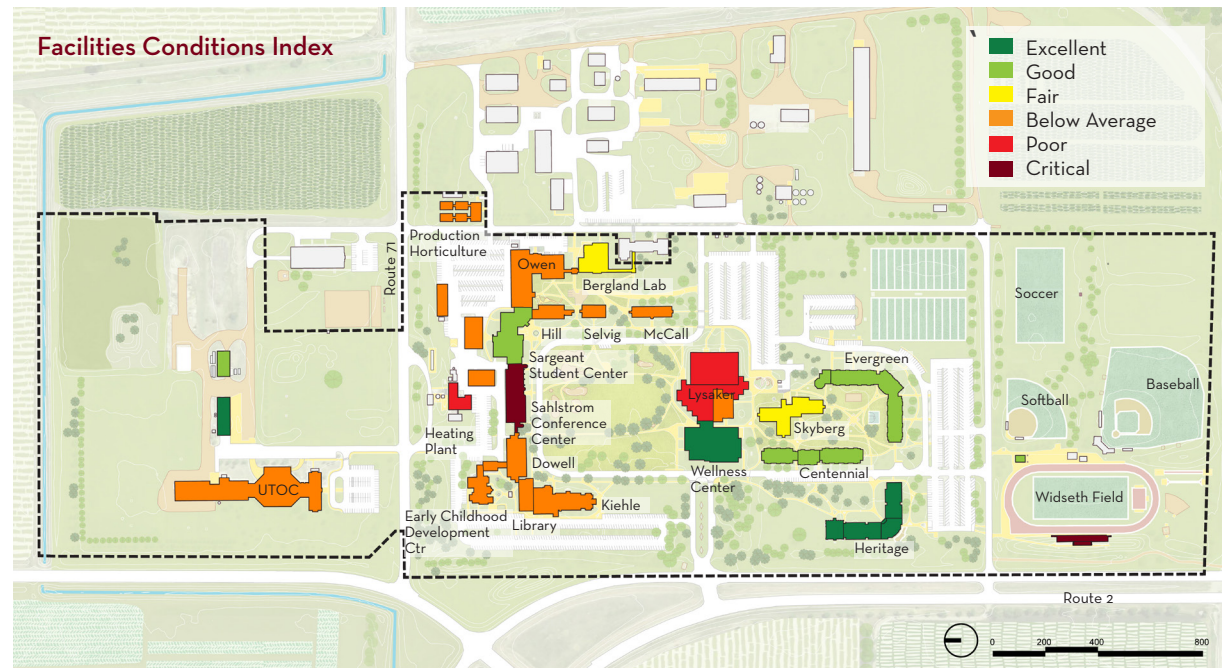
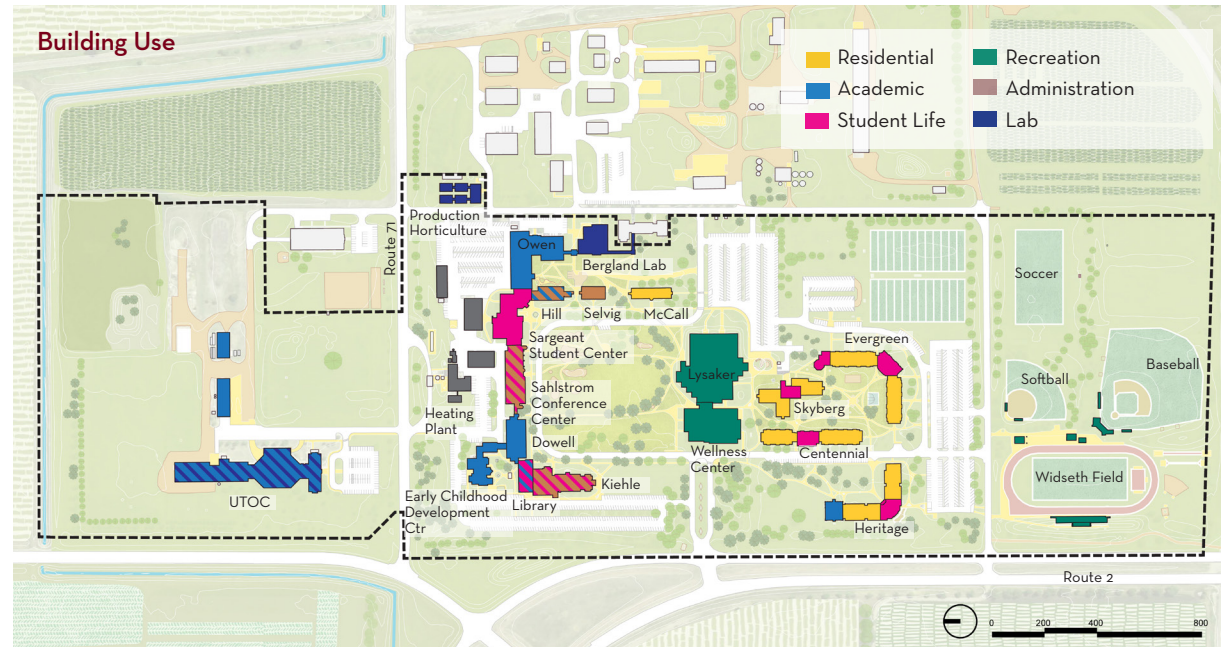
Enrollment Trends
On-campus enrollment peaked in 2011 with 1,122 students. Enrollment in online programs continues to grow.



Current Facilities: Building Use & Condition

The University of Minnesota Crookston campus covers 128 acres and has 724,357 gross square feet of buildings. There are presently 23 principal buildings on campus and another 19 secondary and support buildings. The location and orientation of the buildings reflect the campus's history as an agricultural research station: the buildings in the campus core are oriented towards the Mall to the south. Over time, buildings have been added onto and connected together. This reduces the amount of time students, staff, and faculty need to spend outside during the cold winter months. Building use is distributed with academic and dining uses primarily concentrated in the northern part of campus, with residential and recreational uses concentrated to the south.

A majority of buildings on campus were constructed over the past 60 years, though several of the character defining buildings were constructed from 1908 to 1920. While building ages and conditions vary, the majority of buildings are now over 30 years old. The most recent facilities conditions index (FCI) indicates that Bergland Lab and the Heating Plant require critical attention, and that Owen, McCall, Sahlstrom, Dowell, Annex, Kiehle, and UTOC score as below average. The newer residential buildings, Centennial, Heritage, and Evergreen, score as good or excellent.



Space Needs Summary

The space utilization assessment evaluated current use and occupancy levels of UMN Crookston's facilities in order to understand its capacity to meet current and projected enrollment levels, pedagogical goals, and areas of strategic importance. The results of that analysis are summarized in this section.

Classrooms & Teaching Labs

Detailed analysis of current scheduling and utilization patterns shows there is more classroom and teaching lab space than required for the existing need and the enrollment goal of 850 students served on campus. The analysis also shows a need for more small classrooms for 20 seats or less. This presents an opportunity to right-size classrooms to accommodate modern teaching pedagogies.

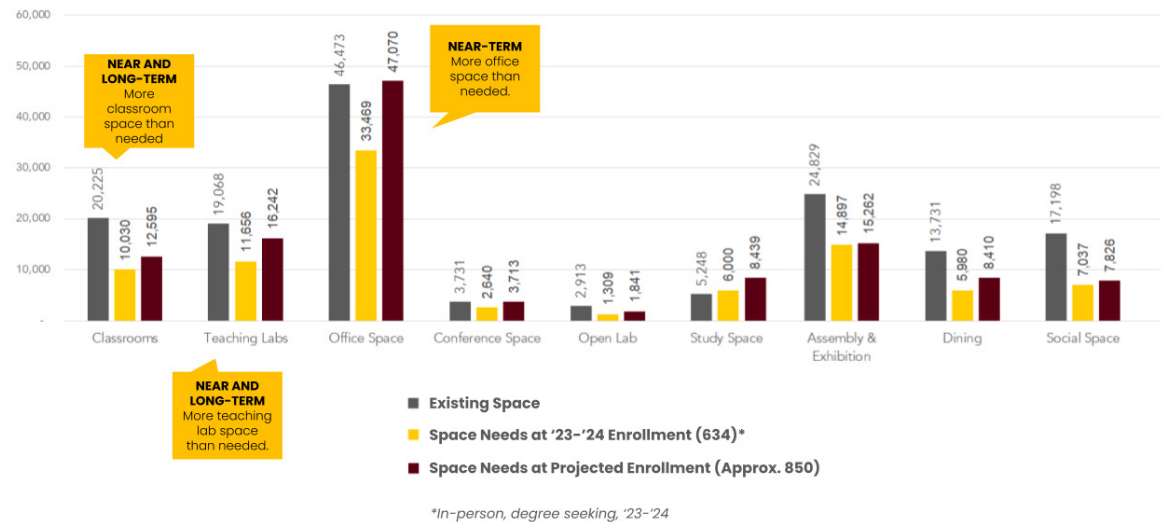
Office Space

The current demand for office space is more than required for the existing need, but approximately equivalent to future need at the enrollment goal of 850 students served on campus.

Study Space

Overall, study space is slightly undersized for the student population. Demand for more study space will increase slightly at the 850 students served on campus enrollment goal. Care should be taken when designing or redesigning study spaces: students often cited lack of natural light as a reason they avoid certain study areas.

Space Needs Summary by Type



Campus Life

Social Spaces: Social spaces include lounges (e.g. Prairie Lounge; International Lounge), lobbies, and multi-purpose meeting rooms. The current supply is sufficient for both current and future populations, and could in fact support additional enrollment.

Dining: Dining spaces include all UMN Crookston-operated food service locations, including the Eagle's Nest, Evergreen Grill, and Brown Dining Hall. The current supply is sufficient for both current and future populations, and could in fact support additional enrollment.

Assembly: Assembly spaces include all large spaces where people gather for performances, faith-based events, announcements, and commencement (e.g. Bede Ballroom). The current supply is sufficient for both current and future populations, and could in fact support additional enrollment.

The space analysis was developed using an Excel-based model to identify space needs for the current and projected future population. The model integrates assumptions and data specific to UMC to generate the projected space need for each space category.

For most space use categories, projected space need is calculated by using the appropriate census data and a guideline for a given space type, typically on a square foot per FTE basis.¹ The projected space need

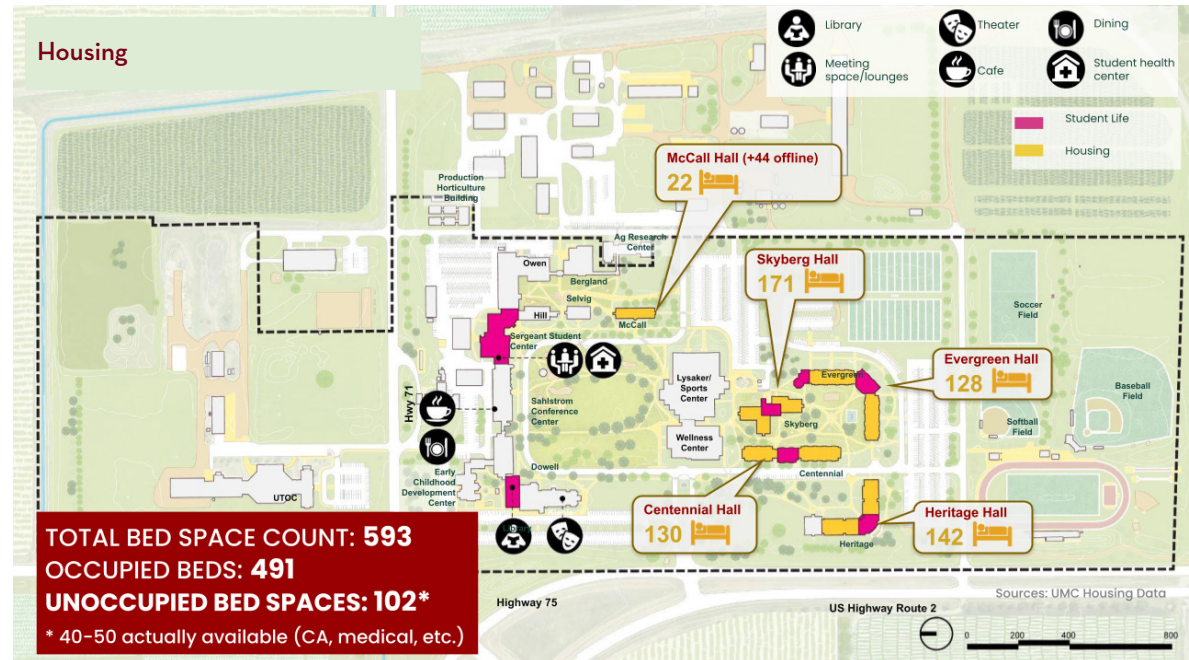
¹ Guidelines are based on the Association for Learning Environments (formerly CEFPI) and proprietary research from Sasaki's work on campuses nationally.

Housing

UMN Crookston houses students in five residence halls of various sizes in the southern part of campus. Evergreen, Heritage, and Centennial are the most modern residence halls, with larger rooms and sufficient daylight. Centennial and Evergreen have apartment-style options and house primarily upperclassmen. Skyberg is an older underclassmen residence hall with smaller floor plans and less natural daylight; however, this option currently provides an important affordable on-campus housing option. McCall Hall is an older building with the two top floors currently offline and in need of renovation.

UMN Crookston has slightly more supply than demand for housing. In Fall 2024, the total bed space count totaled 593. (A single room with space for two beds is counted as two bed spaces.) The number of occupied beds is 491. The number of unoccupied bed spaces is 102. However, several of the unoccupied bed spaces are unavailable to become individual units due to medical or other concerns, so the final count of available open bed spaces is approximately 40-50.

About a third of enrolled students currently live in off-campus housing, but options are limited and most are located at least two miles from campus.



Above: Traditional style dorms in Skyberg.



Above: Apartment-style dorms with kitchens in Centennial and Evergreen.

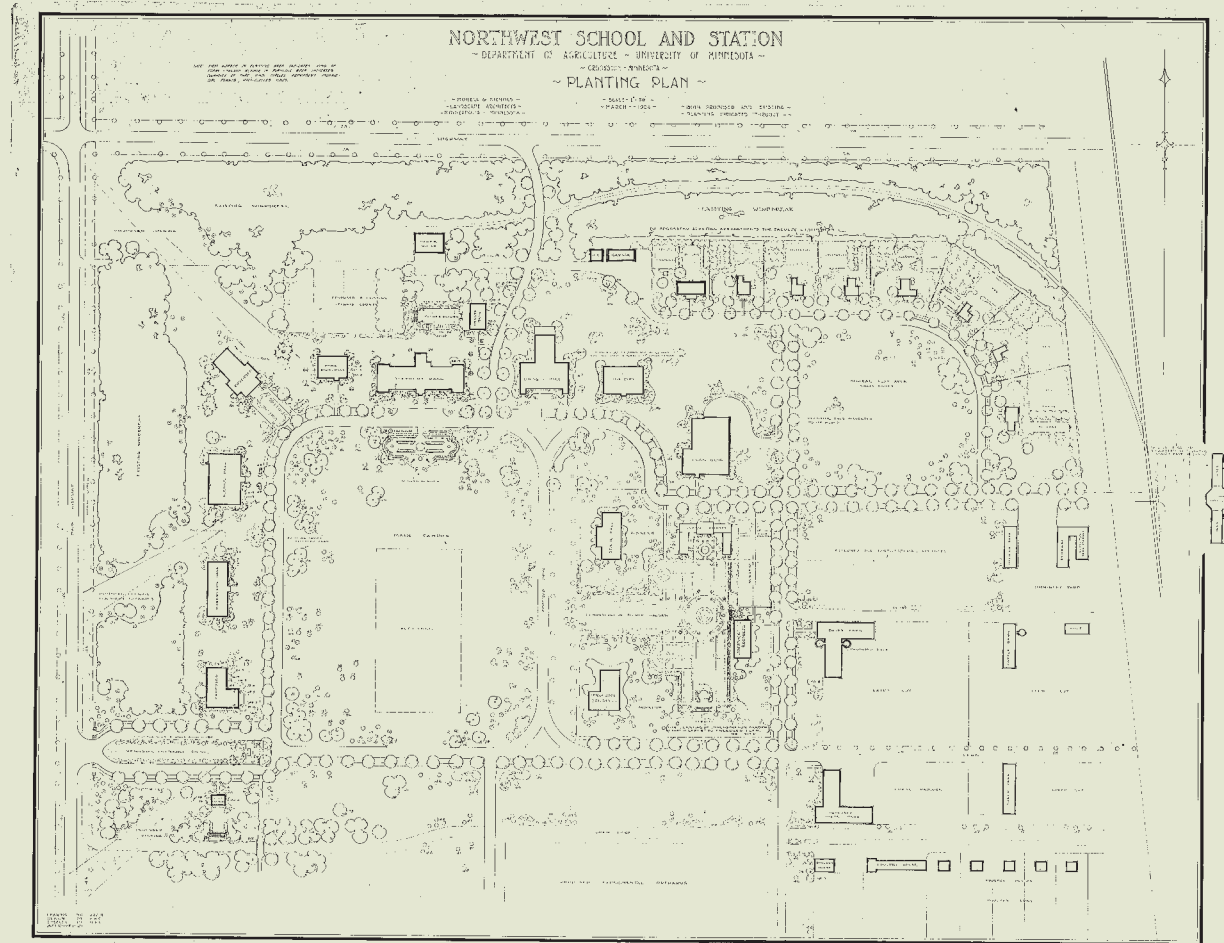
Landscape & Outdoor Recreation

The UMN Crookston Campus landscape is characterized by the prairie of the northern Minnesota region. Campus buildings frame a central green, the historical Campus Mall, creating a sheltered, courtyard-like space. The Mall has been a central feature of the campus since the first campus plan created by Morell in 1911. Today, the Mall includes the Peterson Gazebo, a popular gathering space for the campus community. Flower gardens are scattered throughout the mall and in small courtyards adjacent to buildings throughout campus. Deciduous and coniferous trees planted at various stages of campus development grow throughout the campus. An additional quad space is defined by the cluster of buildings on the east side of campus (Hill, Selvig, McCall, Agricultural Research Center, Bergland Lab and Owen), where UMN Crookston has created the “Nature Nook” and June Shaver Butterfly Garden—an experimental prairie ecosystem and butterfly garden. Other unique open space areas include the pond in the northeast corner of campus and the bee lawn north of Lot A. Evergreen, Centennial, and Skyberg Halls define a quad with outdoor recreation (e.g. volleyball, basketball) and social gathering space in the student residence hall area.

Trees on the north and west sides of the established core define the remnants of windbreaks planted in early campus development. Many of the windbreaks have been lost to development and storm damage.

Outdoor Recreation

Outdoor recreation areas include the Campus Mall for passive and informal activities as well as the athletics and recreation fields located on the southern end of the campus. These include the LeClair Football Practice Fields, Widseth Field, Baseball Field, Softball Field, Soccer Field and Recreation Field.



Above: The 1924 Planting Plan by Morell and Nichols shows historical shelterbelts, or windbreaks; a view from the Mall to Owen; and various gardens and orchards around campus.



Mobility and Connectivity

Pedestrian and Bike Connections

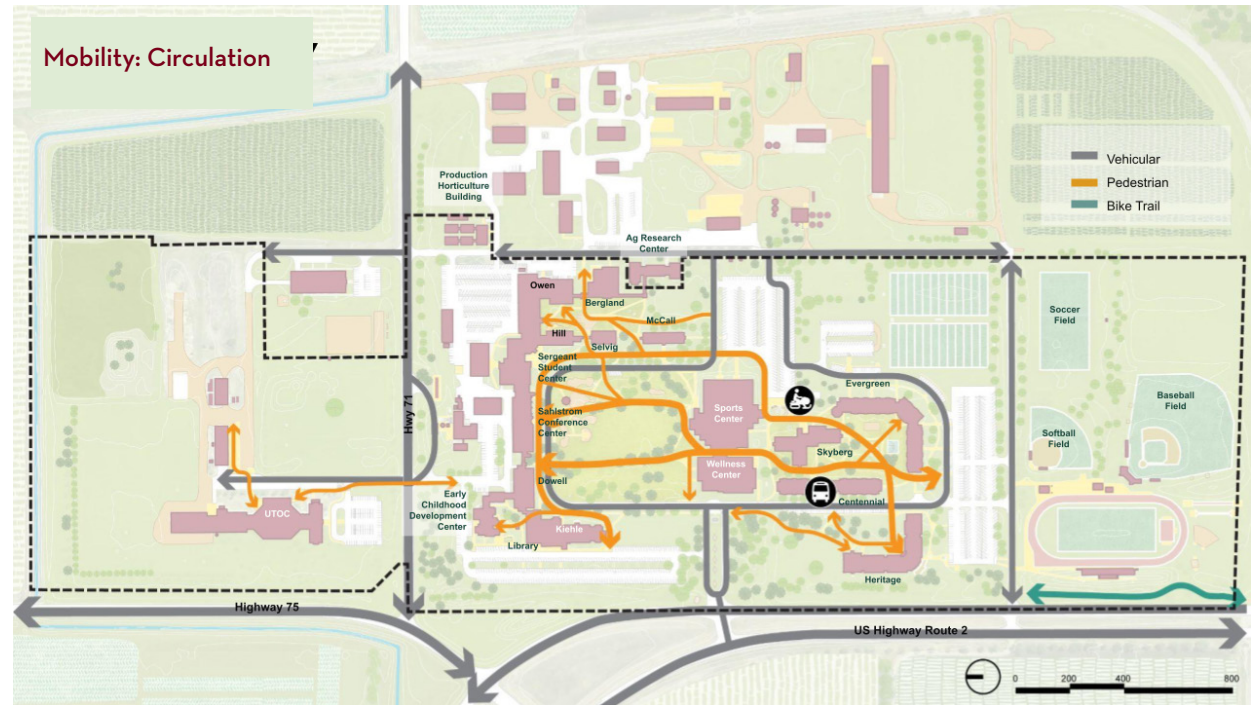
Outdoor and indoor pedestrian corridors provide access throughout campus. Several areas exist for improvements for safety and access to include, crossing Highway 71 from the main campus to UTOC and connecting the existing bike trail network, which ends at South Road, to the campus network. UMN Crookston provides access to bikes to students and employees through the Golden Eagle bike program.

Transit

Tri-Valley Transportation provides on-demand shuttle services within an eight county region at a no to low cost for students and employees. Jefferson Line and Greyhound also have a stop on campus from other regional transit hubs, but do not run frequently enough to be considered an option for commuting.

Commuter Travel

Data from the MyCampus engagement tool indicates that students, staff, and faculty primarily drive when commuting to campus. 60-65% of in-person students live on campus, and primarily walk to classes from their residence halls. Hybrid work and learning for in-person students and employees is relatively low.



Greenhouse Gas Emissions & Future Climate Predictions

Greenhouse Gas Emissions

The University of Minnesota Crookston campus covers 128 acres and has 724,357 gross square feet of buildings. The Northwest Research and Outreach Center (NWROC) is adjacent to the campus, but is largely out of the planning scope. One NWROC building is heated with the campus's district steam and therefore is counted for as part of the UMN Crookston Scope 1 emissions. All of NWROC's electrical consumption is also accounted for in the Scope 2 emissions. For fiscal year (FY) 2023, campus GHG emissions in metric tons of carbon dioxide equivalent (MTCO_{2e}) are:

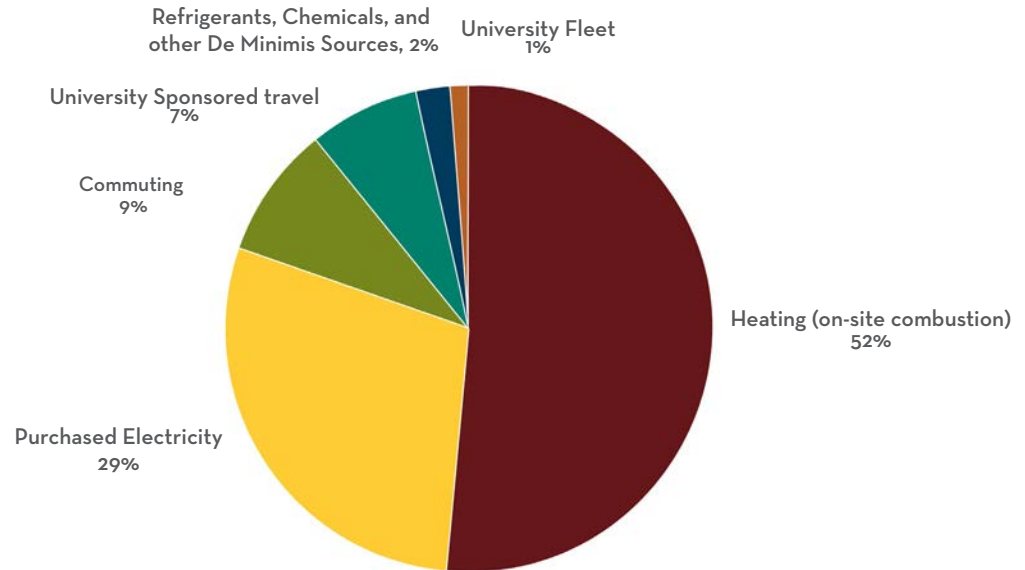
- 52%: On-site combustion (heating) - 5,949 MTCO_{2e}
- 29%: Purchased electricity- 3,337 MTCO_{2e}
- 9%: Commuting - 1,016 MTCO_{2e}
- 7%: University sponsored travel - 850 MTCO_{2e}
- 2%: Refrigerants, chemicals and other de minimis sources - 262 MTCO_{2e}
- 1%: University fleet - 142 MTCO_{2e}

Future Climate Predictions

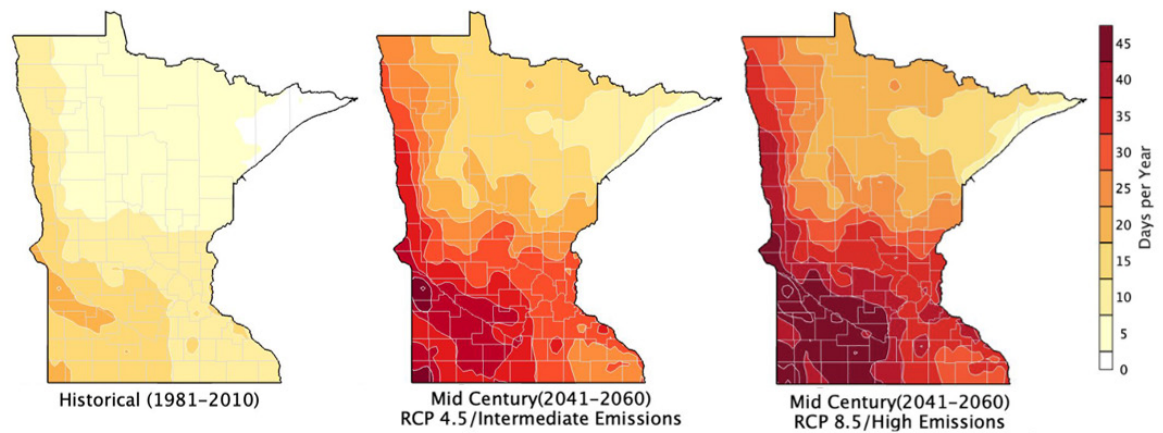
Climate modeling for the next thirty years in Polk County shows fewer extremely cold days and more extremely hot days. Polk County could experience a change in seasonal precipitation with less snow cover, wetter springs, drier summers, heavier rain events, and longer dry spells without measurable rainfall.⁴

⁴ <https://climate.umn.edu/climate-change-northwest-minnesota>

UMC Greenhouse Gas Emissions FY23



Days per Year Warmer than 90 degrees Fahrenheit



University of Minnesota Climate Adaptation Partnership
climate.umn.edu/climate-data







Planning Vision: Big Ideas

4

Big Ideas

The Campus Plan envisions a future that enhances the campus's unique physical features and programmatic needs in service of UMN Crookston's vision and mission while integrating strategies for campus decarbonization and resilience strategies as detailed in the Climate Action Plan. The Campus Plan provides a flexible approach to accommodate UMN Crookston's activities in both existing facilities and potential purpose-built facilities over the next 10 years and beyond. Recommendations include the thoughtful renovation of existing facilities to support teaching and learning, strategies to optimize space efficiently, and improvements to outdoor spaces that create opportunities for year-round community and belonging.

The plan for UMN Crookston is framed within five Big Ideas that emerged from the assessment and consultation process with the campus community. The Big Ideas represent actions that should shape the near- and long-term future of the UMN Crookston campus, and were developed in response to drivers articulated in Section II: Plan Drivers. The Climate Action Plan should be utilized as a companion document to this Campus Plan.

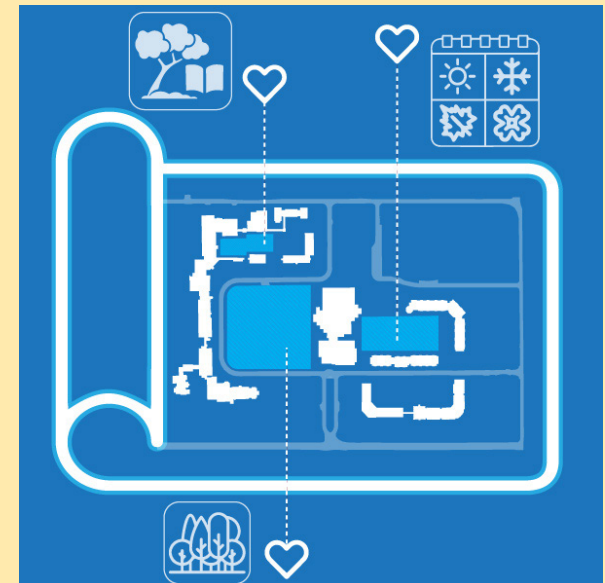
Big Idea 1.

Modernize and reinvest in the campus.



Big Idea 2.

Enrich and enhance the quads.



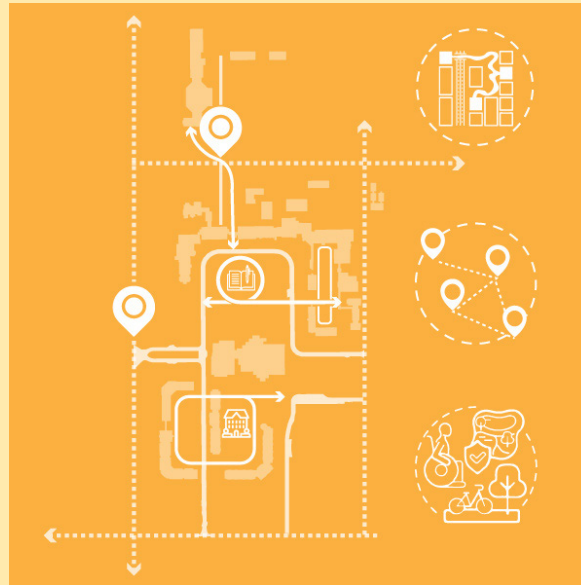
Big Idea 3.

Contribute to the working landscape.



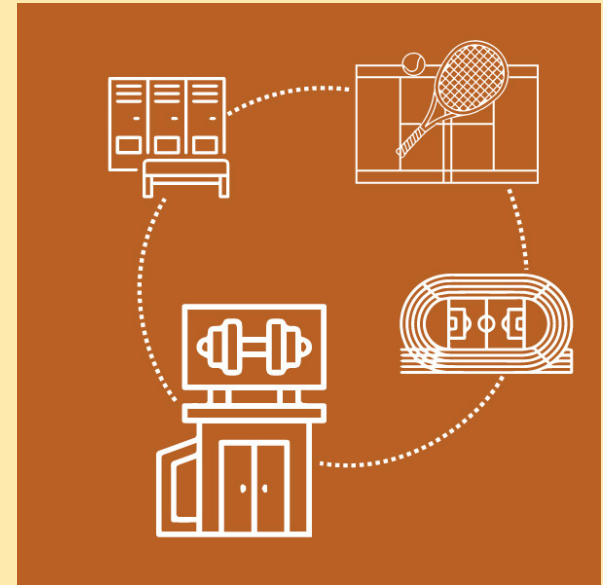
Big Idea 4.

Enhance campus connection and gateways.



Big Idea 5.

Reimagine space for athletics.



Big Idea 1: Modernize and reinvest in the campus.

The Campus Plan focuses on modernizing and reinvesting in existing facilities to support programmatic needs, meet energy efficiency goals, and address deferred maintenance.

1.1 Invest in remodeling academic and administrative spaces to modernize and meet needs.

Improving academic spaces in Owen, Dowell, Selvig, and UTOC will help to meet modern pedagogical needs. Flexible furniture, better daylighting strategies, and modern technological improvements will support staff and students.

1.2 Align space assignments with student, staff, and professor needs.

A more detailed space analysis will help support reconfiguration to make efficient use of space, and help create the right adjacencies between departments and programs.

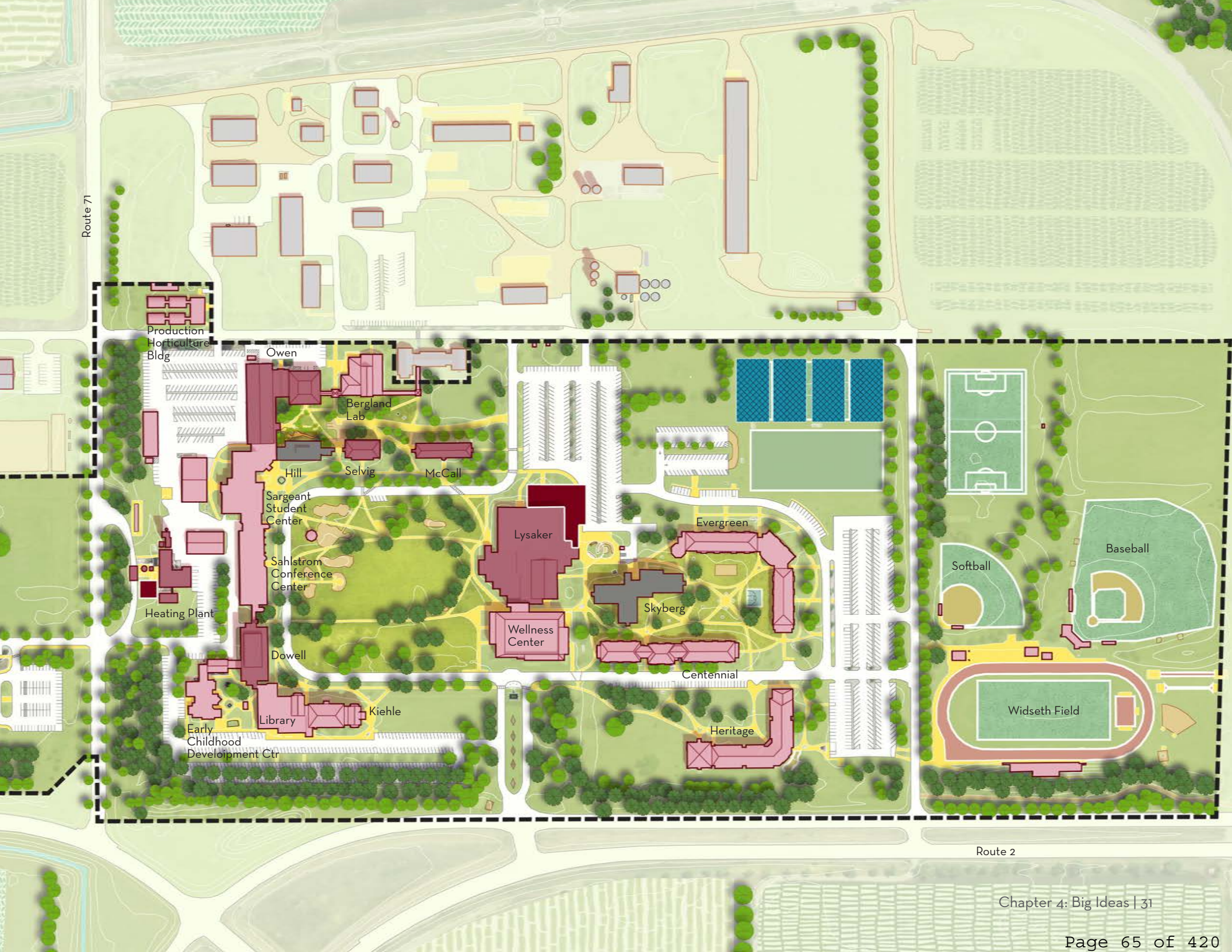
1.3 Decarbonize buildings and the campus energy system.

Energy efficiency upgrades should occur in parallel to academic renovations. Recommendations for decarbonizing the existing buildings is coupled with the need to eliminate the use of fossil fuels to heat and cool the buildings. To that end, a comprehensive strategy is proposed to decarbonize the energy system by means of an electric boiler plant with thermal energy storage that reuses the campus steam plant.

1.4 Improve campus climate resilience.

Physical upgrades to campus that address ongoing maintenance needs and infrastructure conditions improve daily operations and the ability to respond to climate extremes. To support social resilience, an expanded space for a food pantry and free store will be established. Other climate resiliency considerations are further described in the Climate Action Plan.





Route 71

Production Horticulture Bldg

Owen

Bergland Lab

Hill

Selvig

McCall

Sargeant Student Center

Sahlstrom Conference Center

Heating Plant

Dowell

Early Childhood Development Ctr

Library

Kiehle

Lysaker

Wellness Center

Skyberg

Evergreen

Centennial

Heritage



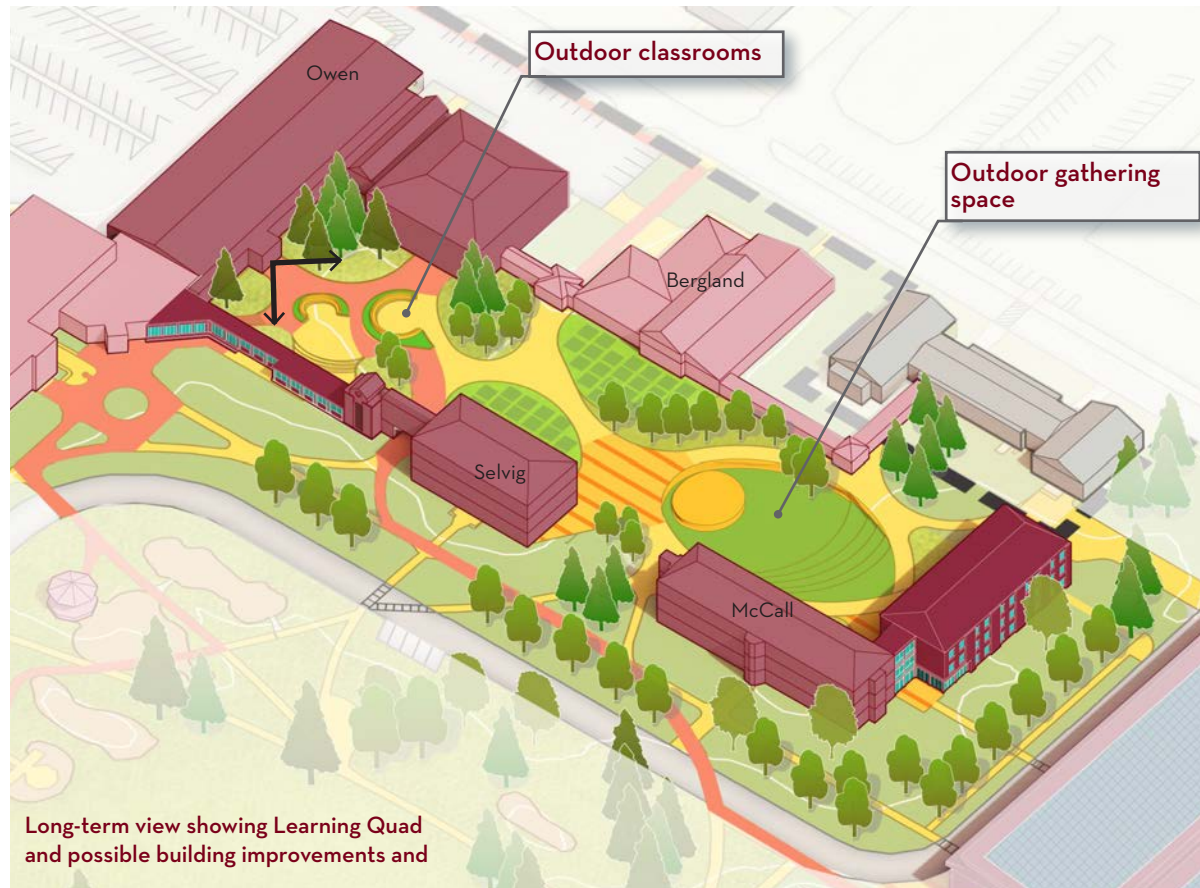
Route 2

Big Idea 2: Enrich and enhance the quads.

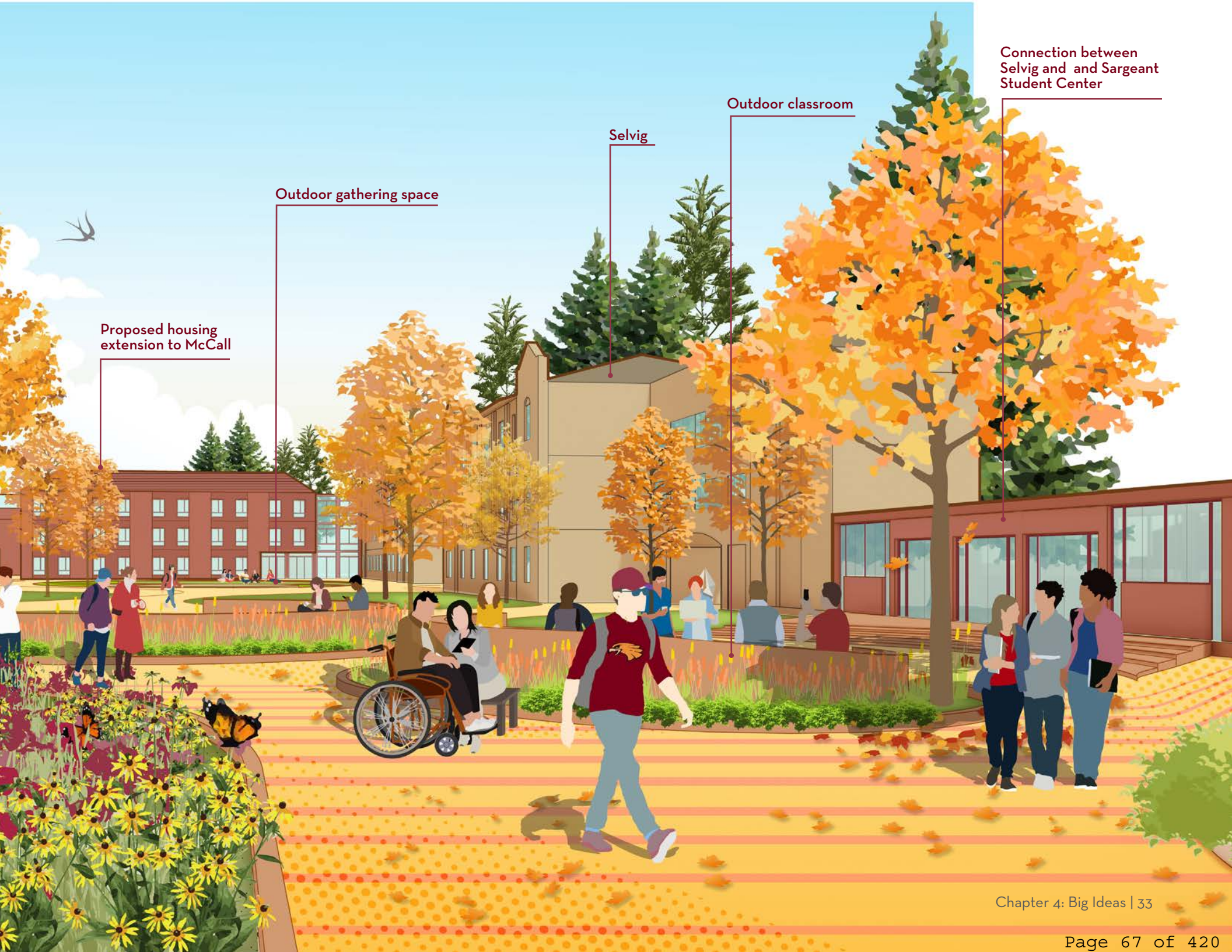
The UMN Crookston campus is defined by three quads defined by existing buildings and landscape features. The Campus Plan enhances these quads with the intent of: improving the campus experience year-round; enhancing aesthetics; and, improving thermal comfort with physical features that mitigate wind.

2.1 Create a Learning Quad with outdoor classrooms.

Input received from the campus community indicates a desire for more outdoor learning space. A new Learning Quad can be created out of an already beloved location by the Nature Nook with simple outdoor classrooms. Should Hill Hall be decommissioned in the future, this new outdoor classroom space adjacent to the Nature Nook would be a sight that welcomed students and visitors to campus, in addition to creating a new learning environment during the warmer months.



Long-term view of the Learning Quad landscape from Owen Hall



Proposed housing extension to McCall

Outdoor gathering space

Selvig

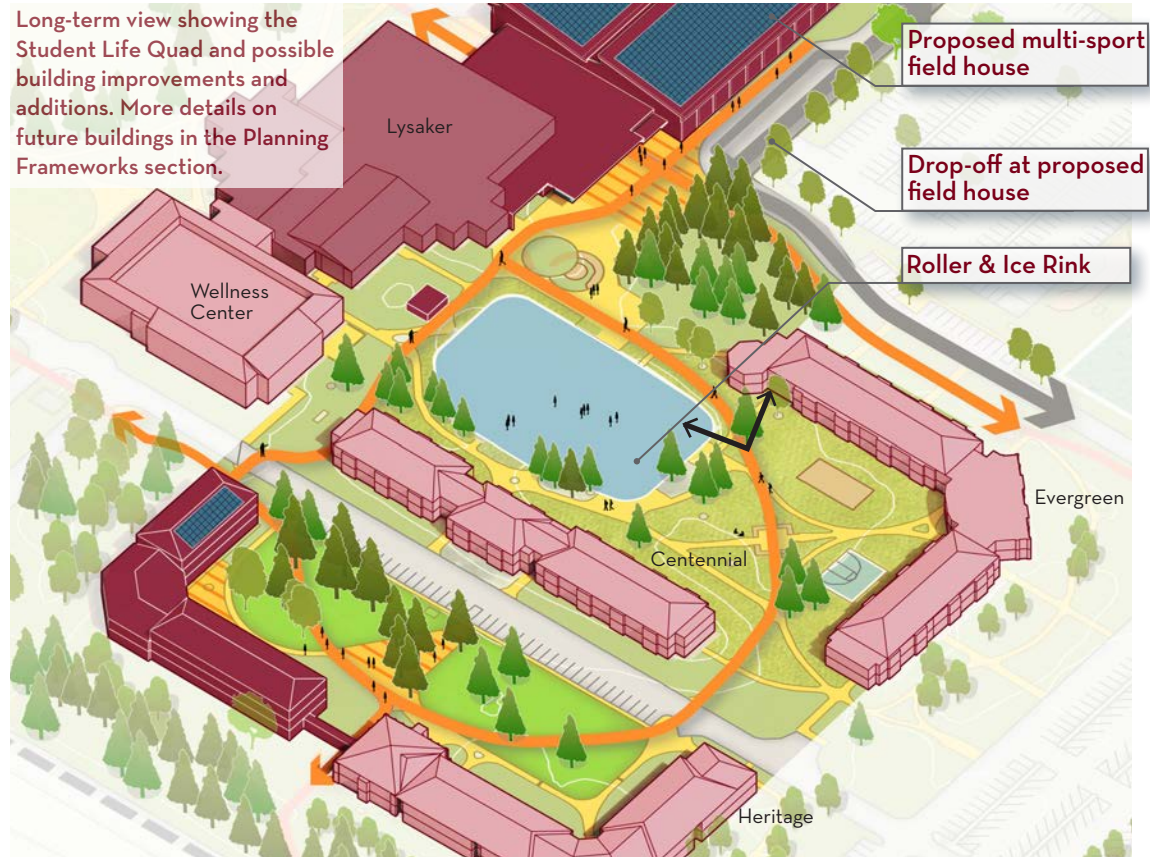
Outdoor classroom

Connection between Selvig and Sargeant Student Center

2.2 Create a four-season Student Life Quad.

In the near-term, improvements to fire pits, recreation courts, and outdoor seating will support student engagement year-round in the Student Life Quad. Should Skyberg Hall be demolished in the future, the quad can be activated with an outdoor skating rink with a warming hut that opens to a winter plaza. This south-facing, protected area is seen as a warming location during the shoulder seasons. The skating rink should be a combination roller-ice rink to enable year-round use.

Long-term view showing the Student Life Quad and possible building improvements and additions. More details on future buildings in the Planning Frameworks section.



2.3 Program the main quad with trees and natural winter interest.

Replanting trees lost to storms in the existing quads with more resilient varieties will support year-round visual interest and pedestrian experience. These additional trees help to mitigate winds, provide shade where appropriate, and contribute to the carbon sequestration potential of the campus. In addition to these functional outcomes, the trees are intended to enhance the campus aesthetics and provide visual interest, especially in the winter months. Sufficient space for field-based recreation should be maintained.



Long-term view of the Student Life Quad with the proposed roller and ice rink in the foreground



A multi-sport field house will support winter athletics.



Proposed roller and ice rink

Big Idea 3. Contribute to the working landscape.

In the 1930s, the UMN Crookston campus featured extensive windbreaks on the north and west sides of the campus that contributed to the comfort of the campus. Restoring the windbreaks will help mitigate winter winds for people and buildings while sequestering carbon in the landscape: “working” for the campus with multi-functional benefits.

3.1 Restore the windbreaks.

Windbreaks have been a feature of the UMN Crookston campus for over a hundred years. Restoring biodiverse windbreaks on the north and west perimeters of campus will shelter people, buildings, and animals. Tree species should be chosen for their variety, hardiness, resilience to climate change and invasive species, and maintenance needs. Windbreaks should be established by building soil and planting bareroot trees in layers. Trees will shelter four times the distance of their height.

3.2 Embrace multi-functional landscapes that support the campus and the student experience.

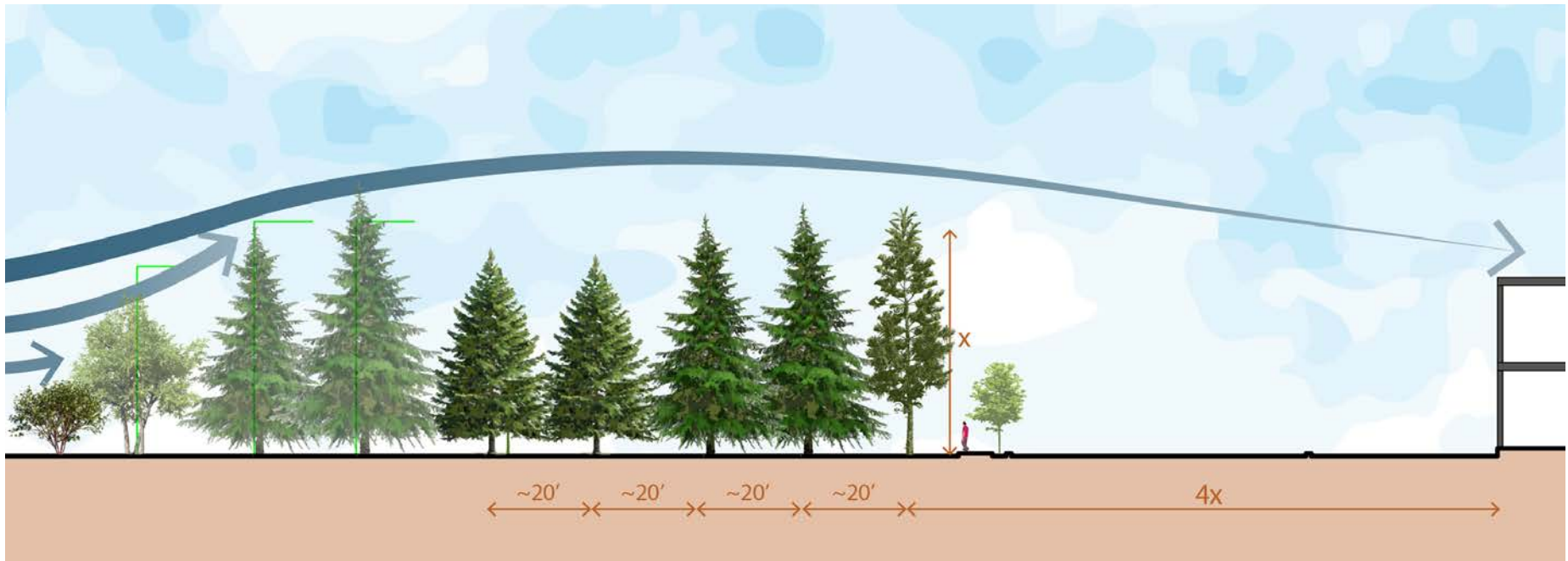
Formalize access to existing and potential sites that could be used frequently by professors and students for teaching or wellness, such as the pond, areas near UTOC, and the Nature Nook. In addition to improving access, these sites should be designed to provide multiple benefits including improved biodiversity, resilience, and water quality.



Above: Example of a walking trail through a windbreak.



Above: Windbreaks work best with multiple layers and species. Photo from USDA.



Above: Windbreaks shelter four times their height in distance.

Below: Tree and shrub species for windbreaks in Minnesota from UMN Extension. Source: <https://extension.umn.edu/agroforestry/trees-shrubs-windbreaks>

Trees to Consider

Coniferous Trees

- Eastern Red Cedar
- Meyer Spruce
- White Cedar
- White Spruce

Deciduous Trees

- American Elm
- American Linden
- Autumn Blaze Maple
- Black Walnut
- Bur Oak
- Eastern Cottonwood
- Hackberry
- Honeylocust
- Kentucky Coffeetree
- Northern Catalpa
- Red Oak
- Silver Maple
- White Oak

Small Trees

- American Plum
- Arnold Hawthorn
- Black Chokecherry
- Chokecherry
- Crabapples
- Nanking Cherry
- Pin Cherry

Shrubs

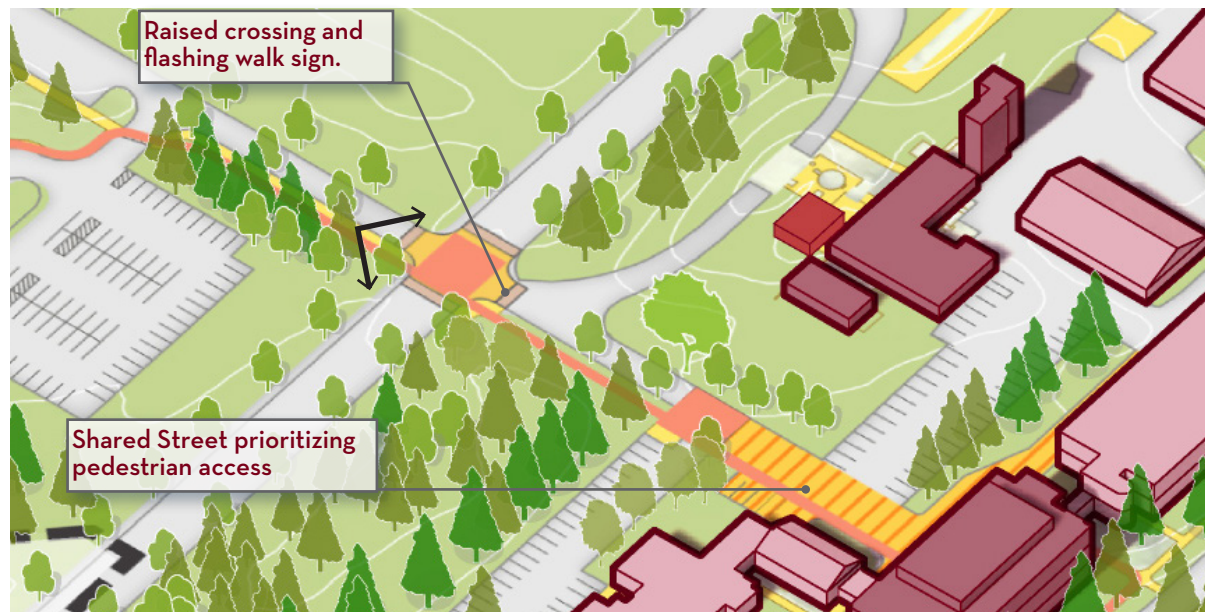
- American Cranberry Bush
- American Hazlenut
- Common Lilac
- Common Ninebark
- Dogwood(s)
- Elderberry
- Nannyberry
- Sandbar Willow
- Sand Cherry
- Serviceberry
- Silver Buffaloberry
- Silverberry

Big Idea 4: Enhance campus connection and gateways.

Two key goals of the Campus Plan are to improve pedestrian connectivity across the campus, and to activate campus gateways by means of new landscape and signage elements.

4.1 Create a safer crossing to UTOC.

A key recommendation includes an enhanced route from Dowell across Highway 71 connecting to the UTOC facility. Traffic calming, new paving, and tree plantings are envisioned, to be explored in coordination with Polk County.

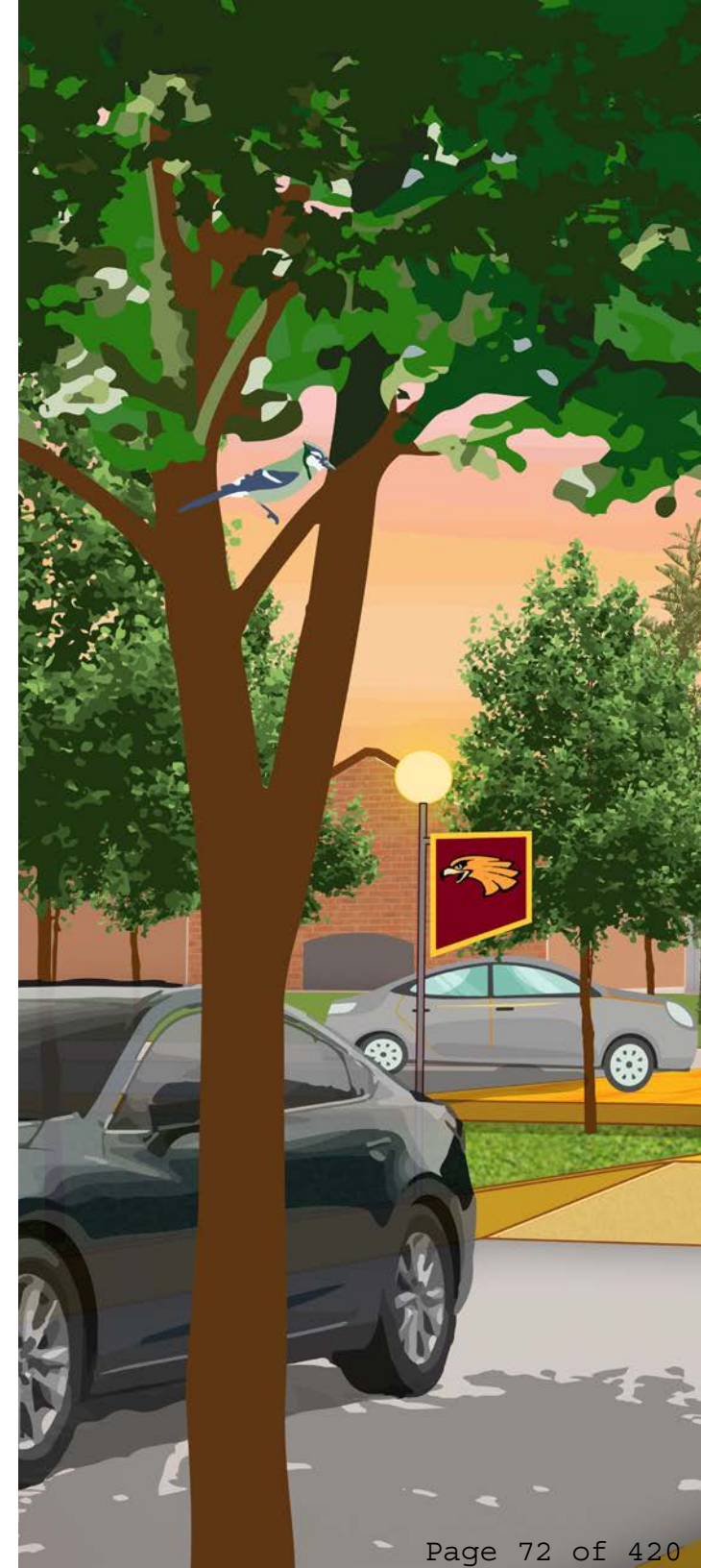


4.2 Create a “Learning Loop” around campus.

A new Learning Loop along the perimeter of campus creates a recreation path, connects spaces around campus used for curriculum and learning, and links with the existing bike route south of campus.

4.3 Support the electric vehicle transition.

Add several electric vehicle charging hubs on campus to serve different populations and purposes, including the University fleet, visitors, and residential students. The University fleet charging hub may also require upgrading existing vehicle storage facilities.





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OF MINNESOTA
Crookston Campus

Big Idea 5: Reimagine space for athletics.

Student athletics are important to the culture of UMN Crookston. In support of existing and future programs and athletes, new facilities are planned to address both short- and long-term needs.

5.1 Build an addition to the Sports Center.

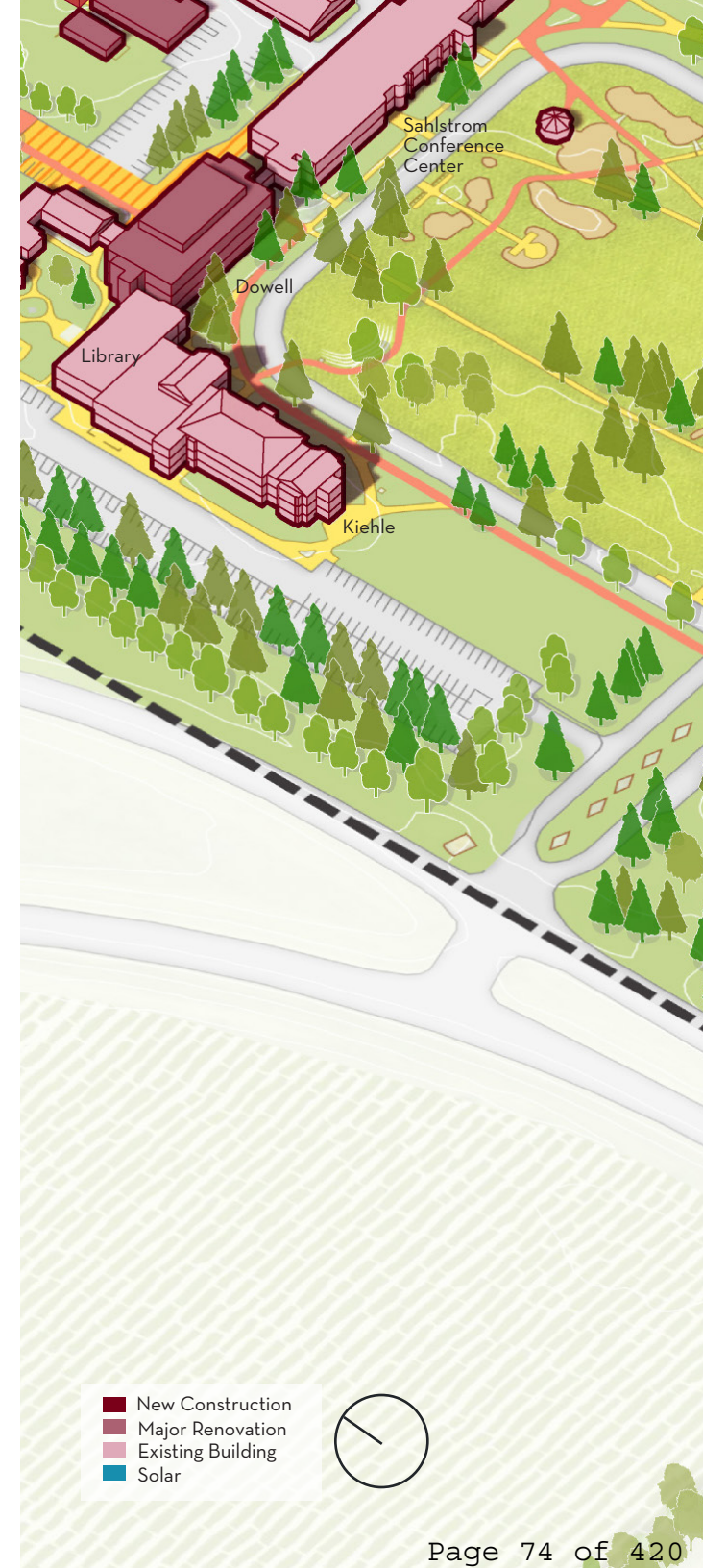
A proposed addition of approximately 15,000 square feet to the Sports Center provides much needed space including team locker rooms, office space for coaches, and sports medicine space. This addition supports the sports program, student athletes, and the fan experience by providing enhanced restroom and concession facilities. The addition will also address existing structural issues in the Sports Center.



Above: Grinnell Indoor Track and Field House

5.2 Build a field house to support indoor athletics.

Longer term, the Campus Plan includes a field house; the goal of which is to support ongoing athletic programs, especially in the winter and early spring months. A highly flexible 64,000 square foot indoor facility would address the winter and spring practice needs of baseball and softball, provide a venue for indoor tennis, and support an indoor track and field program.





An addition to Lysaker will improve athletic facilities for players, visitors, and staff.

A multi-sport field house will support winter athletics.

A new entrance plaza will welcome all to the Sports Center and Field House.

Improvements to the southern athletic fields and support buildings are needed.





Planning Recommendations

5

Academic & Administrative

The academic and administration recommendations identify strategies to modernize and reinvest in existing facilities to support programmatic needs, energy efficiency goals, and deferred maintenance. Based on current and projected space needs, no new construction of academic space is proposed. Instead, renovation and the reallocation of space within existing buildings is recommended to appropriately size classrooms and meet other teaching needs.

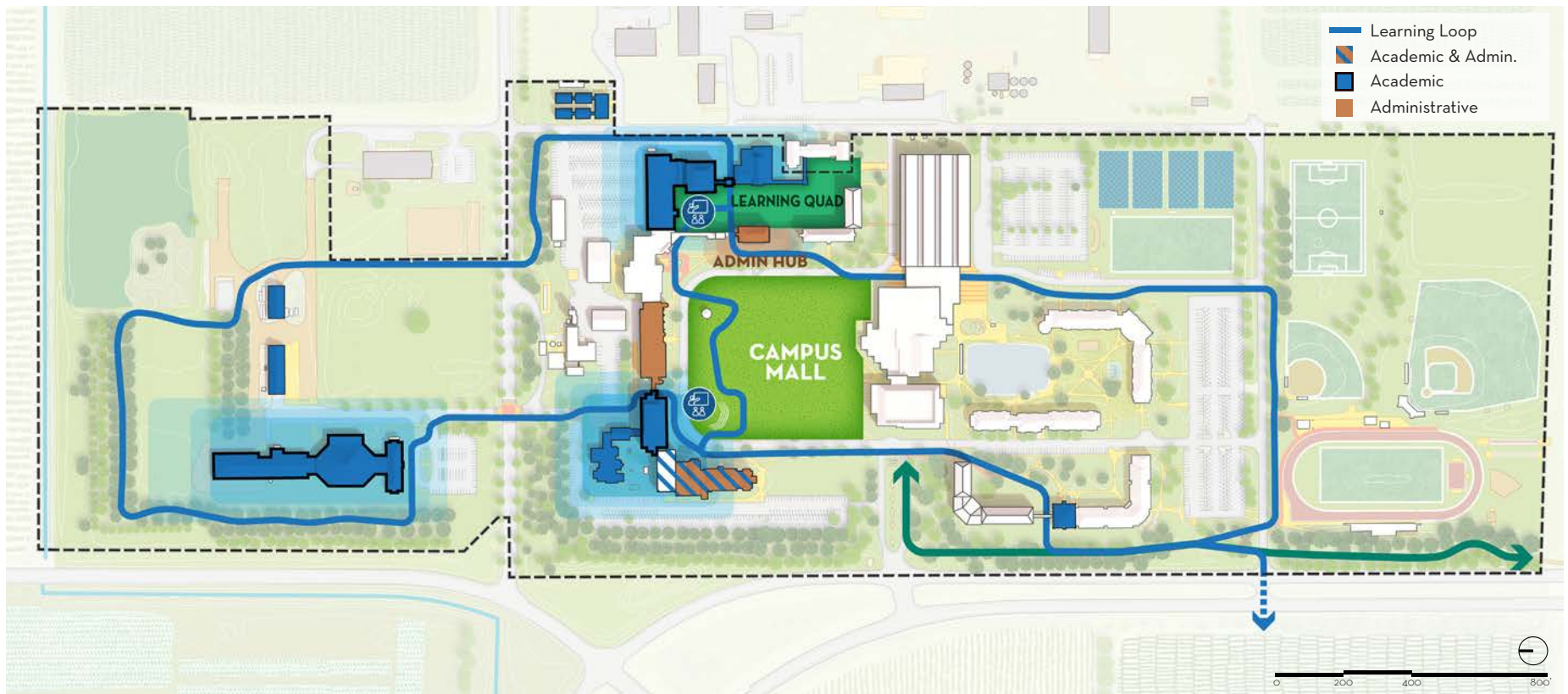
1. Invest in remodeling academic space to modernize learning spaces and meet pedagogical needs.

All classrooms that do not already have movable furniture, technology upgrades, and adequate lighting will benefit from those upgrades to meet modern pedagogical needs. Significant renovations to Owen, including the addition of a soils lab; the addition of an organic chemistry lab to Dowell; and minor renovations in Selvig will support program migration that will improve the utilization of existing space. Renovations to lab and classroom space in UTOC will help meet current teaching and learning needs.

2. Right-size where appropriate to support meaningful strategic investment.

The amount of space dedicated to classrooms, labs, office and student support space exceeds current and projected needs. This additional space contributes to operational and maintenance costs, and to the overall greenhouse gas emissions of the campus.

Once investments are made to modernize learning and office spaces, UMN Crookston may benefit from right-sizing the total amount of space provided to better support the population and mission. After investments have been made, and a detailed future space analysis and programming study has been



completed, Hill Hall and Skyberg Hall may be two buildings considered for decommissioning.

Hill Hall is identified as a potential candidate for decommissioning for several reasons:

- UMN Crookston is overbuilt for current and future enrollment: excess space is allocated for academic uses. This reduces funding available for the renovation, upkeep and operation of other facilities and contributes to the carbon emissions of the campus.
- Hill Hall is an older building which does not contribute to the architectural character and image of the campus. Investment in character-defining and higher quality buildings is a goal of the Campus Plan; buildings such as Selvig, Owen, Kiehle, Dowell and others that define the Campus Mall.
- Hill Hall presents accessibility challenges given its split level configuration.
- Classes and offices currently programmed in Hill Hall could be moved to Dowell, Owen, Selvig, and the Student Center. (A detailed space study is required in the future.)

Skyberg is identified as a potential candidate for decommissioning for several reasons:

- Skyberg has been identified by many students and staff as an undesirable dormitory.
- The building does not contribute to the architectural character and image of the campus.
- The building is not energy efficient, nor is simple to retrofit into an energy efficient building.

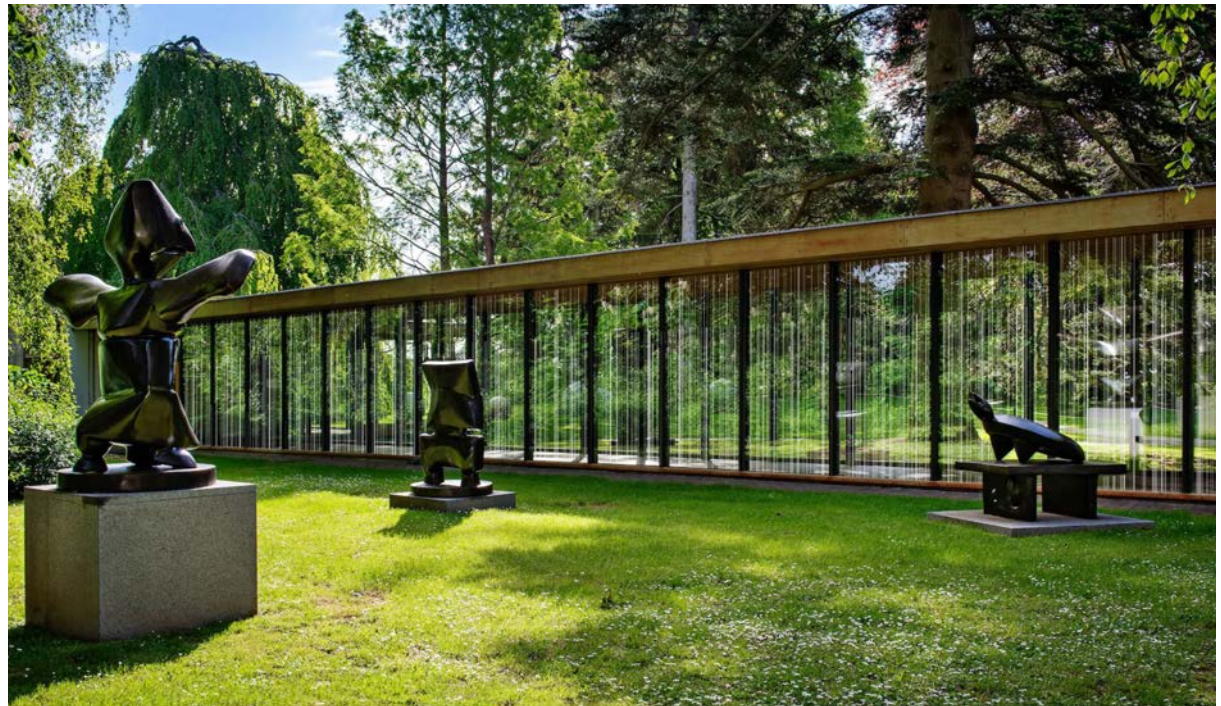
Housing demand could be met by investments in McCall, a partially vacant, character-defining building on campus. An additional “wing” on the south side of McCall will create a higher performance building that complements the architectural character of the existing building

and add more units of housing. Should there be a significant increase in demand for on-campus housing, a new building to the north of Heritage Hall could accommodate the need. Any new construction would be built to the Minnesota B3 Standard.

3. New outdoor classroom spaces can be connected by the Learning Loop.

Should Hill Hall be demolished, there is an opportunity to enhance the quad in its footprint. An outdoor classroom in this location would build on the ecological classroom that is the Nature Nook. Implementing another outdoor classroom outside of Dowell would create opportunities for courses in that building to spill outside in nice weather.

The whole of campus can be connected on a new walking trail, the Learning Loop, to support health and wellness, but also connect areas of campus that are already used in some experiential courses.



Above: Should Hill Hall be decommissioned, a corridor that prioritizes views to the Learning Quad from the campus entrance can connect Selvig to the Student Center.

Campus Life

The campus life recommendations highlight the gathering, dining, residential and student support facilities that contribute to the quality of life on campus. They take into consideration existing student life facilities and provides recommendations for improved housing and enhanced indoor recreation and athletic facilities.

Gathering and Dining Areas

The Campus Plan maintains the existing network of student dining and lounge facilities found in the Sahlstrom Conference Center with minor modifications proposed for the Sargeant Student Center. Renovations to several lounges could make more efficient use of space. For example, the game room can be right-sized to support the addition of office and/or student support spaces currently in other buildings. Space dedicated to a small free store/food pantry in the Student Center would be more accessible than the current area in Evergreen Hall and continue to meet an important need.

McCall Hall

McCall Hall is an architectural character-contributing building constructed in 1941 not currently utilized to its full potential. A renovation to the current building and an additional “wing” on the southern end will help meet housing demand and define the southern part of the Learning Quad. As with any new building, the addition to McCall will be constructed as an energy efficient building, meeting Minnesota B3 standards. This south-facing addition is located to maximize passive solar gain and to integrate solar panels where feasible.

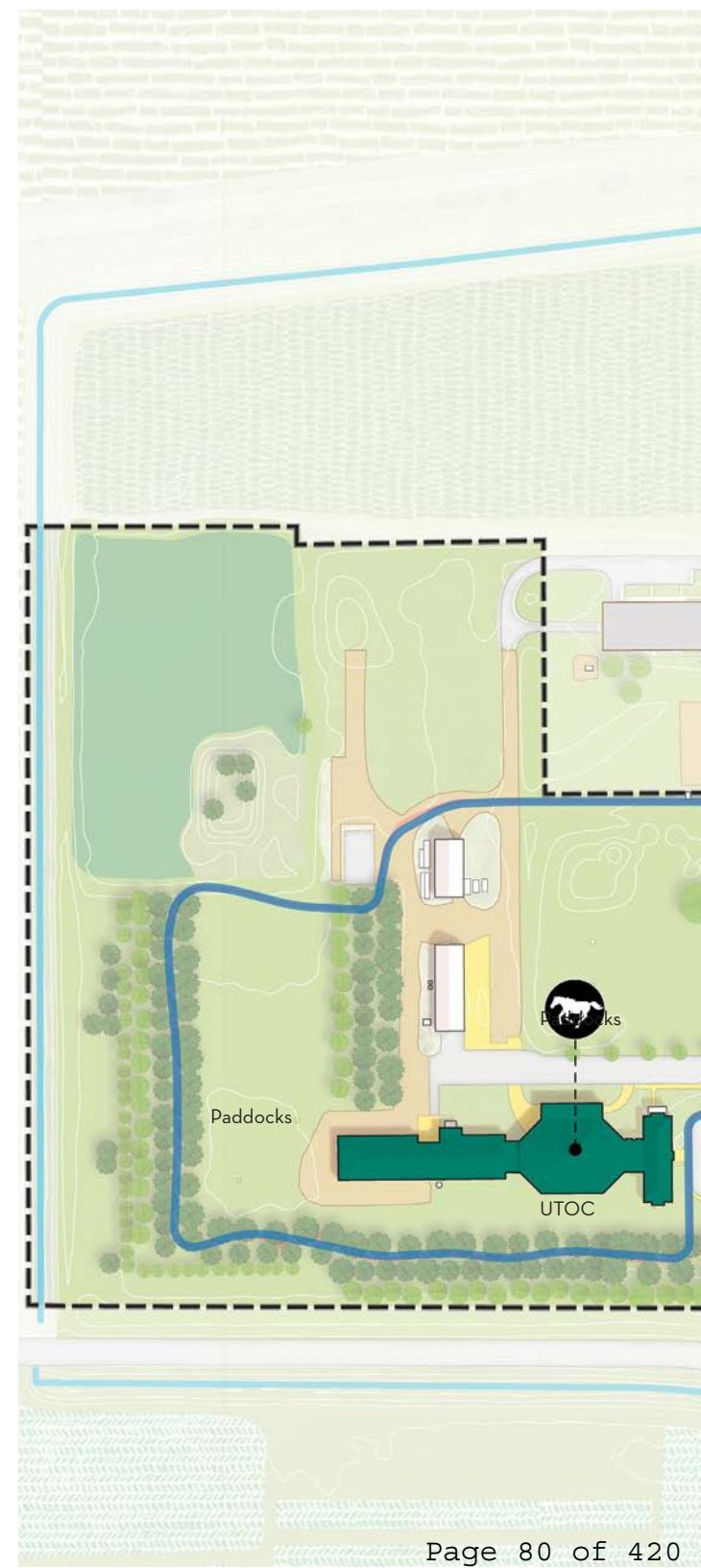
Skyberg Hall

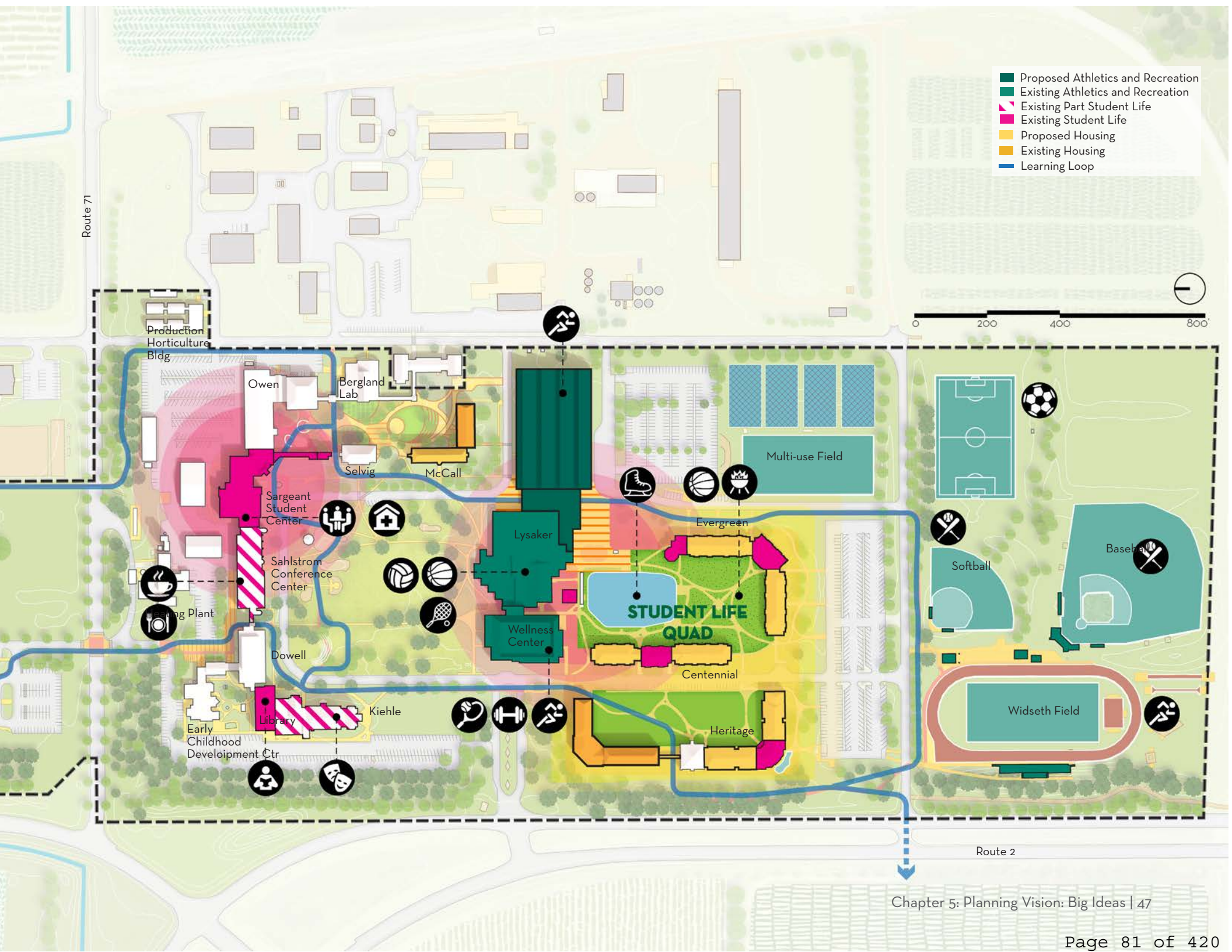
Skyberg is a 1970s residence hall lacking the amenity, character, appeal, and energy efficiency of new residence halls such as Evergreen, Centennial, and Heritage Halls. Should housing demand be met by an addition to McCall, or an additional residential hall be constructed (see below), Skyberg could be demolished to make room for a four-season student recreation zone.

Future Housing

The Campus Plan identifies an optional and long-term location for additional campus housing, should it ever be required, north of Heritage Hall. Development of the site is envisioned to mirror Heritage Hall in scale and character. Opportunities for this site include the architectural contribution to the main campus gateway and the shelter this building provides from western winds.

As future housing is contemplated in this area, relocation of residential dining to this area of campus from the current location at the Conference Center should be considered in order to improve student experience. Renovated and expanded housing also provides an opportunity to consider alternative housing options. This could meet a need for new faculty, non-traditional students, or Crookston residents.





- Proposed Athletics and Recreation
- Existing Athletics and Recreation
- Existing Part Student Life
- Existing Student Life
- Proposed Housing
- Existing Housing
- Learning Loop

0 200 400 800'



Route 71

Production Horticulture Bldg

Owen

Bergland Lab

Selvig

McCall

Sargeant Student Center

Sahlstrom Conference Center

Washing Plant

Dowell

Early Childhood Development Ctr

Library

Kiehle

Lysaker

Wellness Center

Evergreen

Centennial

Heritage

Multi-use Field

Softball

Baseball

Wideth Field

Route 2

Landscape

The landscape recommendations contribute significantly to the overall organizational structure of the campus. The recommendations respond to the existing open space structure and landscapes of the campus.

Campus Mall

The Campus Mall is the iconic central open space that has defined the character and image of the campus for many years. The Peterson Gazebo, located in the northeast corner of the Mall, serves as an outdoor gathering area in the warmer months. The pathway connecting the Sports Center and Wellness Center to Dowell Hall and the Sahlstrom Conference Center serves as an important connection for resident students moving to and from the academic core, dining, and residence halls.

A windbreak along the highway to reduce noise, new tree plantings to restore trees lost to storms, new lighting, and pathway improvements along this key connection from south to north will improve the Mall experience. An outdoor classroom by Dowell will support learning objectives and coursework in the warmer months. The Mall is also used for field-based recreation and space should be maintained for that activity.

The Learning Quad

The Campus Plan reimagines the north-south landscape defined by Owen, Bergland Laboratory, Selvig, McCall and the Agricultural Research Center as the Learning Quad. The idea is to enhance this existing landscape with an outdoor classroom and gathering area adjacent to the Nature Nook and June Shaver Butterfly Garden to support curriculum and coursework in the warmer months. Improvements to this quad can be made in the near-term. Should Hill Hall be demolished in the future,

a new internal corridor linking Selvig to Owen with carefully placed doorways and windows could open visitors to the Learning Quad from their first entrance to campus. The 1924 campus planting plan offers inspiration for future landscape recommendations, and identifies the campus before Hill Hall was built.

Student Life Quad

Defined by the Wellness and Sports Center on the north, Evergreen Hall on the east and south, and Centennial Hall on the west, the Student Life Quad is reimagined in the Campus Plan as a four-season recreation zone. In the near-term, improvements to fire pits, recreation courts, and outdoor seating will support student engagement year-round. Should Skyberg Hall be demolished in the future, there is an opportunity to reimagine the quad with an outdoor skating rink with a warming hut that opens to a winter plaza. This south-facing, protected area is seen as a warming microclimate during the shoulder seasons. The skating rink could be a combination roller-ice rink to enable year-round use. Should the Sports Center receive an addition, the Student Life Quad would be a natural extension of the recreation space and a connection to residential life.

Learning Loop

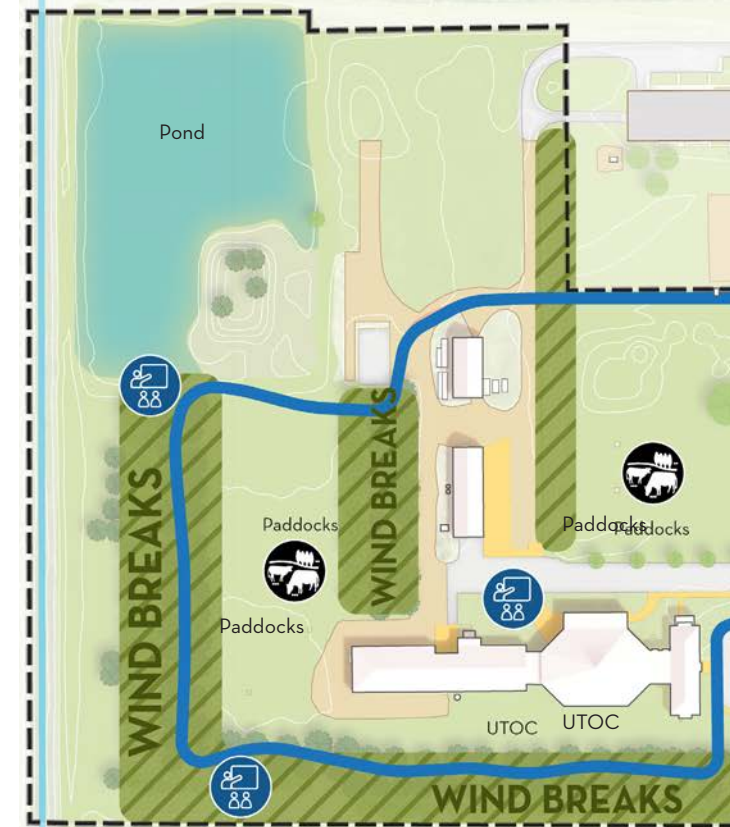
A new Learning Loop along the perimeter of campus creates a recreation path, connects spaces around campus used for curriculum and learning, and links with the existing bike route south of campus. In some areas, the Learning Loop passes through existing and proposed windbreaks to enhance the experience.

Windbreaks

Windbreaks have been a consistent feature of the campus for at least one hundred years. Early photos from the 1930s indicate windbreaks along the northern and western perimeters of the campus. Defined by a thick band of deciduous and evergreen trees, portions of these windbreaks remain today. Climate resilient

and biodiverse windbreaks can mitigate the intensity of winds along a horizontal plane of up to four times the height of the trees.

Recognizing the many benefits they offer, the Campus Plan recommends a series of windbreaks on the northern and western perimeters of the campus as well as in the campus interior. The windbreaks incorporate existing trees in some cases and introduce entirely new trees in others.



Prevailing Winter Wind Direction

Windbreaks are imagined as multifunctional clusters of deciduous and evergreen trees located to:

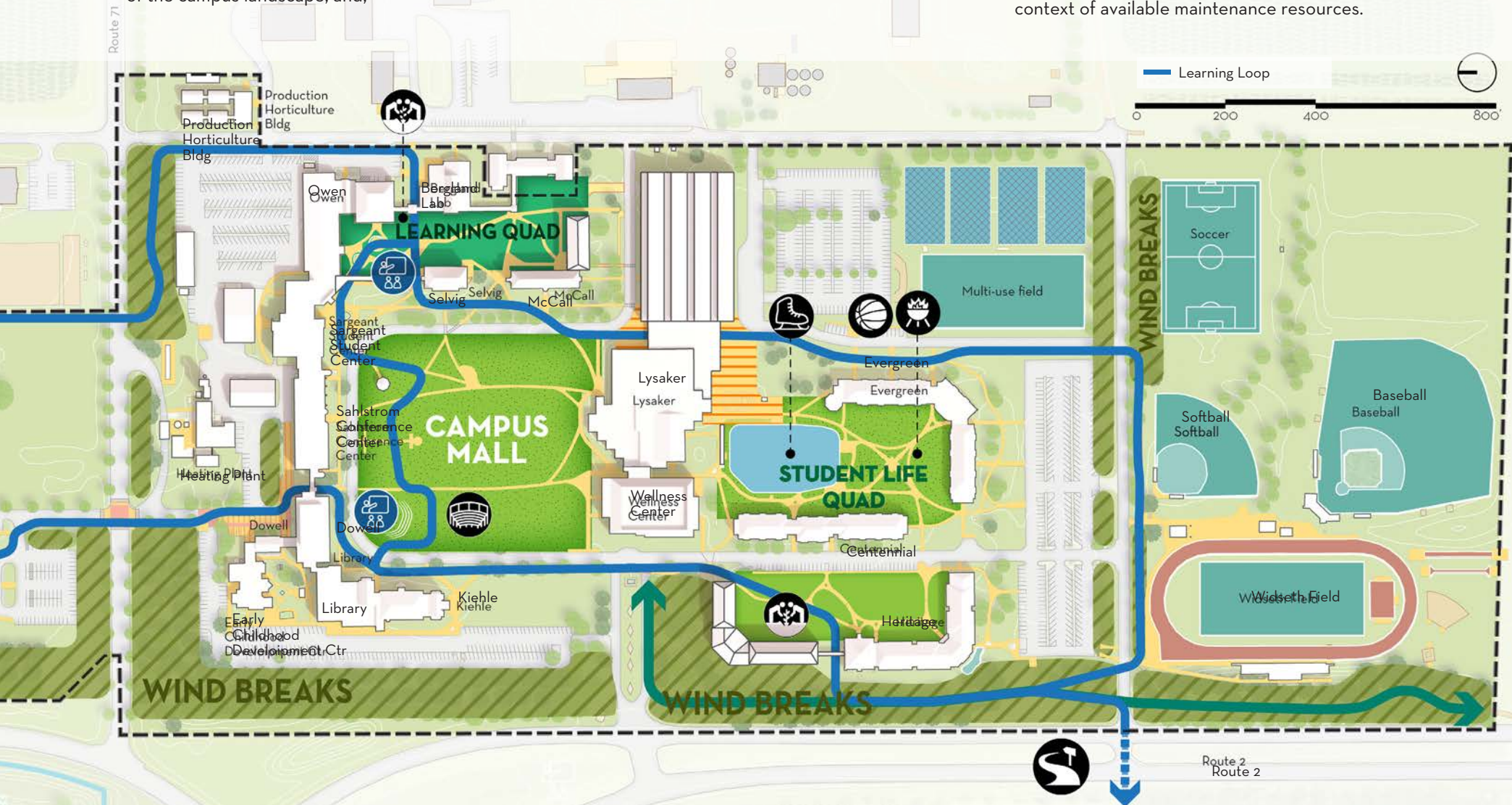
- mitigate the predominant winter winds;
- reduce air infiltration on campus buildings;
- enhance biodiversity;
- improve the aesthetic qualities and visual interest of the campus landscape; and,

- contribute to the carbon sequestration potential of the campus.

Any work done on windbreaks or the learning loop need to account for potential future renovation or expansion of UTOC.

Enhance Biodiversity

There are numerous opportunities throughout campus to increase ecological value through the landscape. These include increasing native planting, expanding the use of bee lawns, and enhancing the form and function of the pond in the northeast. Any future improvements need to be considered in the context of available maintenance resources.



Mobility

The mobility recommendations provides an integrated system of interior and exterior pedestrian pathways, bike routes, vehicular circulation, and parking facilities across the campus.

Pedestrian Network

Pedestrian links across the campus include the interconnected interior routes that link many of the campus buildings. This interconnectivity is an important consideration, especially in the winter months. The existing routes are maintained in the Campus Plan and modified as needed in response to changes in building layout. Notably, a new interior route is proposed to connect Owen and Selvig if Hill Hall is decommissioned and removed. This new route is also considered as a part of a broader landscape strategy for the context where new outdoor learning environments are proposed.

New and enhanced external pedestrian routes are proposed as follows:

- Dowell to UTOC - an enhanced pathway featuring new paving, lighting, tree planting and traffic calming. More than 150 students in the Animal and Equine Science programs use this route multiple times a week. Traffic calming and safety measures for County Highway 71 will make this crossing safer for pedestrians and drivers.
- Student Life Quad - new pathways and connections designed to enhance the quad following the potential demolition of Skyberg Hall.
- Learning Loop - as part of the campus perimeter windbreak system, a new Learning Loop walking trail is proposed with the goal of enhancing campus recreation, connecting programmatic activities and connecting to the trail network of Crookston.

Bicycle Network

Cycling opportunities are somewhat limited in Crookston given the low density of bicycle facilities as well as weather conditions. Campus biking conditions will be improved by linking the terminus of the City's paved bike path at University Ave and South Road to the heart of campus. The goal is to improve connectivity for those who commute or run errands by bicycle and cycle for recreation and fitness.

Vehicular Network

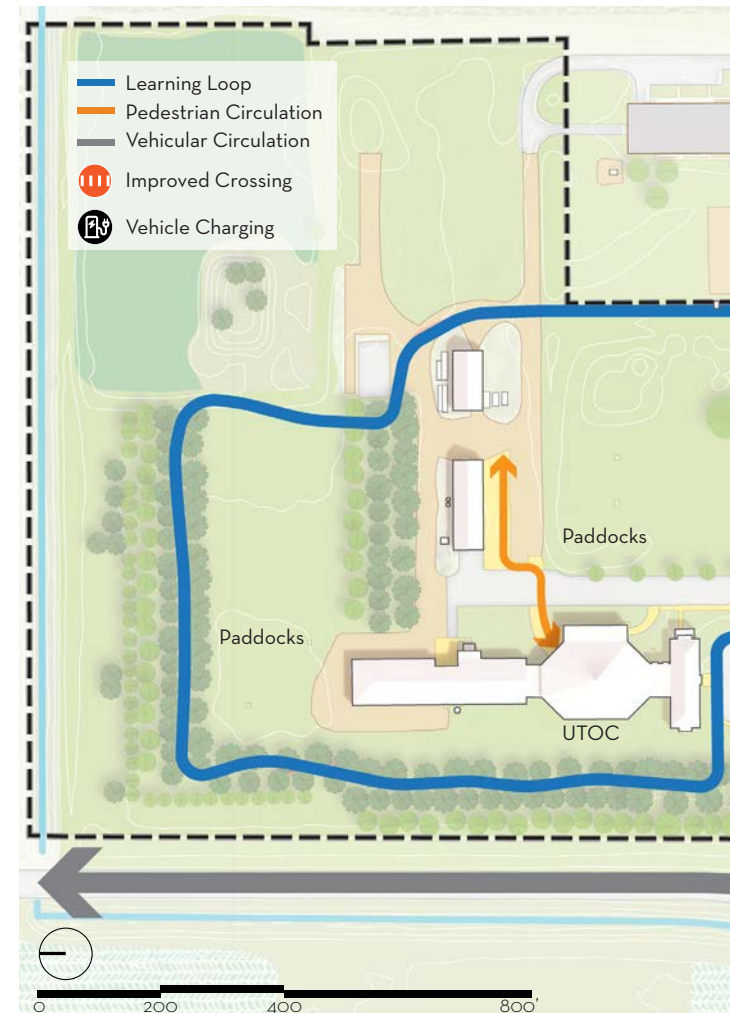
The existing vehicular network of the campus is generally maintained in the Campus Plan. A few modifications are recommended in response to the field house proposed on the parking lot east of Lysaker Gym (Lot C). Specifically, a new north-south road will create a vehicular gateway to this facility from South Road. A combination of existing parking lot related roads (Lots C, D and E) and a new roadway segment connecting to South Road form this new gateway road.

Vehicular Gateways

The Campus Plan calls for the enhancement of two major visitor gateways to the campus.

Main Gateway

The main campus gateway linking University Avenue and the Campus Mall is maintained and enhanced in the Campus Plan by means of new planting and the long term possibility of an additional residential facility north of Heritage Hall. This gateway continues to serve as the entrance to campus notably for visitors traveling to the Kiehle Auditorium and other buildings surrounding the Mall.



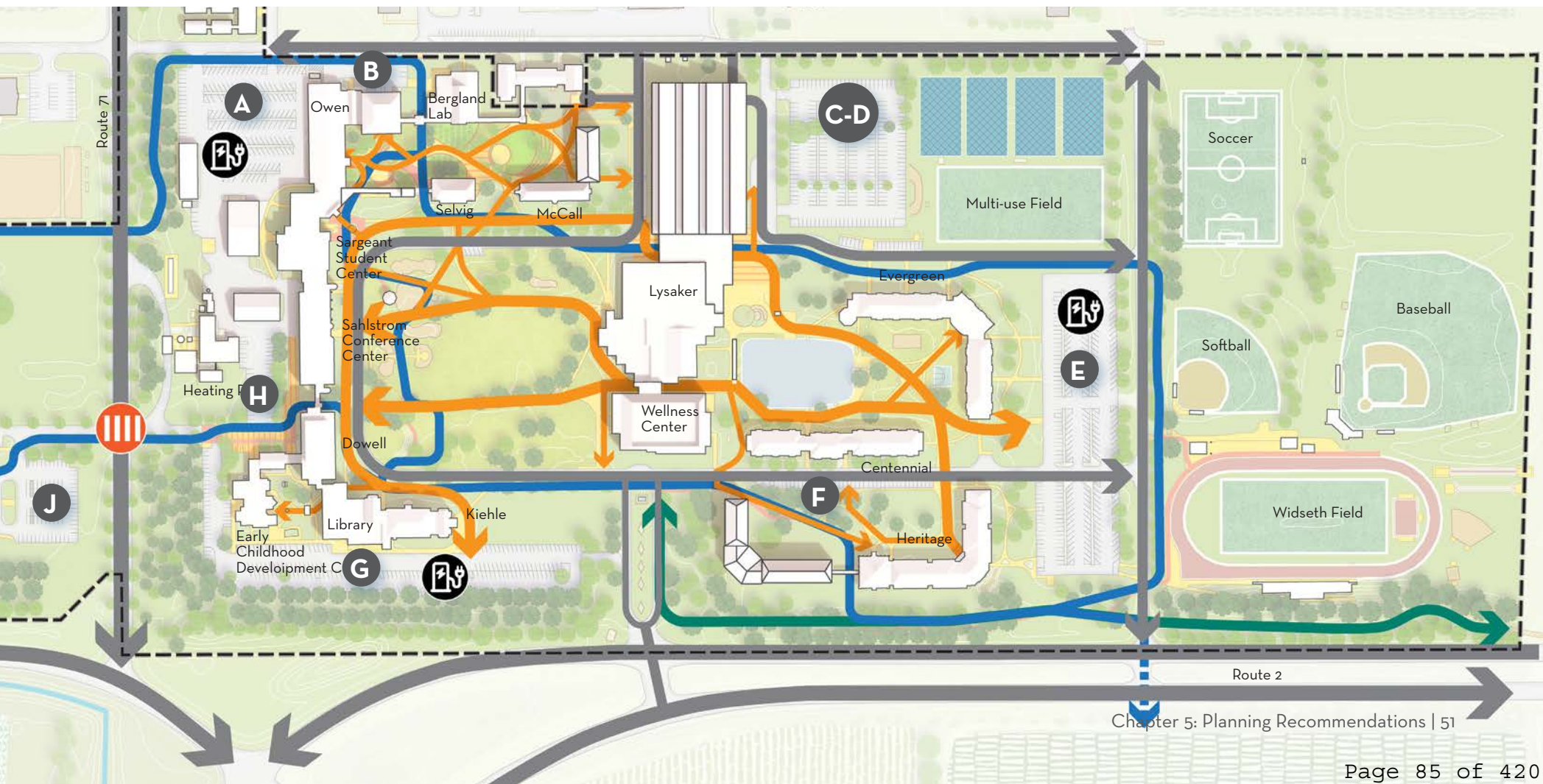
Parking

Parking is distributed around the perimeter of the campus in close proximity to campus facilities and outdoor field spaces. Changes to existing parking are limited to the area around the proposed field house which will be constructed on Lot C. To replace this parking and provide spaces for events in the new facility as well as the existing Sports Center, Lot D should be expanded to 241 spaces. Lot G charging would likely serve visitors and employees, whereas Lot E would be better suited to students, particularly residential students.

While a more detailed study is required, electric vehicle charging will likely be located in lots A, G, and E. Lot A would serve as an electric vehicle charging hub for University fleet vehicles. This may include upgrading existing vehicle storage facilities. A partnership with NWROC for shared charging capabilities should be explored. Lot G charging would likely serve visitors and employees, whereas Lot E would be better suited to students, particularly residential students.

Lot	Parking Spots	'23-'24 Permits
Total	1,030	790
A	125	N/A
B	25	N/A
C-D (proposed)	241	N/A

Lot	Parking Spots	'23-'24 Permits
E	186	40
F	40	34
G	297	N/A
H	44	N/A
J	68	N/A



Athletics

The athletics recommendations provide an integrated approach to interior and exterior athletic facilities designed to support UMN Crookston's existing and potential programs. Particular emphasis is placed on interior facilities given the challenges of using exterior facilities during the winter months and early spring, most notably for baseball, softball, and track and field. New athletics facilities proposed in the Campus Plan include the following.

Re-envision the athletic fields.

The Campus Plan calls for the renovation of the track around Widseth Field and restoration of the field itself to serve as a flexible space for practice and recreation. The fields and facilities to the east will be improved to support soccer, softball, baseball, and other outdoor field sports. An updated north-south pedestrian route is proposed between Widseth and the baseball and softball fields to improve accessibility to these facilities and to improve the fan experience.

Expand the gym complex.

An addition to the southeast corner of the Lysaker Gym will create additional team locker rooms, coaches offices, restrooms, and concession space. These new spaces are intended to address current needs for ongoing programs and to provide amenities for the visitor experience. Currently, restroom and concession areas are inadequately sized for the number of people attending sporting events.

The proposed addition will also create a new entry from the southern entrance in close proximity to visitor parking areas. Structural improvements and upgrades to the south side of Lysaker Gym are part of the addition. Should a larger field house be

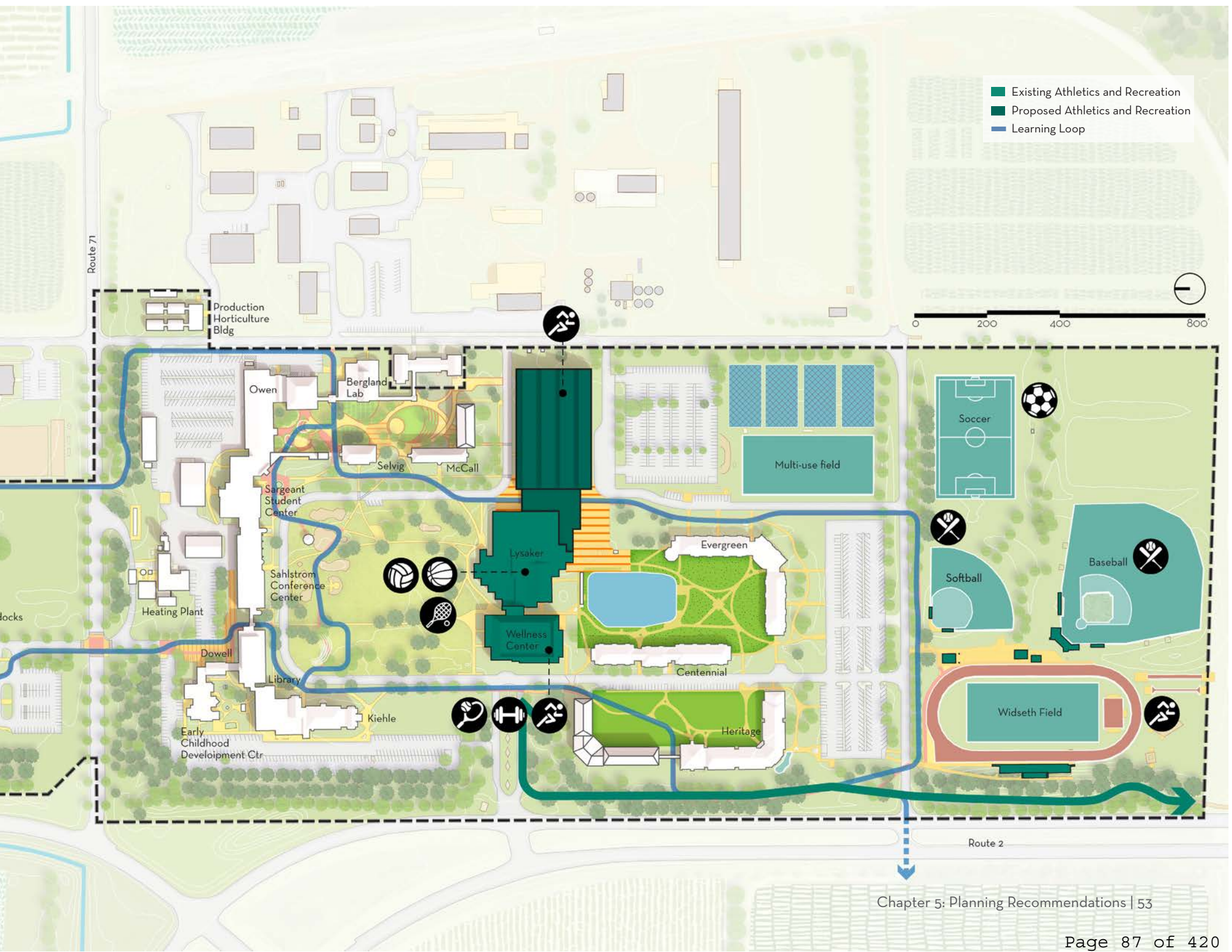
constructed in the future, this expansion will create a connection between the two.

Create an indoor field house.

A field house to the east of the existing Sports Center on parking Lot C will support athletic programs in the winter and early spring conditions that limit outdoor sports. The 64,000-square-foot field house will be a highly flexible facility that can accommodate a range of existing and potential athletic programs including space for multi-sport practice, a track, and tennis courts.

A poured synthetic surface can accommodate baseball, softball, track and field, and tennis training needs. Batting and throwing cages can be suspended from above and tennis nets can be removed as needed. This highly flexible facility can be used for a variety of sports, as well as for occasional large events such as convocation or a banquet.





- Existing Athletics and Recreation
- Proposed Athletics and Recreation
- Learning Loop

0 200 400 800'

Decarbonization & Resilience Framework

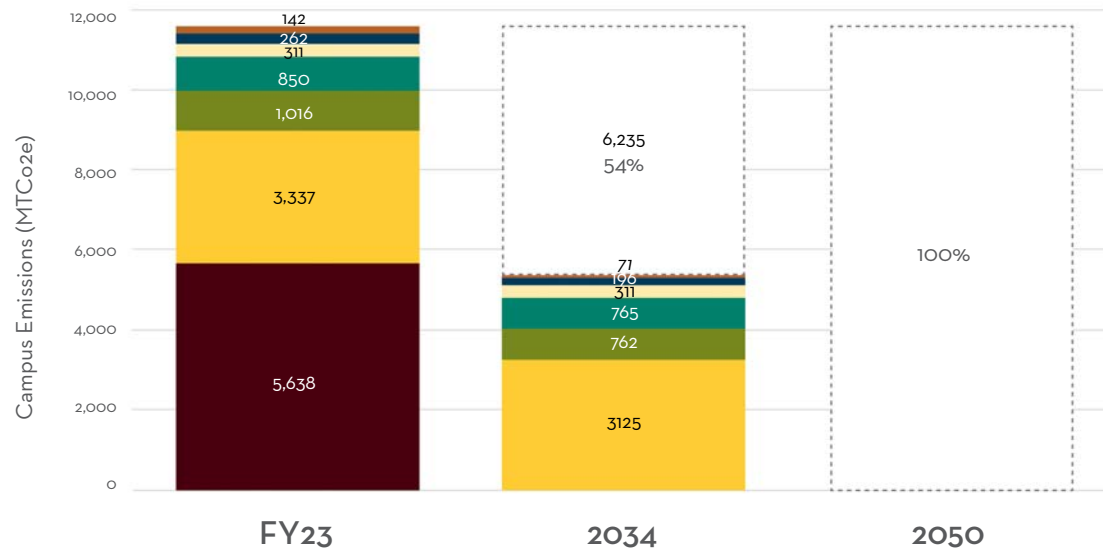
Additional details on the decarbonization and resilience strategies recommended for UMN Crookston can be found in the Climate Action Plan. The following provides a high level summary and examples most relevant to the Campus Plan.

Next Generation Heating and Energy Systems

The Campus and Climate Action Plans assume that UMN Crookston’s electric utility will meet state requirements to provide 100% clean electricity by 2040. With this assumption, UMN Crookston will have a clean energy source for heating campus. Currently, the campus is primarily heated through a steam distribution network, or district, fueled by a coal power plant. The plant is in poor condition and is need of upgrades. To transition to a next generation heating system, UMN Crookston will update to a electric boiler and thermal energy storage unit to fuel the steam district system. Buildings that are heated independently will continue to do so and will leverage technologies such as air-source heat pumps, electric boilers and/ or ground source heat pumps. The Campus Plan also calls for install up to one megawatt of solar on campus to stay within the electric utility’s allowable net metering threshold. Renewable energy generation that exceeds this threshold is possible and therefore multiple sites have been identified as potential solar locations.

Building Energy Demand

Every building on campus represents an opportunity to pursue energy conservation measures. Buildings undergoing upgrades and major renovations will be candidates for greater demand reductions, but all buildings will receive

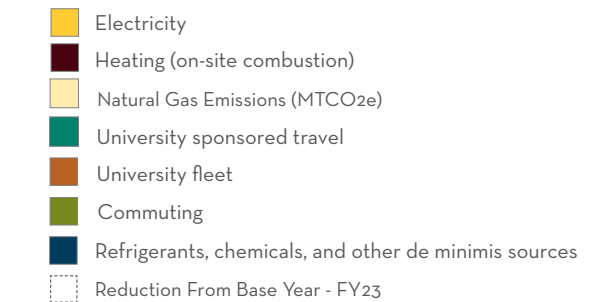


UMC CAP calls for a 54% reduction in emissions by 2034 compared to the 2023 baseline on the path to carbon neutrality by 2050.

a limited level of intervention. New buildings and large renovations will be designed to meet or exceed a net zero operating target as defined by the Minnesota Buildings, Benchmarks, and Beyond (B3) Guidelines and Sustainable Building 2030 Energy Standards (SB2030). To reach this target, the constructed buildings will be highly energy efficient and will source renewable energy on campus.

Sustainable Transportation Options

UMN Crookston will complete an electric vehicle charging assessment in partnership with NWROC to support electrification of both fleets to battery electric (BEV) and plug-in hybrid vehicles (PHEV). Based on this assessment, UMN Crookston will consider the need for a buildout of a new or renovated storage garage or charging hub to support electrification of the fleet.



Given the campus’s geographic location and climate, driving is predicted to remain a consistent way that students, visitors, and employees come to campus. UMN Crookston can encourage drivers to adopt electric vehicles through investing in charging hubs on campus for different users. The extension and improvements of bike trails to and through campus may also attract more walkers and cyclists. Other opportunities exist related to partnerships with the Tri-Valley Heartland Express, carpooling, and education as detailed in the CAP.

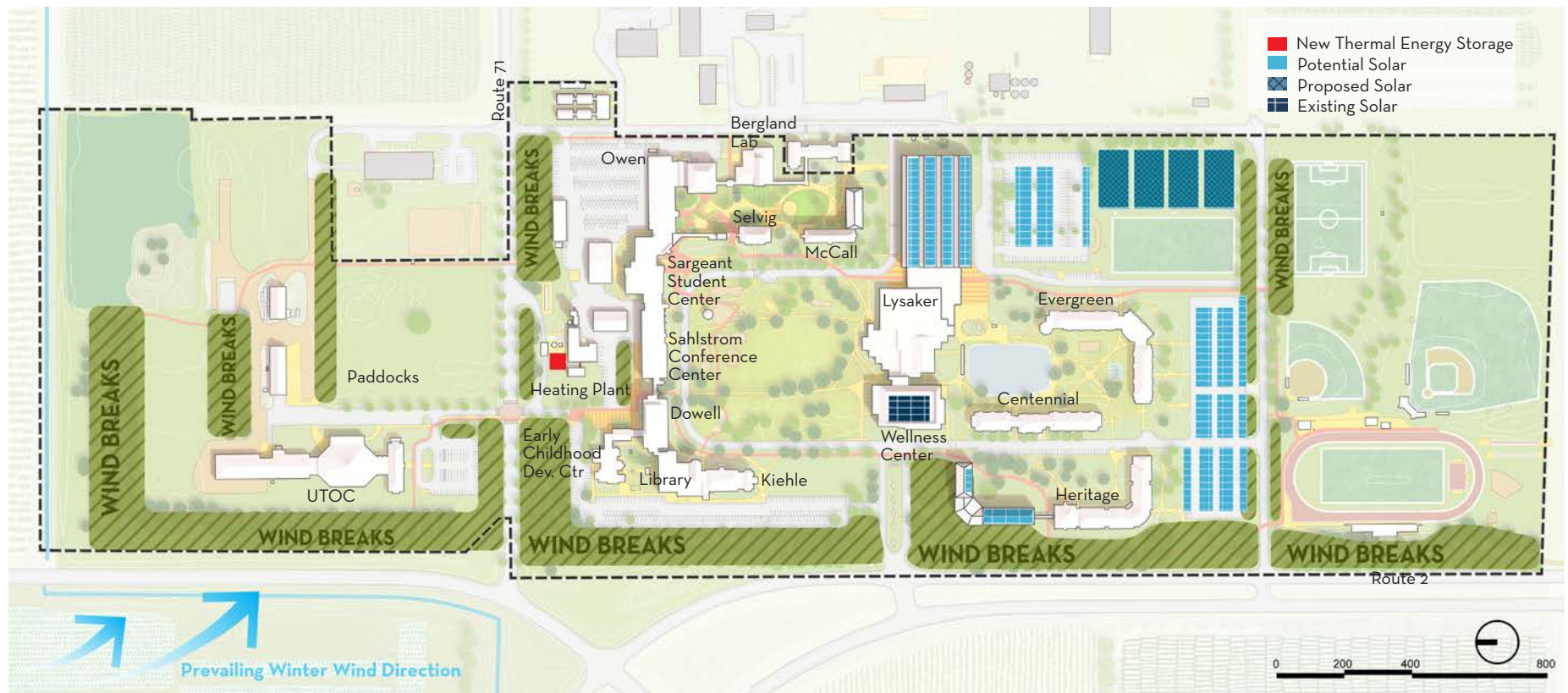
Campus Resiliency Strategies

Climate change doesn't stop at the border of campus. Partnerships with local and regional stakeholders will advance adaptation and resiliency efforts across the community, environment, and infrastructure systems. The following recommendations from the UMN Crookston Climate Action Plan should be considered as physical improvements are made in alignment with the Campus Plan:

- Identify and provide for the needs of the populations most vulnerable to climate change risks.

- Identify campus location to expand food pantry and free store.
- Plant climate adaptive trees.
- Design stormwater management capacity for future needs.
- Reduce water consumption on campus.
- Reduce the volume of waste generated on campus.
- Incorporate climate projections into design of campus buildings and infrastructure.
- Plan for grid capacity and conditions in partnership with the electric utility.
- Establish back-up energy sources serving critical functions as the priority.
- Install air conditioning systems in buildings that are regularly used in the summer months.

Decarbonization & Resilience Framework







Implementation 6

Near-Term Horizon (0-10 years)

The near-term recommendations prioritize changes that support teaching, learning, working, and playing at UMN Crookston.

Academic & Administration

- Support modern pedagogies by conducting major and minor renovations in targeted buildings.
- Conduct a space needs analysis to right-size campus. Hill Hall may be a likely option for decommissioning.

Landscape

- Plant robust, biodiverse, and climate resilient wind breaks.
- Create the Learning Loop around campus.

Athletics

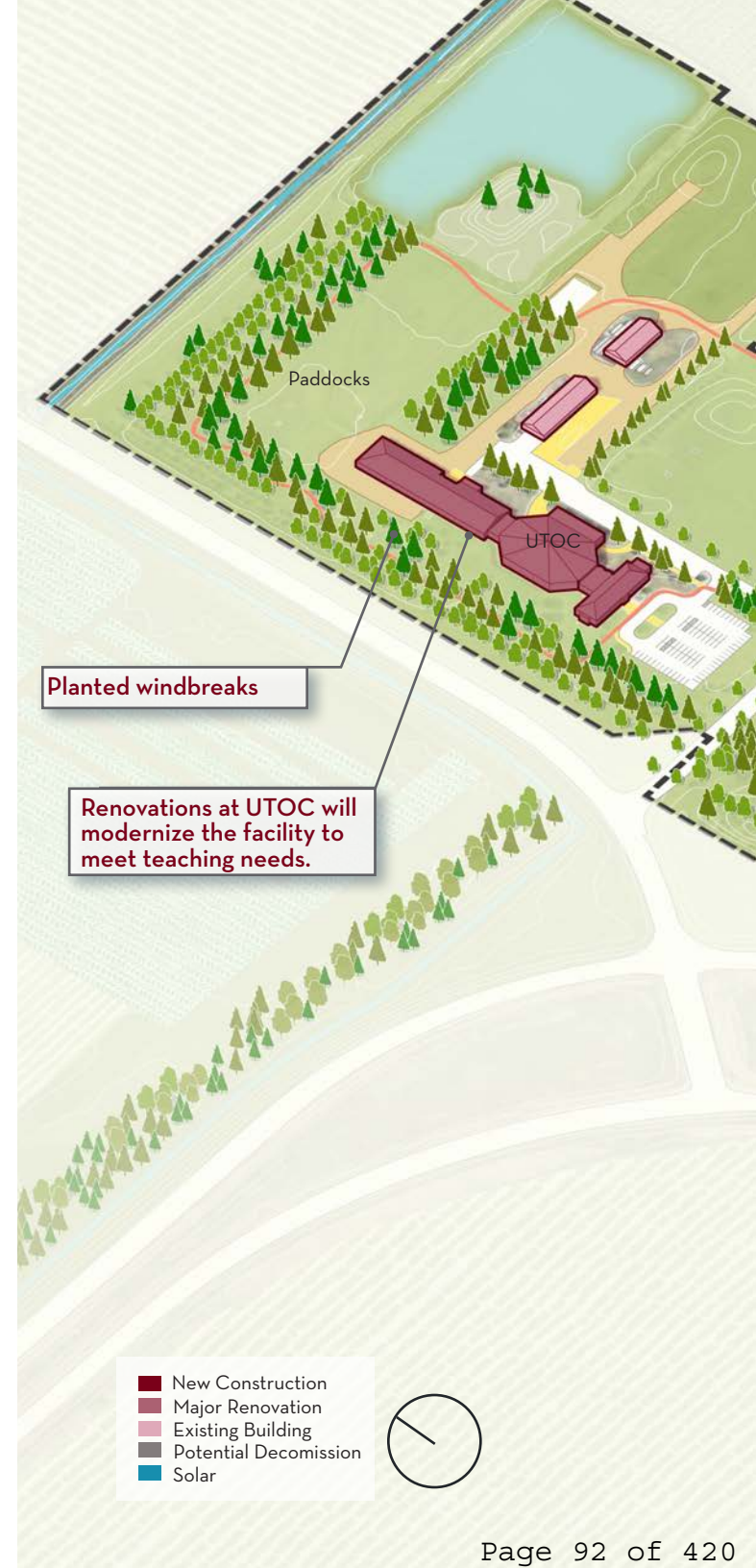
- Renovate Wideth Field and the track, and improve adjacent athletic support facilities.
- Build an addition in the southeast corner of the Lysaker Gym to add athletic support and team/visitor space, as well as fix structural issues.

Housing

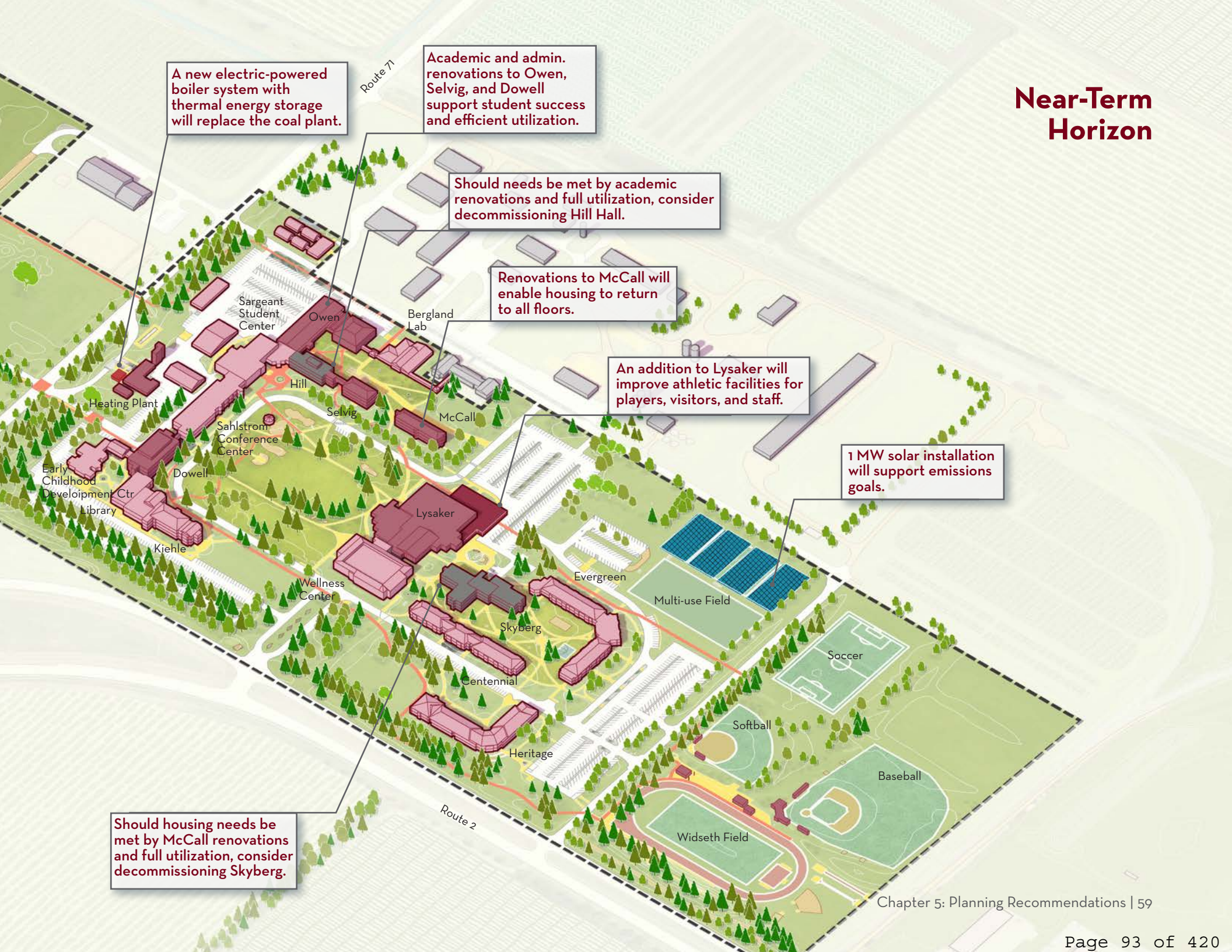
- Renovate McCall to create housing on the upper floors.
- Assess future housing demand; consider decommissioning Skyberg.

Decarbonization

- Complete energy savings measures throughout campus (e.g. LED lighting, building controls, retrocommissioning).
- Construct a new electric-powered steam plant with thermal energy storage.
- Add a ground-mount solar array up to 1 megawatt.
- Install electric vehicle charging hubs for a variety of users.



Near-Term Horizon



A new electric-powered boiler system with thermal energy storage will replace the coal plant.

Academic and admin. renovations to Owen, Selvig, and Dowell support student success and efficient utilization.

Should needs be met by academic renovations and full utilization, consider decommissioning Hill Hall.

Renovations to McCall will enable housing to return to all floors.

An addition to Lysaker will improve athletic facilities for players, visitors, and staff.

1 MW solar installation will support emissions goals.

Should housing needs be met by McCall renovations and full utilization, consider decommissioning Skyberg.

Long-Term Horizon (10-30 years)

The long-term recommendations prioritize changes that support teaching, learning, working, and playing at UMN Crookston.

Academic & Administration

- Based on the space needs analysis, align programs in appropriate buildings to support efficient utilization and smart collaboration.
- Decommission Hill Hall if needs are met elsewhere through renovation.
- Continue minor and major renovations as determined by the space needs analysis and future conditions.

Landscape

- Create a new Learning Quad.
- Create a new four-season Student Life Quad.

Athletics

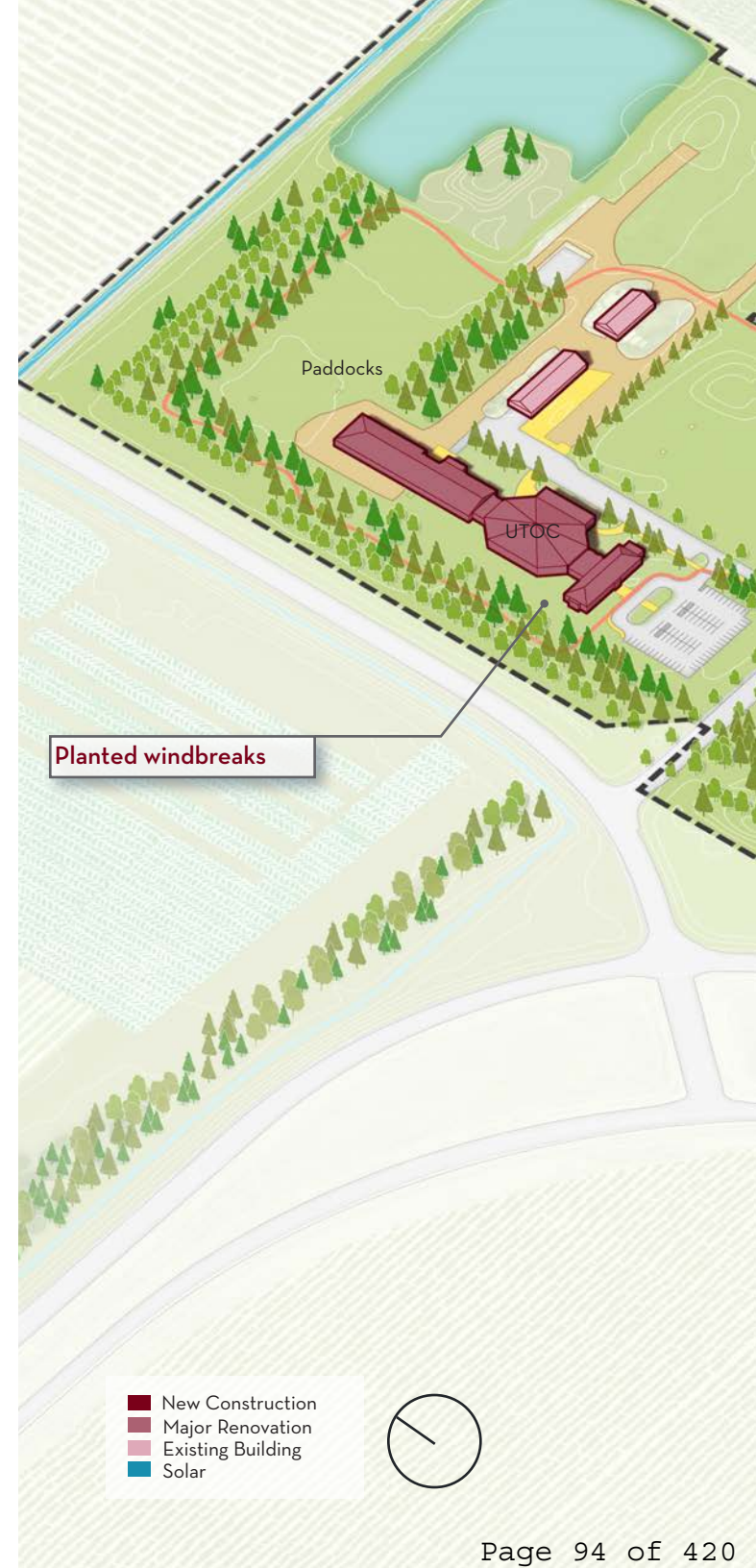
- Construct a new multi-sport field house to support winter athletics.

Housing

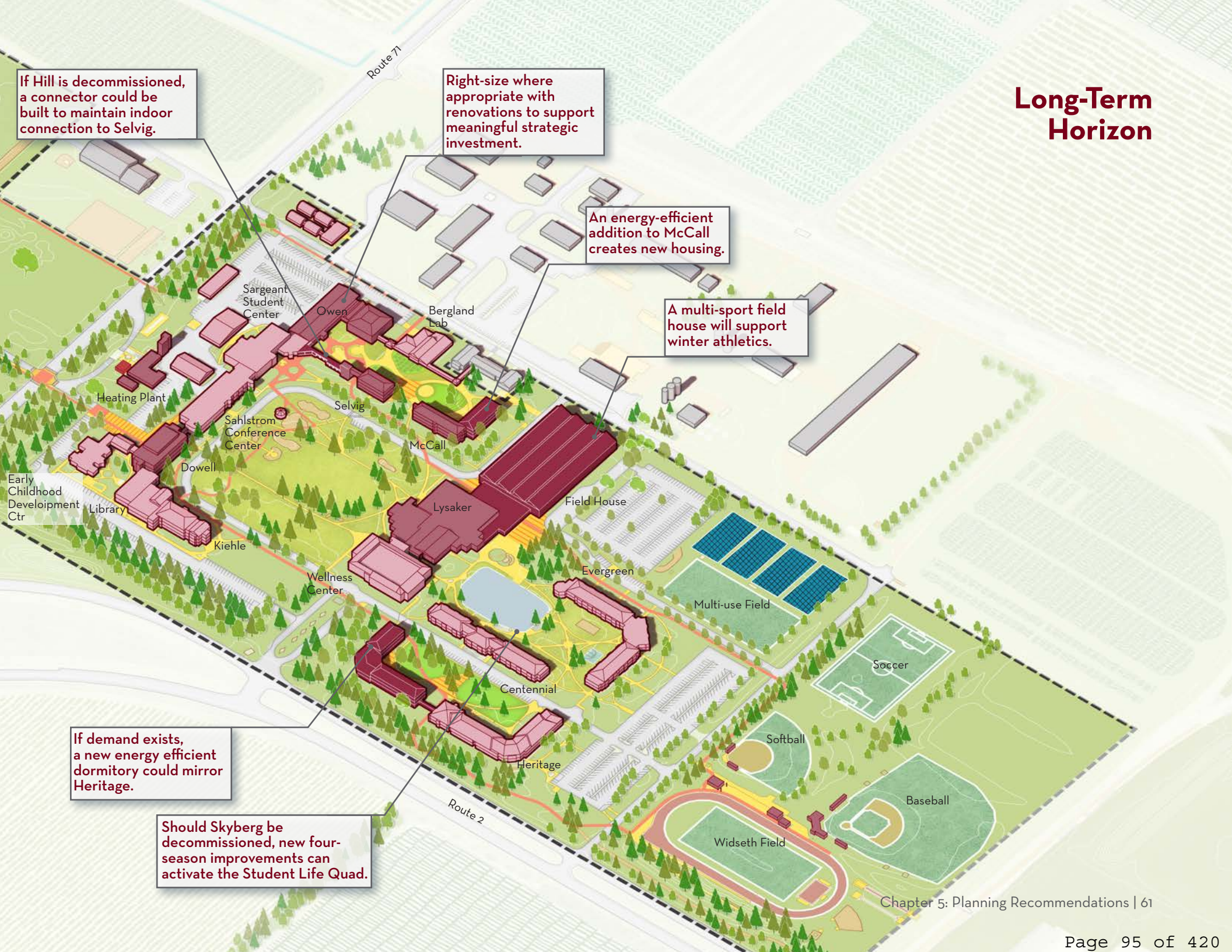
- Add a wing to McCall Hall.
- Build new energy efficient housing that mirrors Heritage Hall as needed to match demand.

Decarbonization

- Transition buildings independent from the district steam system to an energy efficient and decarbonized solution.
- Continue to implement energy savings measures and electric vehicle charging support across campus.



Long-Term Horizon



If Hill is decommissioned, a connector could be built to maintain indoor connection to Selvig.

Right-size where appropriate with renovations to support meaningful strategic investment.

An energy-efficient addition to McCall creates new housing.

A multi-sport field house will support winter athletics.

If demand exists, a new energy efficient dormitory could mirror Heritage.

Should Skyberg be decommissioned, new four-season improvements can activate the Student Life Quad.

Implementation

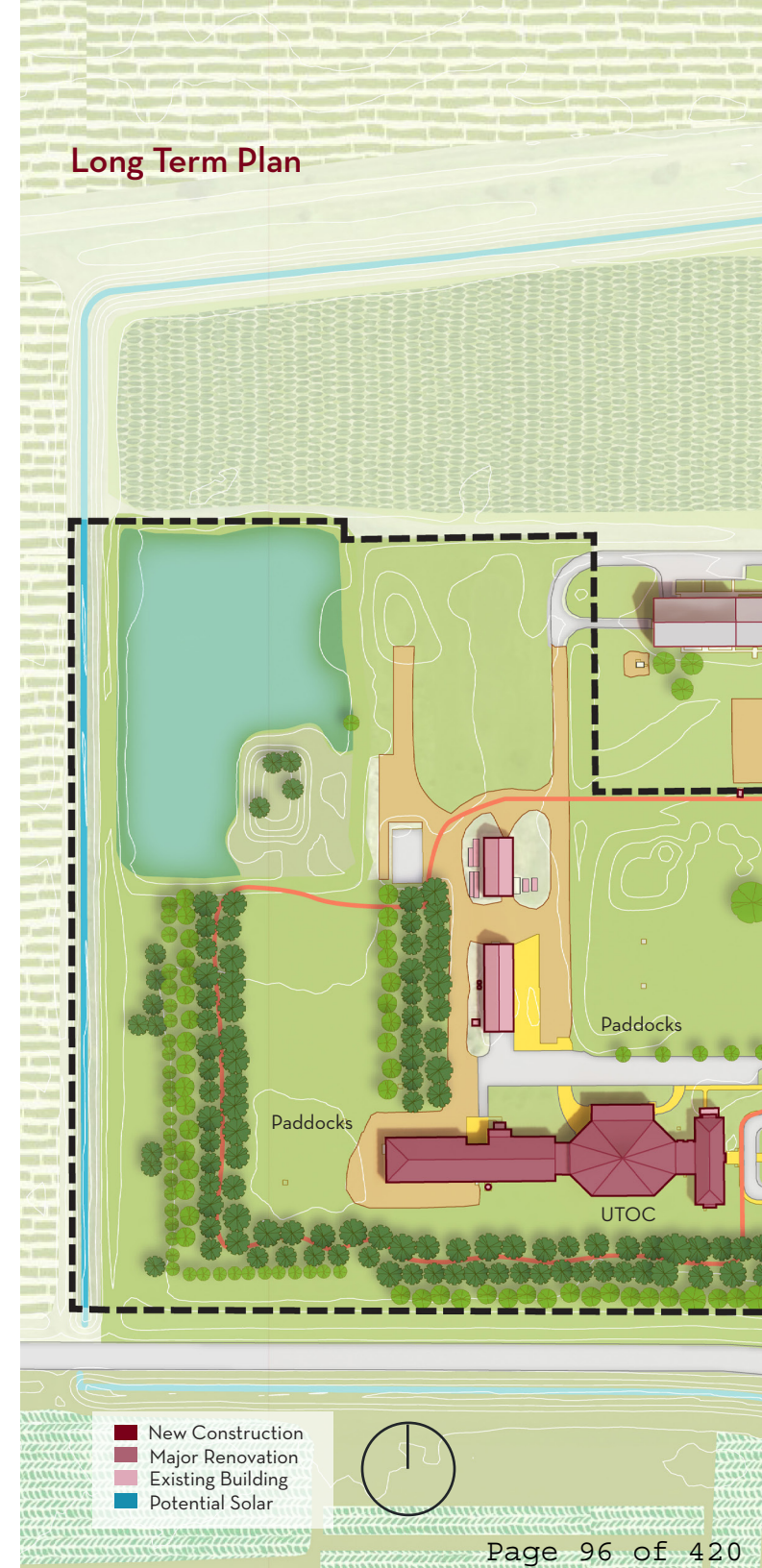
The Campus Plan provides a framework to guide investment in facilities in response to enrollment and UMN Crookston's mission. Given the uncertainty of future enrollment, the Big Ideas and recommendations provide flexibility while ensuring alignment with University priorities.

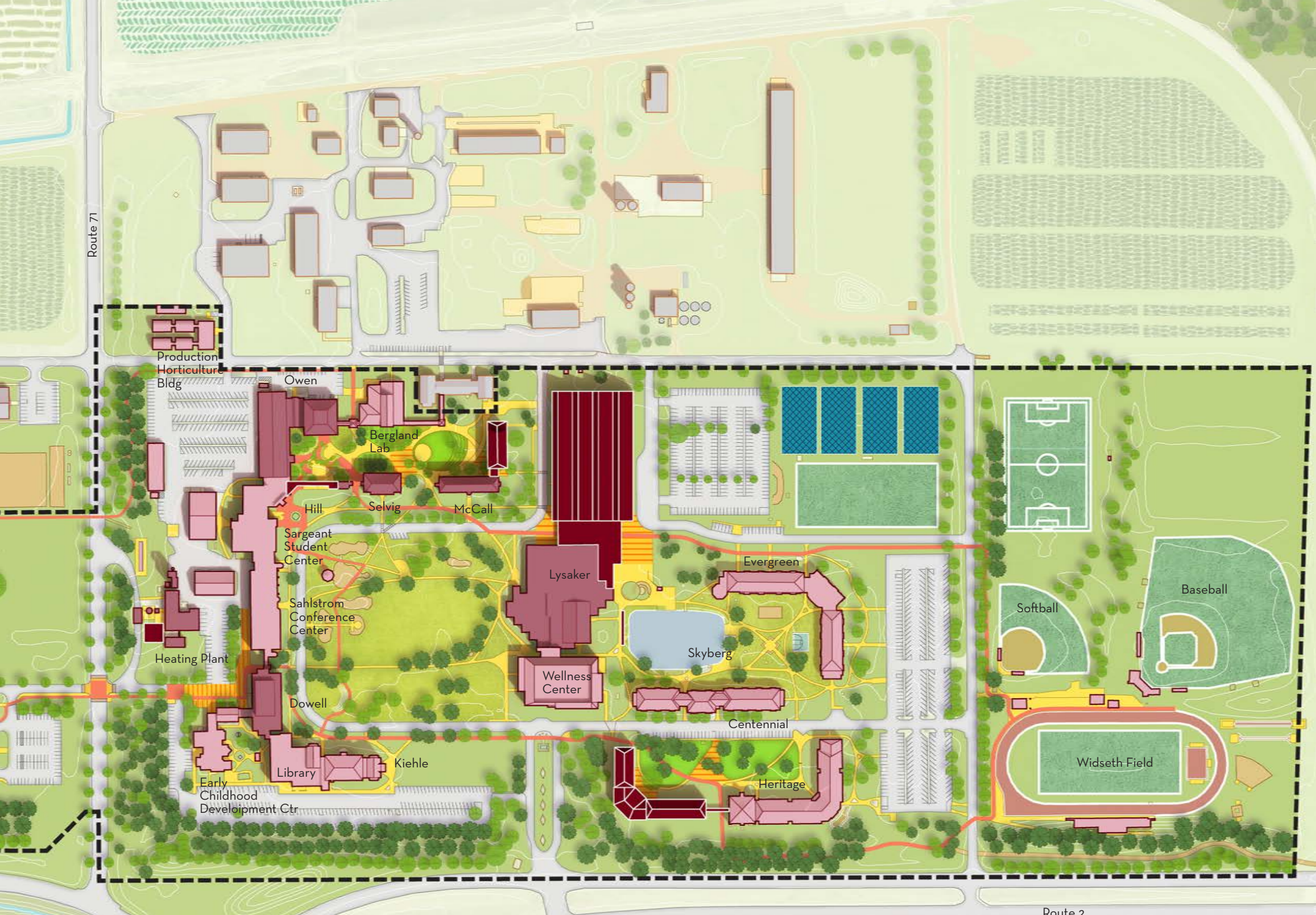
Campus plans are guides to support strategic decision based on the mission-driven needs of the University and specific campus. All of the investments noted in this document will require further exploration and review. Some of the recommendations are small in scale, others are transformative and can only be achieved through a series of incremental steps. Still others depend on the involvement of other parties to move forward, such as potential housing on the campus.

The plan does not define details for specific capital and facility projects, either in their physical form or in cost. Future project development will get underway when funding is secured and provide better knowledge of the scope and timeline for these proposals. A number of additional planning efforts are expected to follow after the Campus Plan is approved, noted here:

- Windbreak Revitalization Plan
- Cultural Resources Inventory: The University will compile an inventory of eligible historic resources consistent with State requirements. This effort will inform an understanding of how to maintain the integrity of key resources while meeting University needs for teaching, research and outreach, maintenance and operations requirements as well as universal accessibility (ADA).
- Energy Master Plan

Long Term Plan





Route 71

Production Horticulture Bldg

Owen

Bergland Lab

Hill

Selvig

McCall

Sargeant Student Center

Sahlstrom Conference Center

Heating Plant

Lysaker

Evergreen

Skyberg

Wellness Center

Softball

Baseball

Dowell

Centennial

Early Childhood Development Ctr

Library

Kiehle

Heritage

Widseth Field

Route 2





Acknowledgements

7

Acknowledgments

Chancellor

Mary Holz-Clause, Ph.D.

Advisory Committee

The Advisory Committee met frequently throughout the planning process. Their time, perspectives, and expertise were incredibly valuable.

Jacob Bell, Faculty - Humanities, Liberal Arts, Education

Sydney Campbell, Student Representative

Katy Chapman, Faculty, Sustainability Director

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Brooke Novak, Student Affairs

Hannah Rovegno, Student Representative

Louis Siegel, Student Representative

Sharon Stewart, Faculty - Math, Science, Technology

Chris Winjum, Assistant to the Chancellor

Campus Leadership

In addition to those who served on the Advisory Committee, the following members of the Senior Leadership Team contributed valuable experience and expertise.

Brandy Chaffee, Director of Alumni and Donor Relations

Sue Erickson, Director of Institutional Engagement and Interim Director of Admissions

Lynsey Huseh, Director of Strategic Marketing and Communications

Rosemary Johnsen, Vice Chancellor for Academic and Student Affairs

Tony Kern, Associate Vice Chancellor of Agriculture & Natural Resources and Math, Science & Technology

Tricia Sanders, Director of Finance

Dale Scully, Associate Vice Chancellor for Student Affairs

Jess Bengston, Communication Specialist

Focus Groups and Additional Stakeholders

Many members of the UMN Crookston community participated through focus groups, stakeholder meetings, and workshops and their insights helped shape both the Campus Plan and Climate Action Plan..

Focus Groups

- Athletics
- Academic Spaces and Online Education
- Residence and Student Life
- Community
- Energy and Decarbonization Technical Advisory Committee
- Alumni and Development
- Mobility and Transit

Stakeholders

Crookston Students for Sustainable Development

Empower Crookston

Empowering Small Minnesota Communities

UMN Northwest Research and Outreach Center (NWROC)

UMN Extension - Northwest Regional Sustainable Development Partnership

Crookston Campus Community

Thank you to the many UMN Crookston students, faculty, and staff who shared their perspectives online and in conversations with the planning team.



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This publication/material is available in alternative formats upon request. Direct requests to Monique MacKenzie, Planning Director, Planning, Space, and Real Estate (planning@umn.edu, 612-626-6429).

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UNIVERSITY OF MINNESOTA

**University of Minnesota Crookston
Climate Action Plan**

Fall 2024

Presented to the Regents of the University of Minnesota

DATE TBD

Approved by President Rebecca Cunningham

DATE TBD

The University of Minnesota Crookston's Land Acknowledgment

This is to be read in its entirety to honor past, present, and future contributions of Indigenous people.

We acknowledge that we gather as the University of Minnesota Crookston on the traditional land and water of the Anishinaabe and Dakota people, past and present, and we honor with gratitude the land itself and the people who have served as caretakers of Mother Earth throughout the generations.

We acknowledge the genocide and systems of oppression that have deprived Indigenous people of their lands and we honor and respect the diverse and beautiful peoples still connected to this land. We recognize the many contributions Native nations have made as the spiritual and physical caretakers of this land. We acknowledge the histories and cultural traditions that make this ceded and treaty lands special, and celebrate the talents and gifts of Indigenous populations of our region.

With this land acknowledgment we affirm the inherent sovereignty of Native nations. We strive to hold our university accountable to Indigenous peoples and pledge to support and advocate for their welfare. The University of Minnesota Crookston stands with the community members of Native nations and commits to building relationships with the American Indian communities through partnerships, academic pursuits, historical recognitions, and recruitment efforts to further our commitment to promoting diversity, and to create an equitable and inclusive future for this region.

Adopted March 2023 by the University of Minnesota Crookston
<https://crk.umn.edu/land-acknowledgment>

Contents

	Executive Summary	4
1	Introduction	10
2	Carbon Mitigation	16
3	Climate Adaptation	30
4	Implementation Support	34
5	Acknowledgments	38
6	Appendices	42





Executive Summary

Executive Summary

Climate change is one of the greatest challenges of the 21st century and impacts people, communities, and ecosystems—both locally and globally. The University of Minnesota Crookston Climate Action Plan (2024 UMC CAP) is a road map to address climate change through strategic mitigation and adaptation in alignment with the campus mission, goals and objectives. The 2024 UMC CAP charts the course to reduce campus greenhouse gas (GHG) emissions by 54% by 2034 compared to 2023 levels and achieve carbon neutrality by 2050.

The 2024 UMC CAP was developed in tandem with the 2024 UMC Campus Plan to address intrinsically linked strategic goals stated in MPact 2025 Systemwide Strategic Plan. Together, the 2024 UMC CAP and the 2024 UMC Campus Plan advance MPact 2025's commitments to build a fully sustainable future and to develop a comprehensive long-range capital facilities and landholding strategy.

Greenhouse Gas Reduction Targets

The University of Minnesota's commitment to achieving carbon neutrality by 2050 or sooner was made in 2008 when the University joined the American College and University Presidents' Climate Commitment (ACUPCC), now known as the Second Nature Carbon Commitment. This plan has reduction targets for 2034 and 2050, and primarily focuses on reducing GHG emissions from the largest sources: the fuels and technologies used for generating campus heating, cooling, electricity, and transportation. To eliminate these emissions, the campus will undertake the following initiatives:

1. Accelerate the path to realizing a campus culture of sustainability through education, research, and campus operational policies.
2. Continue to update GHG emission protocols and adapt to changing regulations, technologies, and markets.
3. Leverage carbon offsets for emission categories outside of the University's direct control and after other options have been exhausted.

54% GHG Emissions Reduction by 2034



Install solar on campus and eliminate fossil fuel usage for heating, while the electric utility progresses on providing carbon-free electricity.



Reduce energy demand by installing conservation measures across campus.



Encourage commuters to carpool and work with partners to expand sustainable transportation options, such as transit and electric vehicle charging.



Establish a charging hub and transition vehicles and equipment to electric or lower-carbon options for campus operations.

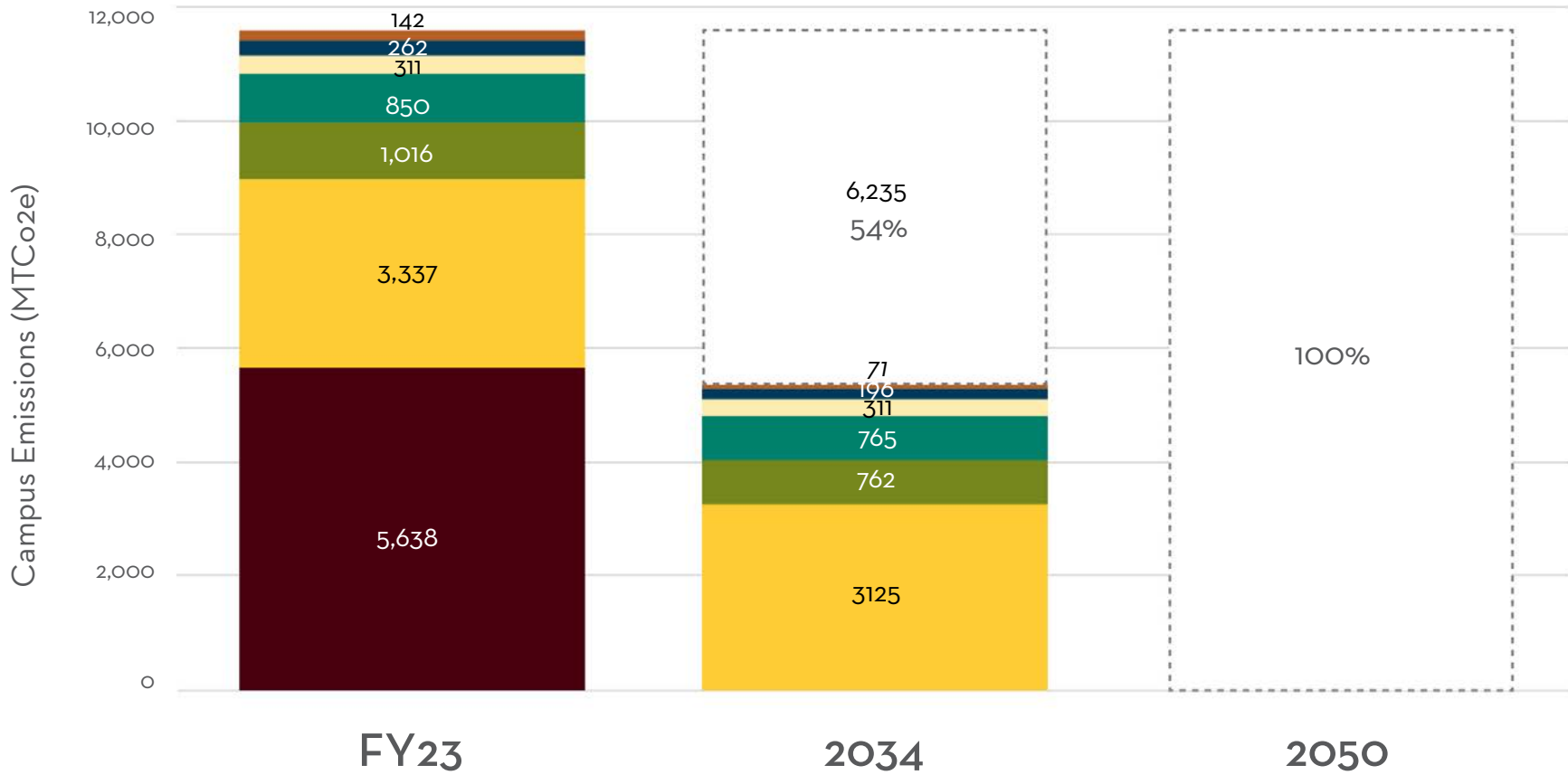


Create a systemwide mission-driven carbon offsets program for University sponsored travel.

Emissions Reduction Strategies 2034-2050

- Utility meets the state regulation to provide 100% carbon-free electricity
- Make sustainable commuting the easy choice
- All-electric campus vehicle and equipment fleet
- Purchase carbon offsets and flights using sustainable aviation fuel

Near- and Long-Term Emissions Reduction Goals

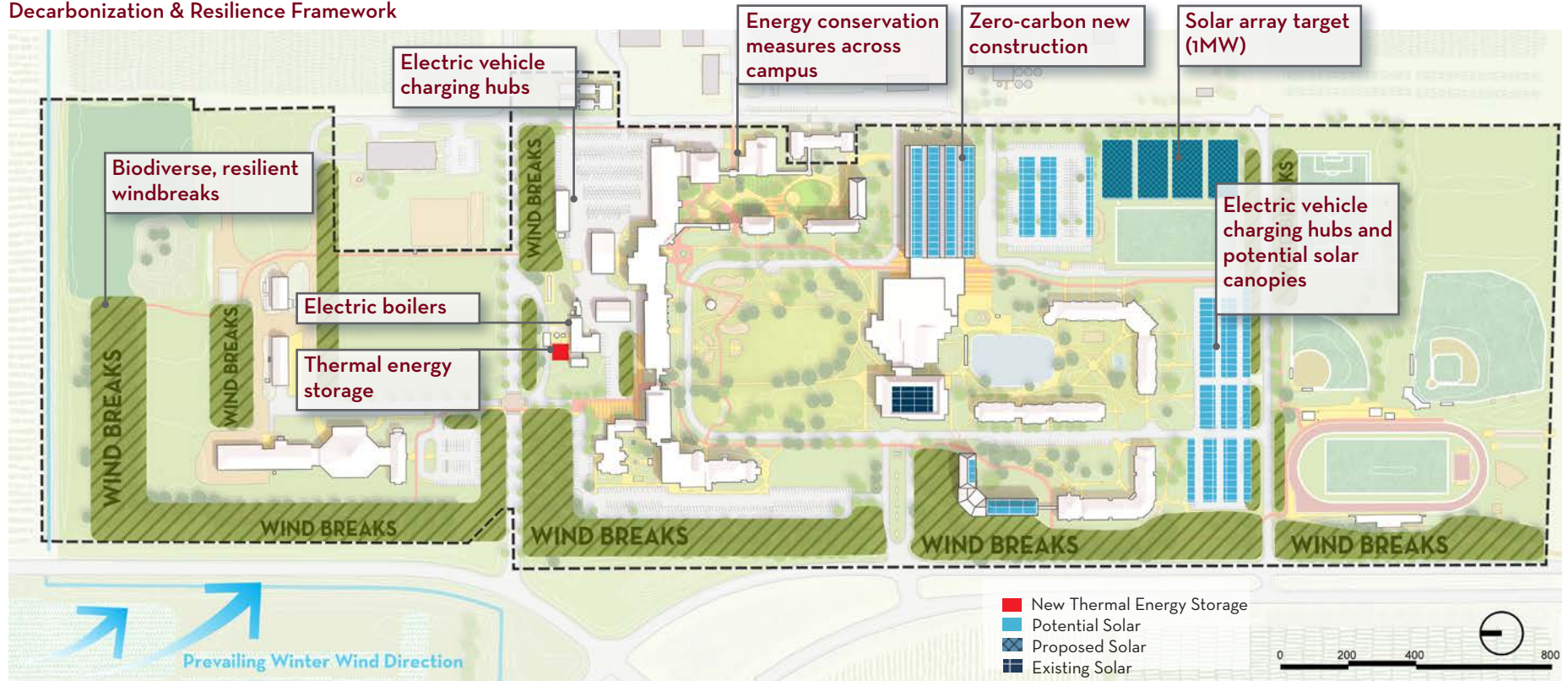


- Electricity Emissions
- Coal Emissions
- Natural Gas Emissions
- University Sponsored Travel Emissions
- Fleet Emissions
- Commuting Emissions
- Refrigerants, Chemicals and Other De Minimis Sources
- Reduction From Base Year - FY23

MCTCO_{2e} refers to metric tons of carbon dioxide equivalent. The unit "CO_{2e}" represents an amount of a GHG whose atmospheric impact has been standardized to that of one unit mass of carbon dioxide (CO₂), based on the global warming potential (GWP) of the gas.

Greenhouse gas emissions (GHG) and **carbon** are often used interchangeably, but they are different. GHG emissions are the gasses released into the atmosphere that contribute heat (the GHG effect and global warming). Carbon emissions are a significant contributor to GHGs. Other contributing gasses are methane, nitrous oxide, and fluorinated gasses.

Decarbonization & Resilience Framework



Decarbonization & Resilience Strategies on Campus

Detailed strategies to support emissions reduction and resilience on campus are included in Chapters 2 and 3. Highlights of the plan are illustrated above, and include:

- on-site solar energy,
- electric boilers,
- thermal energy storage,
- biodiverse wind breaks; and,
- energy conservation measures in all buildings.



Above: UMC's hands-on learning approach often brings students, like this biology course, outside into the field.

Climate Change Projections for Polk County

Climate modeling for the next thirty years for Northwest Minnesota shows fewer days below freezing and more days above 90°F. Average annual precipitation in Northwest Minnesota is projected to remain relatively constant or slightly increase, which is similar to the statewide projections. What is expected to shift is the timing and intensity of precipitation with wetter springs, drier summers, heavier rain events, and longer dry spells without measurable rainfall.¹ The 2024 UMC CAP identifies the following adaptation and resiliency measures to respond to the projected change in climate:

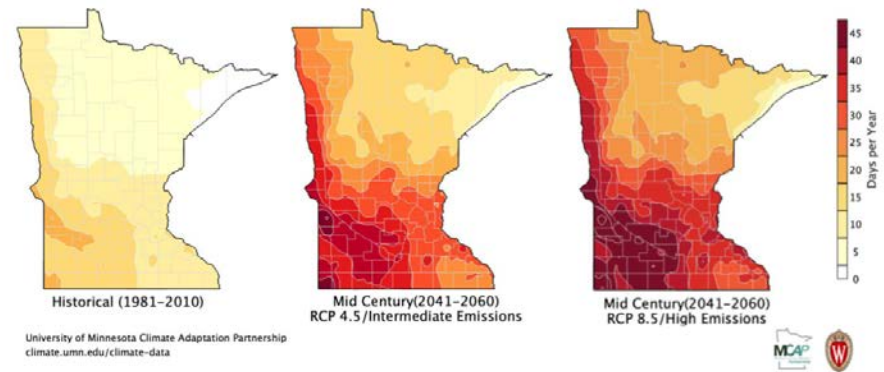
Adaptation Measures

Community

- Educate the community about climate change and climate risks.
- Encourage and incentivize faculty members to research that addresses climate change solutions specific to Northwest Minnesota.
- Identify and provide for the needs of the populations most vulnerable to climate change risks.
- Ensure that the campus community is appropriately informed of available physical and mental health care.
- Address campus resilience in campus safety and emergency management plans, including offering shelter to the larger Crookston community.
- Prioritize field projects that serve environmental justice neighborhoods and communities.
- Identify campus location to expand food pantry and free store

Figure 2: Average Number of Days Per Year When the Daily High Exceeds 90°F.

Source: University of Minnesota Climate Action Partnership. (2023b.). As modified from University of Wisconsin Probabilistic Downscaling v2.0. | David Lorenz and the Nelson Institute Center for Climatic Research. <https://climate.umn.edu/our-changing-climate/extreme-events>



Environment

- Plant climate adaptive trees and plant materials.
- Design stormwater management capacity for future needs.
- Reduce water consumption on campus.
- Reduce the volume of waste generated on campus through strategies for smart procurement, recycling and composting.

Infrastructure

- Incorporate climate projections into design of campus buildings and infrastructure.
- Partner within the region to increase use and access of public transportation in general and to provide for the campus commuting needs.
- Develop an understanding of and plan for grid capacity and conditions in partnership with the electric utility.
- Be energy efficient in building design and operation.
- Establish back-up energy sources serving critical functions as the priority.
- Install air conditioning systems in buildings that are regularly used in the summer months.

Implementation Partnership

During the planning process, common themes and cross-cutting initiatives emerged as critical components to achieving mitigation and adaptation goals and strategies of UMC’s Climate Action Plan. The cross-cutting initiatives highlight how cultural, structural, and systemic changes will be necessary to go beyond the current status quo or business as usual.

UMC and the UMN’s Systemwide Office of Sustainability will partner to prioritize immediate term actions, build a culture of sustainability, increase capacity on campus, coordinate partnerships and develop financial strategies to advance implementation. Implementation will also be advanced through University leadership efforts, such as securing funding for capital and operational investments identified in the plan.

¹ <https://climate.umn.edu/climate-change-northwest-minnesota>





Introduction 1

Campus and Climate Action at University of Minnesota Crookston

A Systems Approach

The University of Minnesota System is developing an integrated set of campus and climate action plans (CCAPs) to align the future of each campus with systemwide goals. The coordinated plans will ensure alignment between physical place-based changes and climate action commitments at all campuses. The purpose of each set of plans is to develop consensus around a shared vision for the future of the campus, and to identify actionable steps for supporting its mission and goals.

Each campus of the University of Minnesota System plays a pivotal role in fulfilling the mission of the University; advancing learning, research, and outreach throughout Minnesota. Each has its own unique identity, valued by students, faculty, staff, and the surrounding community. This integrated planning effort provides each campus with a framework for future decision-making and implementation to support each individual institution's needs while advancing goals identified in the systemwide strategic plan, MPact 2025.

Planning Process

The University of Minnesota Crookston's coordinated Campus and Climate Action Plans articulate a vision and key recommendations that support the campus' mission and achieve systemwide climate action goals over the near- and long-term: ten years and thirty years, respectively. The plans work in tandem to achieve their goals. For more information about the planning process, please refer to the Campus Plan.

Plan Drivers

The systemwide strategic plan, MPact 2025, is a planning resource common to all of the UMN System campuses, and outlines a vision for the future of the University as a whole. Additional drivers which inform each campus plan include campus-level strategic plans, preceding planning studies, community stakeholder input, and the unique set of conditions at each campus. The key drivers that inform the 2024 UMC Campus Plan are described in this section.

Systemwide Strategic Plan: MPact 2025

The 2024 UMC Campus Plan and the UMC Climate Action Plan advance the systemwide strategic plan, MPact 2025, through developing a comprehensive long-range capital facilities and landholding strategy to drive strategic growth. (Commitment 5, Action Items 5.3) and developing a climate action plan to contribute to building a fully sustainable future (Commitment 2, Action Items 3.2). Many of the recommendations in both plans embody other commitments outlined in the MPACT 2025 plan, such as the following:

Student Success

Students are more likely to succeed when campus programming improves their personal resiliency through enhancing access to basic needs. Employers also increasingly expect graduates to be well-versed in emerging trends and technologies, including sustainability and climate action. Students gain these skills when a campus culture of sustainability is evident throughout teaching, research and campus life experiences.

Discovery, Innovation, & Impact

The 2024 UMC CAP prioritizes strategies and technologies that can serve as a model, such as the installation of electric boilers and thermal energy storage. Partnerships with faculty, extension and regional partners will help research, trial, and disseminate information about climate change solutions specific to Northwest Minnesota.

MNtersections

The ambition of this plan demonstrates state and worldwide leadership in sustainability through establishing a pathway to carbon neutrality and commitment to climate resiliency as a place-based institution.

Community & Belonging

The UMC campus has focused on developing a culture of sustainability in alignment with the United Nations Sustainable Development Goals (SDGs) that is further supported through the CAP. SDGs incorporate values of equity, diversity, and inclusion.

Fiscal Stewardship

The CCAPs provide near-term and long-term strategies for optimizing building usage and energy efficiency that have both fiscal and sustainability benefits. University resource strengths and constraints were considered in the selection of strategies to reach carbon neutrality.

Board of Regents Systemwide Planning Principles

The Board of Regents established campus planning principles (2021) that ensure the effectiveness of campus plans and which are used by the Regents in review and approval of campus plans. The principles establish a sustainable vision of how the physical setting of each campus will embody its distinctive history, mission, and future:

- Create an inclusive and welcoming experience for the increasingly diverse range of people who come to campus.
- Optimize existing physical assets to facilitate flexible and innovative solutions toward an enduring future.
- Consider the cost of attendance, investment, and operations when planning for each campus' future.
- Integrate each campus' master plan with the Systemwide Strategic Plan. Ensure an inclusive, accountable, and forward-looking process for developing and implementing the Campus Plan.²

² The full text is available at <https://regents.umn.edu/february-2021-board-regents-meeting>

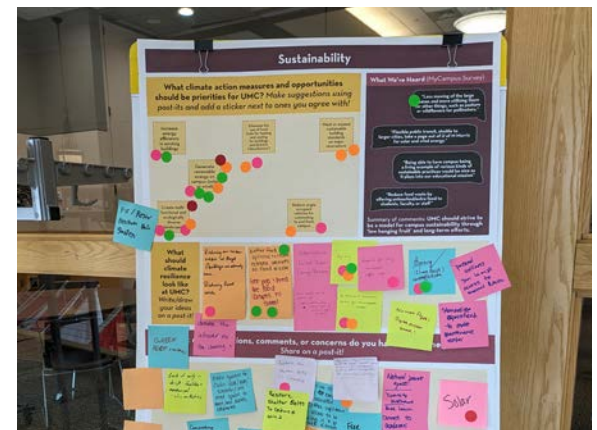
Campus Community Input

The 2024 UMC Campus and Climate Action Plans were developed through a rich engagement process that solicited regular input from an advisory committee, faculty, staff, and students through interviews, open houses, and map-based data collection activities. The engagement process focused discussion on a ten-year and long-term horizon. Updates to the plans will occur approximately every ten years to describe and provide for shifting needs and priorities for the UMC campus.

An advisory committee comprising student representatives, faculty, and staff convened on a regular basis with the planning team to review the planning scope, to advise on engagement and communications plans, to discuss findings, and to comment on draft recommendations. Committee members also attended on-campus engagement events to help the planning team gather feedback from the campus community.

The CAP convened an energy decarbonization technical advisory group comprised of systemwide and campus sustainability staff, Crookston campus facilities management, and technical experts from the UMN energy management team to brainstorm, prioritize, vet, and select preferred pathways to carbon neutrality for campus heating and electricity.

Right: Students, staff, and faculty joined various open houses and focus groups to share their perspective on the plan direction and draft materials.



UMC Mission, Vision, and Values

The mission, vision, and value statements were endorsed by the Crookston Campus Assembly on March 21, 2024.

Mission

The University of Minnesota Crookston delivers educational programs that build upon a broad academic foundation, combine theory and practice in a technologically rich environment. We prepare students for career success, advanced study, and engaged citizenship in a diverse world. We integrate teaching and learning, research and scholarly work, and outreach and engagement to serve the public good.

Vision

Envision a University of Minnesota Crookston that fulfills a modern land grant mission by ensuring we are passionate about learning and discovery to serve the public good. We will achieve this vision by:

- Creating and being leaders who are ethical and innovative, culturally and globally competent, and committed to engagement in their communities.
- Connecting all students – on campus and online – to each other, the campus, faculty, staff, alumni, and community.
- Conducting research and scholarly work that enhance learning and benefit the region and beyond.
- Cultivating a spirit of U of M Crookston Golden Eagle pride.



Values

- **Student Success:** Realizing individual potential through intentional investment in students using high impact practices.
- **Diversity:** Embracing the richness and value of individual differences, identities, ideas, beliefs, cultures, and communities.
- **Leadership:** Fostering a culture of collaborative leadership at all levels embodying integrity, honesty, fairness, and respect.
- **Community:** Building engaged relationships for the benefit of all.
- **Innovation:** Promoting discovery and problem solving through creative and critical thinking, research, and scholarly work.
- **Sustainability:** Balancing the environmental, economic, and societal needs of the present while safeguarding a vibrant future.
- **Quality:** Using evidence, data, and best practices to improve academic programs, student support and services, and business and operational processes.

Working Towards Environmental Justice

Black, Indigenous and other people of color (BIPOC) disproportionately and low income communities bear the burdens of environmental pollution and climate change. The CAP will lead to reducing carbon emissions and other air pollutants that negatively impact human and environmental health in census tracts identified as environmental justice areas of concern by the Minnesota Pollution Control Agency, including the agency's recognition that much of the City of Crookston is categorized as a low income census track. While the 2024 UMC CAP's implementation is important, much work remains to be done. As such, environmental justice is an enduring University concern.

Climate and Sustainability Commitments

Sustainability and climate action is integral to the University of Minnesota's mission. Institutionally, this work is founded on the Board of Regents Sustainability and Energy Efficiency Policy from 2004. The University also signed the American College and University Presidents' Climate Commitment (ACUPCC), now known as the Second Nature Carbon Commitment, in 2008 to achieve carbon neutrality by 2050 or sooner. More recently the University renewed sustainability as a priority as articulated in MPact 2025 through the "Build a Fully Sustainable Future" commitment.

Climate Action Precedents

This plan is an update to the Action Plan for Climate Neutrality and Sustainability at the U of M, Crookston (2010).³ The 2010 plan, developed with active participation by faculty, students, and staff, called for carbon neutrality by 2030. Although the campus will not reach this target, important steps have been taken. Actions to date include:

Strategies Implemented Since 2010 to Continue

- Installed LED lights in several campus buildings.
- Installed solar array on the Wellness Center; completed feasibility study to decarbonize the heating system.
- Installed an electric vehicle charger on campus.
- Promoted plant-based and low-impact food choices in the dining hall.
- Established campus waste diversion programs through selected composting, reuse, and recycling initiatives.
- Encouraged and cataloged research across the Sustainable Development Goals and recognized as a top performer in this area.

³ <https://crk.umn.edu/sites/crk.umn.edu/files/2022-03/u-of-m-crookston-climate-neutrality-and-sustainability-action-plan.pdf>

- Engaged the campus community through a variety of events, communications, internships, and the establishment of a Green Office program.
- Offered on-campus and online course offerings and created an online sustainability minor.

New and Enhanced Strategies to Implement

- Invest comprehensively in energy conservation.
- Expand bus service, encourage carpooling and transition a cleaner fleet.
- Develop a better understanding of the opportunities and benefits of increasing the purchase of food from local sources.
- Expand campus waste diversion.
- Expand faculty and student research related to sustainability and climate change.
- Regularly communicate sustainability progress within the University and to external audiences.
- Expand the forum that engages the campus community with sustainability experts outside of the University system.
- Integrate sustainability into campus policy, plans, and procedures.

Climate Change in Minnesota

Climate modeling shows that Minnesota will experience warmer and wetter spring and winter seasons, annual increase in average temperatures, more extreme storms with intense flooding, alterations to ecosystems, destruction or accelerated deterioration of property, new and exaggerated challenges to public health and reduced agricultural yield.⁴ In Northwest Minnesota, the average annual temperature is projected to increase by 4.0-4.7°F, and the average annual precipitation is projected to increase up to 1 inch by mid-century, depending on the emissions scenario.⁵ For more information on climate change projections, see Chapter 3.

⁴ <https://climate.umn.edu/>

⁵ <https://climate.umn.edu/climate-change-northwest-minnesota>

Minnesota Executive Order 19-37 created the state's Climate Change Subcabinet and Governor's Advisory Council on Climate Change, charging them with the responsibility to coordinate state efforts to mitigate climate change and advance resiliency. The Subcabinet and Advisory Council led the creation of the Minnesota Climate Framework. The Framework sets a vision to address and prepare for climate change and meet the state's carbon neutrality by 2050 commitment.⁶

Planning Principles

These principles reflect the University of Minnesota Crookston's values and contributions of the campus community during the planning process. They are intended to guide investment in the campus over the near- and long-term. In alignment with systemwide goals, they will be used as tools to maintain a growing, thriving campus.

- Optimize campus assets in the service of broader efforts, such as implementing the climate action plan, responding to changing pedagogy, and improving the student experience.
- Celebrate the unique place and culture of UMC by fostering an environment that supports interaction and inclusion, connections to the land, and changing technology.
- Invest in campus facilities responsibly to allow the campus community to flourish and serve as a resource to the region.
- Respect current campus organization and use while responding to evolving physical needs.
- Take advantage of opportunities to develop partnerships within and outside of the UMC community to provide mutual benefits.

⁶ <https://climate.state.mn.us/minnesotas-climate-action-framework>





Carbon Mitigation 2

Categorizing UMC Greenhouse Gas Emissions

UMC first reported campus GHG emissions in 2009 and started reporting annually in 2018. Emissions have remained relatively constant during this term. Year-to-year differences can be attributed to seasonal weather extremes, changes in accounting methodology, on-campus population changes, and the consistency of data quality. With the issuance of this plan, UMC renews its commitment to accurate and complete annual accounting of campus GHG emissions relating to:

Scope 1 - Emissions from sources controlled or owned by an organization

- Heating
- Fleet
- Fugitive (refrigerants, chemicals, animals, fertilizers, other de minimis sources)

Scope 2 - Emissions from the purchase of energy

- Purchased electricity

Scope 3 - Emissions associated with assets that are not owned or controlled by the reporting entity

- Commuting
- University sponsored travel

In the future, the University will evaluate if additional data can be collected across more categories of emissions to expand its climate action focus.

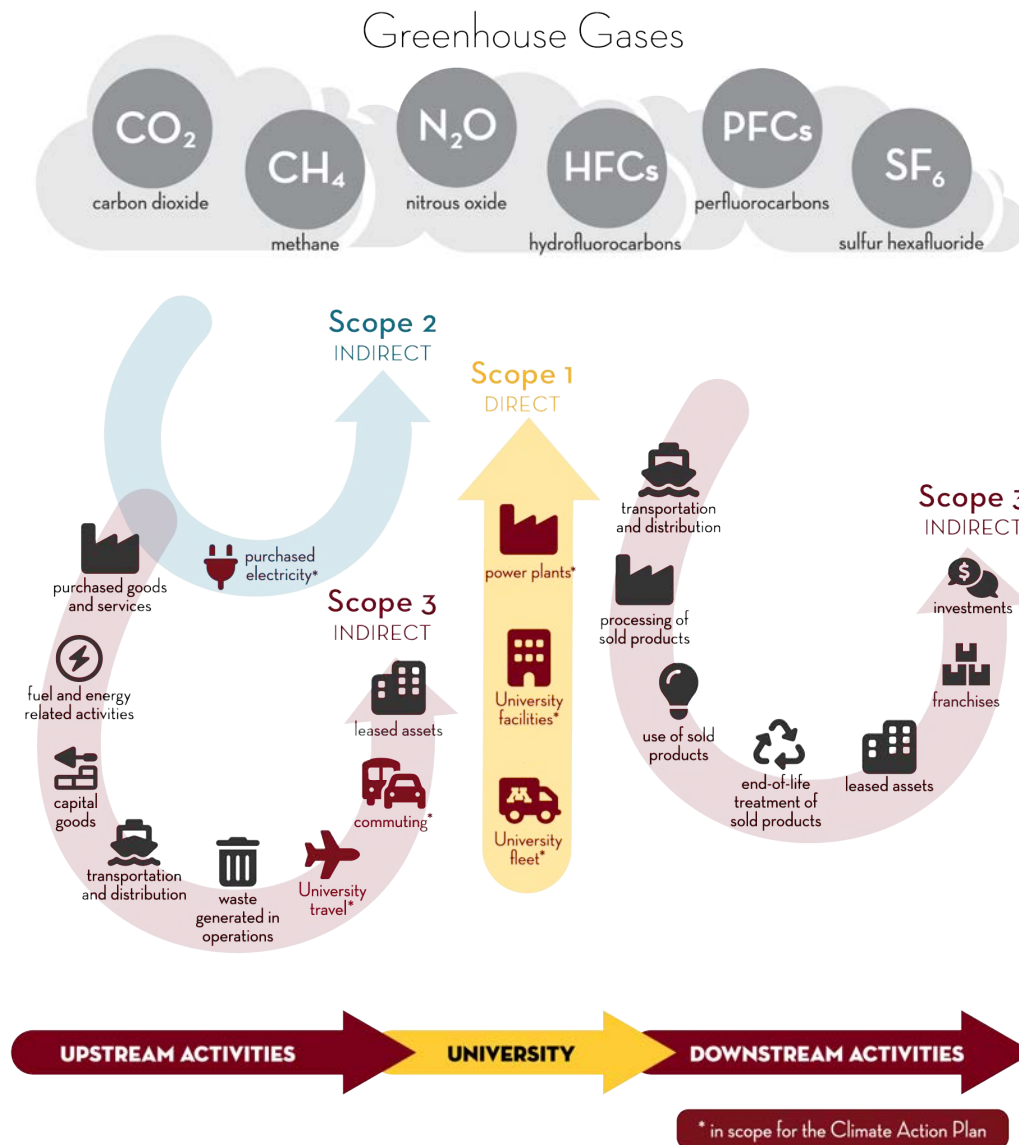


Figure 3: Emission scopes illustration. Modified by UMN based on WRI/WBCSD Corporate Value Chain (Scope 3) Accounting and Reporting Standard (PDF), page 5 (https://ghgprotocol.org/sites/default/files/standards/Corporate-Value-Chain-Accounting-Reporting-Standard_041613_2.pdf).

UMC Greenhouse Gas Emissions

The University of Minnesota Crookston campus covers 128 acres and has 724,357 gross square feet of buildings. The Northwest Research and Outreach Center (NWROC) is adjacent to the campus, but is largely out of the planning scope. One NWROC building is heated with steam from the campus's district system and therefore is counted for as part of the UMC Scope 1 emissions. All of NWROC's electrical consumption is also accounted for in the Scope 2 emissions.

Total GHG emissions for the UMC campus in 2023 was approximately 11,556 MTCO_{2e}. The campus's coal-fired heat plant accounted for over 50% of emissions. See Figure 5 for more details.

The Path to Carbon Neutrality

The CAP outlines UMC's path to eliminating its GHG emissions, marking near- and long-term emissions reduction goals: UMC will eliminate 54% of its GHG emissions (compared to FY23) in the next decade and all GHG emissions by 2050.

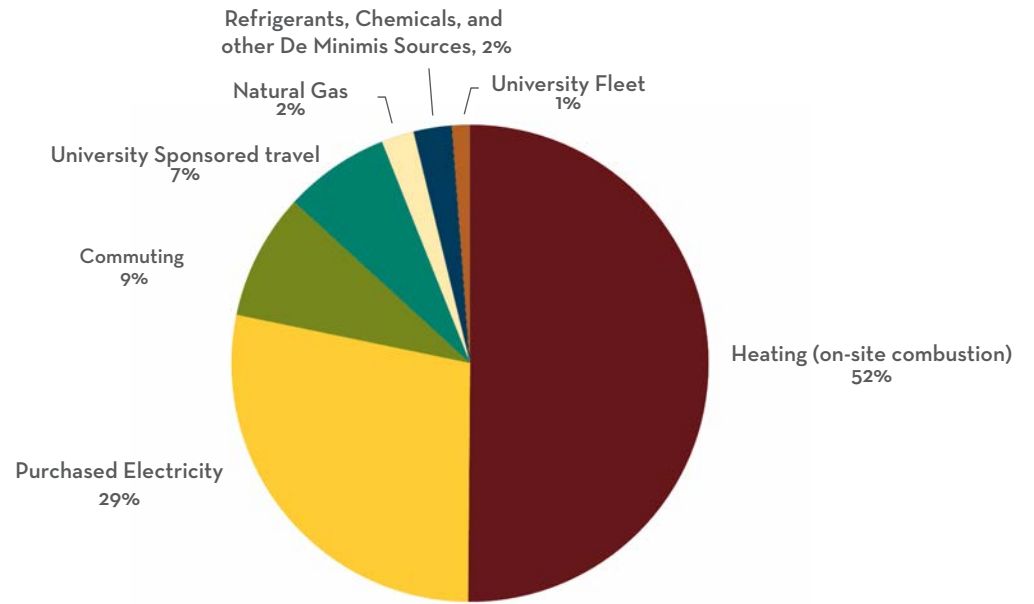
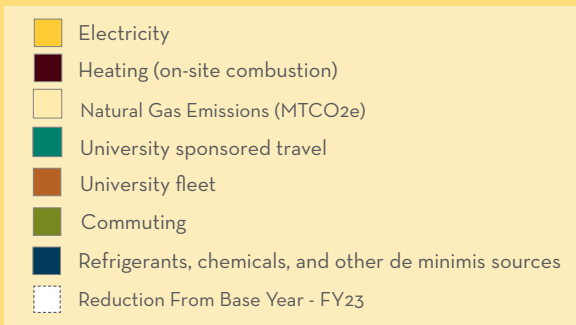


Figure 5: FY 2023 UMC estimated GHG emissions by source.

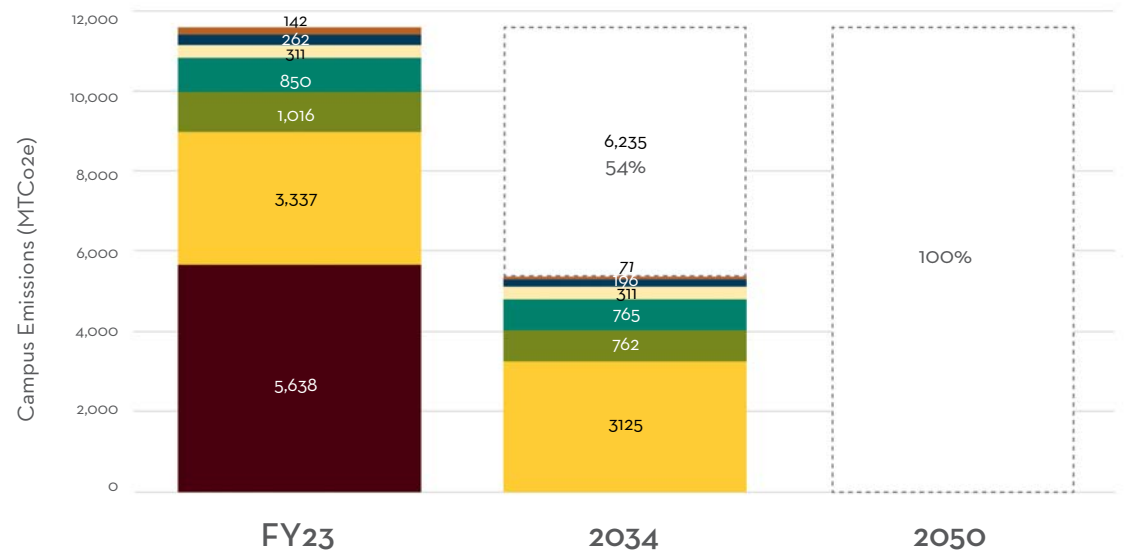


Figure 4: This chart shows UMC emissions reduction goals following the CAP path to carbon neutrality.

Near Term (2024-2034)

In the next decade, today's inventoried GHG emissions will be reduced from approximately 11,556 MTCO_{2e}/yr to 5,321 MTCO_{2e}/yr.

Next Generation Heating and Energy Systems

The fossil fuels that heat campus buildings—coal, natural gas, propane and electricity—are the major sources of UMC's GHG emissions. The transition to a new electric steam district heating system will occur during the plan's first decade (the near-term) resulting in a net emissions reduction of 5,311 MTCO_{2e} (59% reduction in coal and electricity emissions excluding energy conservation measures [ECMs]). The CAP assumes that the electric utility will progress towards providing clean electricity and 1 megawatt of solar energy will be installed on campus.

Building Energy Demand

Every building on campus represents an opportunity to pursue energy conservation measures. Buildings undergoing upgrades and major renovations will be candidates for greater demand reductions, but all buildings will receive a limited level of intervention. At the 2023 electricity and heating GHG emission factors, ECMs would reduce annual GHG emissions by 1,326 MTCO_{2e} per year.

Campus Fleet

UMC will complete an electric vehicle charging assessment in partnership with NWROC to support electrification of both fleets to battery electric (BEV) and plug-in hybrid vehicles (PHEV). Based on this assessment, UMC will consider the need

for a buildout of a new or renovated storage garage to support electrification of the fleet. Replacing vehicles with BEVs or PHEVs alongside right-sizing vehicles and strategically maintaining and reassigning vehicles will help support the near- and long-term emission targets at UMC. Lastly, much of UMC's fuel usage comes from off-road vehicles and lawn equipment, which will transition to electric models. After implementing these recommendations, UMC aims to reduce emissions from fuel usage by 50% by 2034.

University Sponsored Travel

UMC will promote more sustainable modes of transportation and other carbon-reducing travel strategies when possible, and procure quality carbon offsets. The illustrations in the plan depict a 10% decrease in air travel emissions.

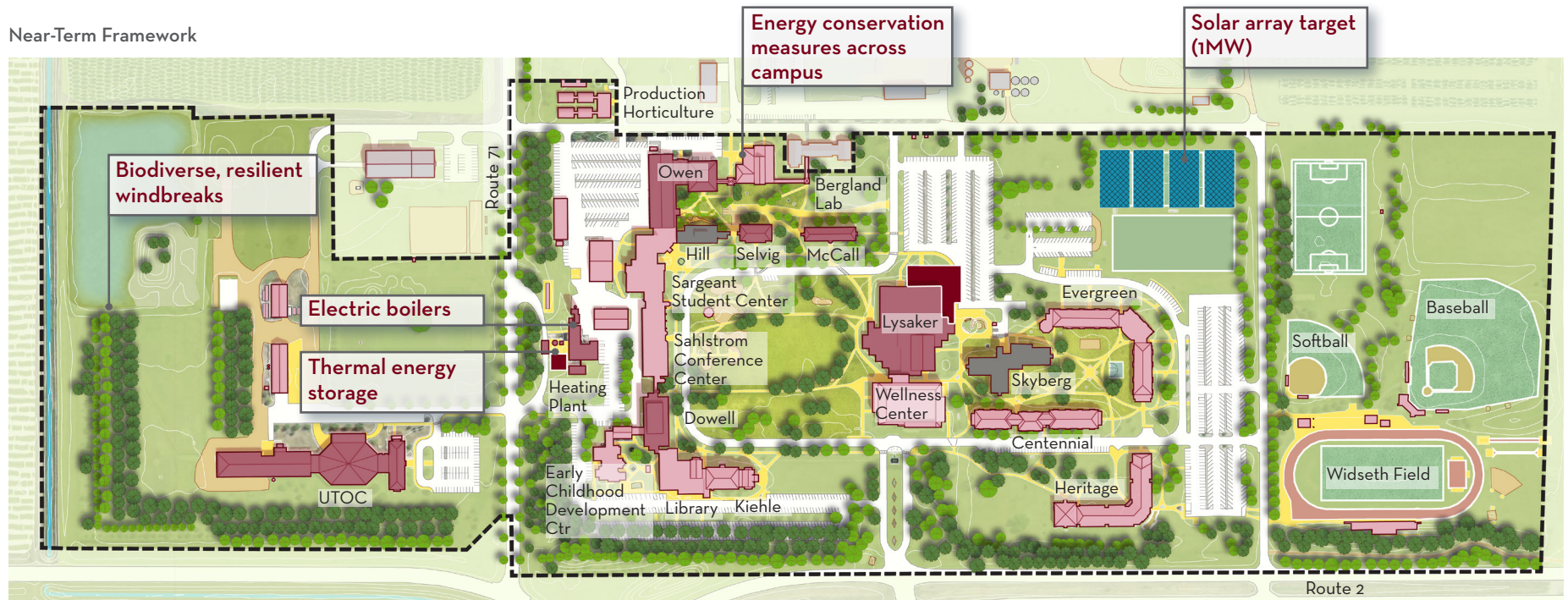
Campus Commuting

Given UMC's geographic location and climate, driving is predicted to remain a consistent way that students and employees commute to campus. Given this, UMC can encourage drivers to adopt electric vehicles through investing in charging on campus and providing educational materials. Opportunities also exist to expand the campus's existing partnership with the Tri-Valley Heartland Express to provide regularly scheduled routes from typical student and employee housing apartments and Grand Forks. Carpool education and matching, especially for students, may reduce the number of commuters traveling alone and drive down emissions. The extension and improvements of bike trails to campus in partnership with the City, may also increase walking and biking in the near-term. The plan sets a target to reduce commuting emissions by 25% by 2034 through the strategies described above.

Livestock, Agricultural Practices, Fugitive Emissions and De Minimis Sources

UMC will explore innovative solutions to addressing emissions from livestock and agricultural practices. In following federal guidance and regulations, UMC will reduce emissions from refrigerants and other fugitive or de minimis sources. This will require new systems of GHG accounting.

Near-Term Framework



<ul style="list-style-type: none"> ■ New Construction ■ Major Renovation ■ Existing Building ■ Potential Solar ■ Potential Decommission 	<p>The near-term framework prioritizes changes that support teaching, learning, working, and playing at UMC over the next 10 years.</p>
<p>Academic & Administration</p>	<p>Housing</p>
<ul style="list-style-type: none"> • Support modern pedagogies by conducting major and minor renovations in targeted buildings. • Conduct a space needs analysis to right-size campus. Hill Hall may be a likely option for decommissioning. 	<ul style="list-style-type: none"> • Renovate McCall. • Assess future housing demand; consider decommissioning Skyberg.
<p>Athletics</p>	<p>Decarbonization</p>
<ul style="list-style-type: none"> • Renovate Widseth Field, and improve adjacent athletic support facilities. • Build an addition in the southeast corner of the Lysaker Gym to add athletic support and team/visitor space, as well as repair existing structural issues. 	<ul style="list-style-type: none"> • Complete energy savings measures throughout campus (e.g. LED lighting, building controls, retrocommissioning). • Construct a new electric-powered steam plant with thermal energy storage. • Add a ground-mounted solar array up to 1 megawatt. • Install electric vehicle charging hubs for a variety of users.
<p>Landscape</p>	
	<ul style="list-style-type: none"> • Plant robust, biodiverse, and climate resilient wind breaks. • Create a Learning Loop around campus.

Long Term (2034-2050)

By 2050, the GHG emissions that are currently inventoried will be fully eliminated.

Next Generation Heating and Energy Systems

Evergreen Hall, Heritage Hall, and Production Horticulture will be transitioned from natural gas heating to being entirely supported by electricity to produce heat. Technologies such as air-source heat pumps, electric boilers and/or ground source heat pumps will be installed to ensure that these buildings are optimally efficient in their electricity use. They will be served by low temperature hot water. Centennial Hall will be upgraded from electric baseboard heat to one of these more efficient technologies.

UMC will continue operating its all electric heating plant. Campus electricity use in total (heating plant, load growth, building and site plug load, demand from independently heated buildings, air conditioning) will transition from 2,337 MTCO_{2e} at the end of the near-term, to zero as Otter Tail Power Company will generate all of its electricity from renewable sources.

Building Energy Demand

The Campus Plan discusses the potential for two new campus buildings: a field house and a residence hall. These will be designed to meet or exceed a net zero operating target as defined by the Minnesota Buildings, Benchmarks, and Beyond (B3) Guidelines and Sustainable Building 2030 Energy Standards (SB2030). To reach this target, the new buildings will be highly energy efficient and will source renewable energy on campus, likely through rooftop solar installations.

The Campus Plan identifies opportunities for right-sizing the total square footage of the campus after a more detailed space allocation study is completed and implemented. In response, the Campus Plan identifies Hill Hall and Skyberg Hall as potential buildings for removal that would represent a GHG emissions reduction of approximately 482 MTCO_{2e} from the reference case accounting.⁷

Campus Fleet

UMC will continue to purchase electric vehicle options for the fleet, expanding adoption of electric vehicles for medium and heavy-duty vehicles. With that, it will expand electric vehicle charging on campus as needed to accommodate growing charging demands. The long-term goal is to fully electrify the UMC fleet. With the electricity supply assumed to be 100% carbon free in 2040, an all-electric fleet can be considered decarbonized past that milestone.

University Sponsored Travel

UMC will promote more sustainable modes of transit and other carbon-reducing travel strategies, virtual meetings when possible, and procure quality carbon offsets. SAF and other technologies may be more available and flights utilizing these will be preferred. The long-term goal is to select air travel that minimizes emissions and purchase offsets for the remaining GHG emissions. The University of Minnesota prioritizes direct emissions reduction over use of carbon offsets. The University will convene a working group to make recommendations on the attributes and appropriate use of offsets in reaching its emissions goals, particularly to address near-term air travel emissions. The carbon offset program will be mission-aligned.

⁷ Because this is a potential move to be decided on at a later date, it is not assumed to occur in the GHG accounting of this plan.

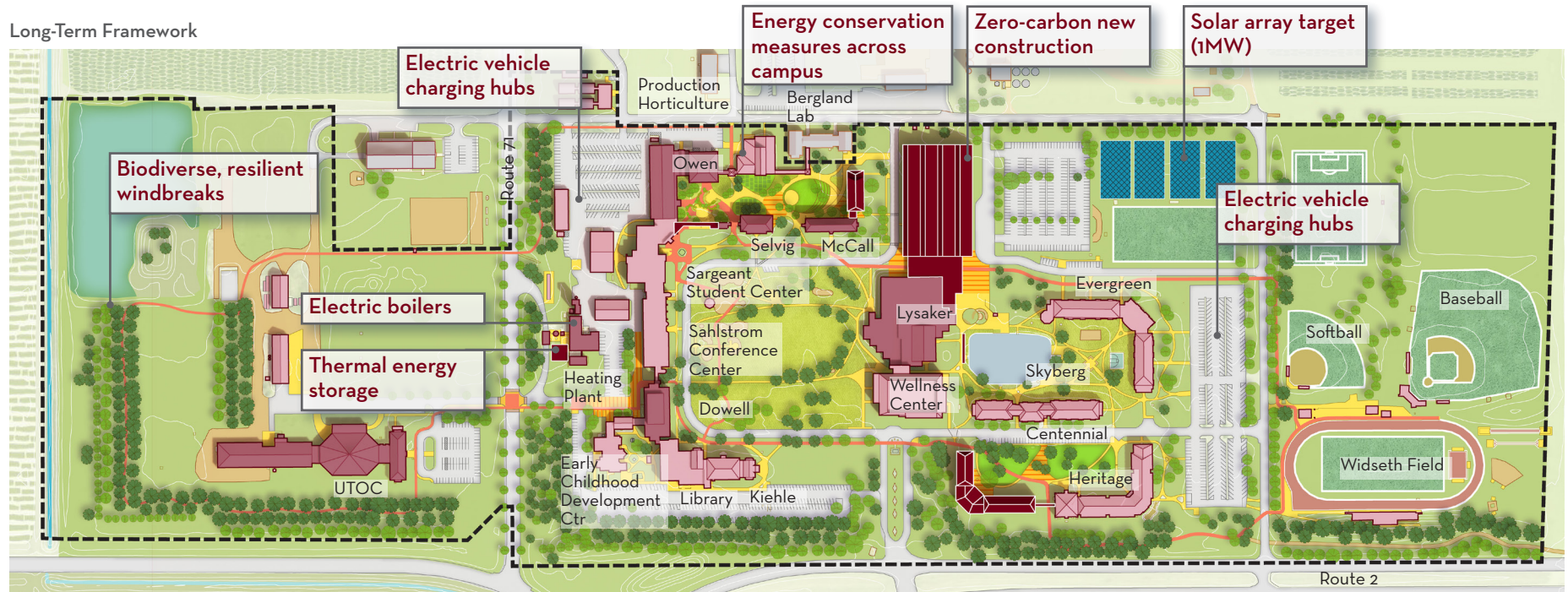
Campus Commuting

The plan assumes that by 2050 all commuters will drive an electric vehicle or use a sustainable form of transportation. This will require continued investment into electric vehicle charging and support and education on the transition away from fossil fuel powered vehicles. If these targets are not achieved, UMC will consider alternatives, such as high quality carbon offsets.

Livestock, Agricultural Practices, Fugitive Emissions and De Minimis Sources

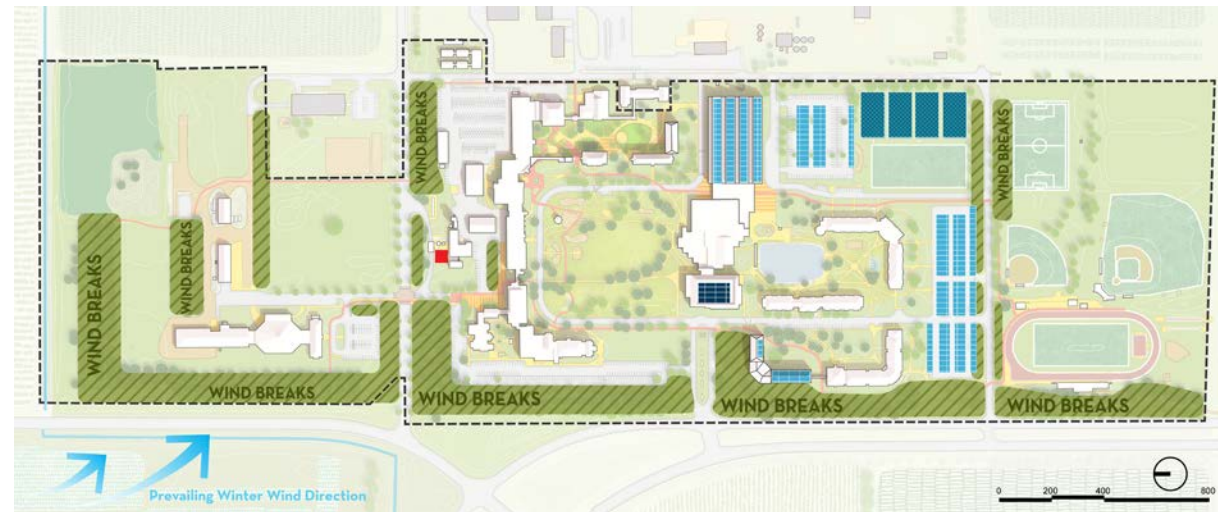
As the campus expands its expertise in accounting for its GHG emissions and the mitigation programs that correspond to it, the campus will eliminate GHG emissions associated with fugitive emissions and other de minimis sources.

Long-Term Framework



<ul style="list-style-type: none"> ■ New Construction ■ Major Renovation ■ Existing Building ■ Potential Solar 	<p>The long-term framework prioritizes changes that support teaching, learning, working, and playing at UMC over the next 30 years.</p>
<p>Academic & Administration</p> <ul style="list-style-type: none"> Based on the space needs analysis, align programs in appropriate buildings to support efficient utilization and smart collaboration. Decommission Hill Hall if needs are met elsewhere through renovation. 	<p>Housing</p> <ul style="list-style-type: none"> Add a wing to McCall Hall. Build new energy efficient housing that mirrors Heritage Hall as needed to match demand.
<p>Athletics</p> <ul style="list-style-type: none"> Construct a new multi-sport field house to support winter athletics. 	<p>Decarbonization</p> <ul style="list-style-type: none"> Transition buildings independent from the district steam system to an energy efficient and decarbonized solution. Continue to implement energy savings measures and electric vehicle charging support across campus.

Resilience & Decarbonization Framework



Above: Potential sites for solar arrays and windbreaks are detailed in the Resilience & Decarbonization Framework. Also noted is the new thermal energy storage site.

- New Thermal Energy Storage
- Potential Solar
- Proposed Solar
- Existing Solar

Plan Details

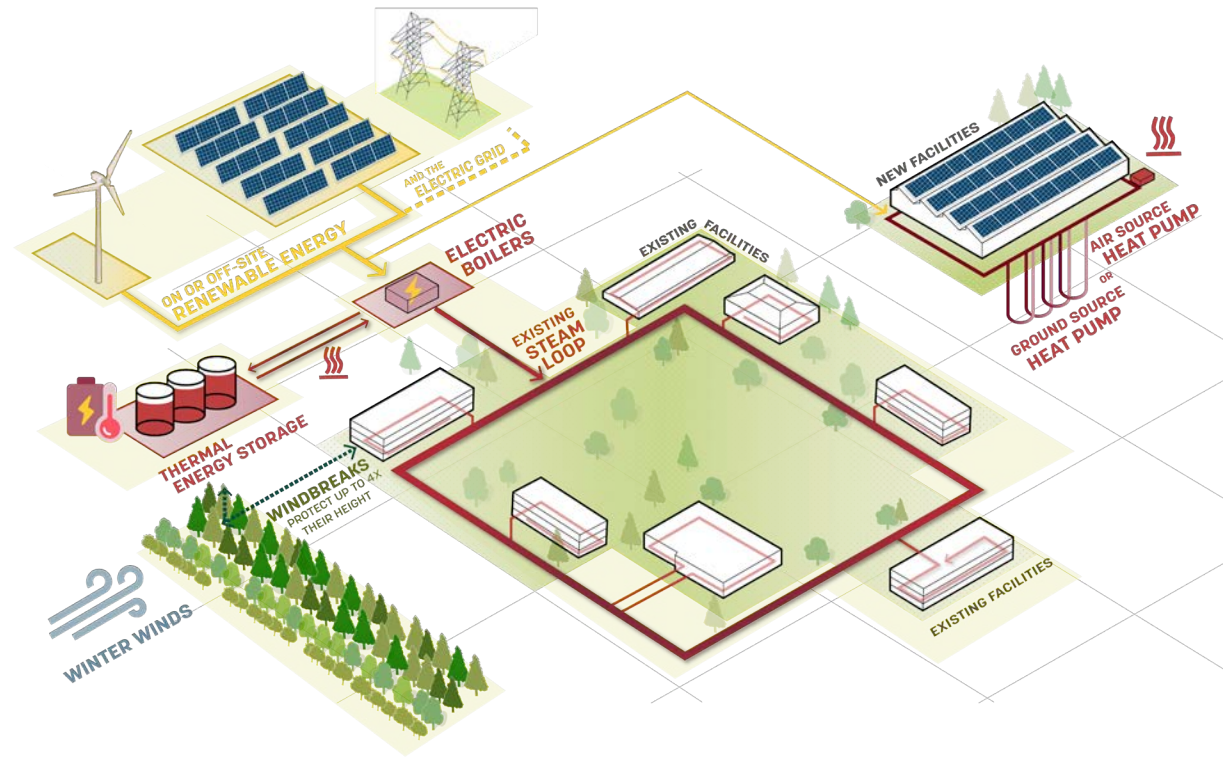
This section describes the decision-making process used for the plan, mitigation strategies, and implementation in more detail.

Establishing Next Generation Heating and Electric Systems

Energy emissions account for over 80% of UMC's GHG profile by burning fossil fuels to heat and provide electricity to campus. Buildings on the UMC campus are primarily heated through a district system that delivers heat through a steam distribution network fueled by a coal power plant. The plant is in inferior condition and the campus is challenged to find qualified operators. Buildings heated independently use natural gas and electricity. This plan's aim is to identify carbon neutral fuel sources for heating and electricity systems and to reduce energy demand.

The energy decarbonization technical advisory group was engaged in the decision-making process to determine pathways for eliminating emissions associated with campus heating, pursuing on-campus renewables, and reducing energy demand. The technical advisory group established criteria to screen alternative fuel sources, technologies, and approaches to reduce and eliminate GHG emissions associated with energy.

- Technologies and strategies were screened for: reliability, contribution to resilience, flexibility to incorporate emerging technologies, ability to provide for campus growth and development, sufficient land availability, reasonable operations and maintenance responsibility, and eligibility for external funding.
- Fuel sources were screened for: current and future availability, and reasonable operations and maintenance responsibilities.



Above: An infographic to illustrate the campus heating system. Electricity from on- and off-campus renewable sources, as well as the grid, will power electric boilers supported by a thermal energy storage plant. Steam heat generated by the electric boilers will travel through the existing campus steam infrastructure to all buildings on the campus steam loop. Any new buildings, or buildings not connected to the campus loop, will be heated with air-source or ground-source heat pumps.

Clean Utility Electricity for the Campus

Minnesota Senate File 4 of the 93rd Legislature (2023-2024) requires electric utilities to provide 100% clean electricity by 2040. The law drives investments to ensure that the state will be served by reliable, affordable and safe energy resources. The CAP process assumed that the campus's local utility, Otter Tail Power Company, would meet this regulatory requirement, which would provide the region with a carbon free fuel source. At this writing, Otter Tail Power has not published a schedule or details for compliance.

Reference Case

To evaluate carbon mitigation strategies, the energy decarbonization technical advisory group compared potential emissions reductions to a reference case or "business as usual" scenario. The reference case presents the emissions that would be generated if the campus continued with its existing systems (assumed to be replaced in-kind to avoid system failure).⁸ Both the reference case and the decarbonization pathways reflected changes in building square footage and type, as illustrated in the Campus Plan, and the assumption that the electric utility will make progress towards meeting the carbon free electricity target. Note, the reference case carries forward the current estimated emissions for the Campus Fleet, University Sponsored Travel, Commuting, and Livestock, Agricultural Practices, Fugitive Emissions and De Minimis Sources.

⁸ The CAP uses the campus GHG emissions accounting to represent current data. When modeling the reference case and its alternatives the CAP generates a regression based model from historical data and estimates the electricity GHG emissions factor. The result is utility. This result is a slightly lower set of GHG emissions for the campus. For simplicity and transparency, this CAP reports on the published set of data: FY2023.

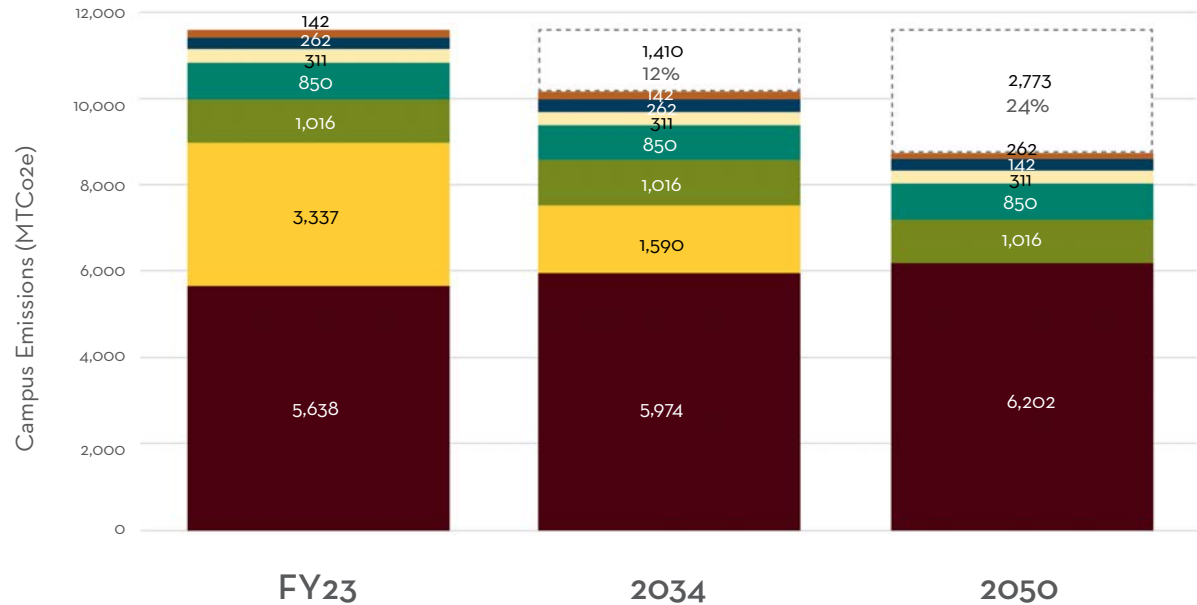
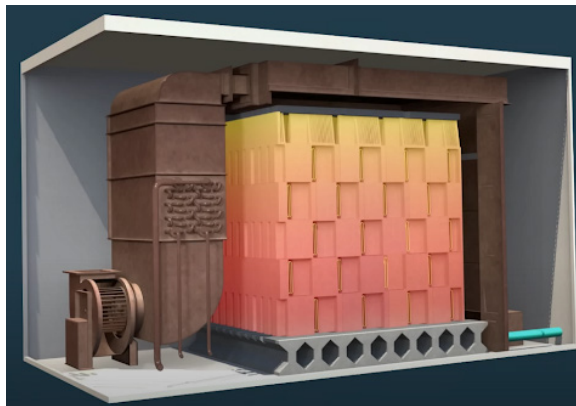


Figure 10: Reference case: This is a look at GHG emissions with a "business as usual" approach. The reduction in emissions accounts for the electric utility meeting state regulations to be carbon free by 2040.

Campus Heating System Decarbonization Pathways

The following fuels and technologies were screened and considered by the energy decarbonization technical advisory group to replace existing heating systems on campus: combustion of biofuels, combustion of renewable natural gas, combined heat and power, electric/electrode (resistance), compound dynamic displacement heat pumps, positive displacement heat pumps, building exhaust recovery, air source heat pumps, low temperature geothermal, thermal storage (hot or cold water), and high temperature thermal energy storage (TES). These were then organized into logical combinations of fuels, technologies and approaches. Three approaches were selected for detailed study and are presented as follows.



Above: High-temperature thermal energy storage system works like a heat battery and increases the efficiency of electric heat plants. Image courtesy of Rondo Energy.

Option 1

Option 1 was a relatively simple approach to electrifying the existing district steam system. Steam electrification would be accomplished with electric/electrode (resistance) boilers, high temperature TES and using a carbon neutral fuel as a back-up source for peak winter conditions and in an emergency (interruption of electricity to the campus).

Option 2

Option 2 was a combined heating and cooling system that would replace steam with low temperature hot water and implement a campus chilled water system by installing a combination of central water-to-water heat pumps, low-temperature geothermal, electric/electrode (resistance) boilers, building exhaust heat recovery, disabled economizers, hot water TES and cooling towers.

Option 3

Option 3 was a decentralized approach that would electrify the heating system at each individual building and abandon the use of a district system.

Choosing a Solution

Each option assumed the pursuit of on-campus renewable energy and building energy demand reduction, but none of the options are reliant upon these strategies. Discussion with the energy decarbonization technical advisory group included a comparison of the options to one another and the reference case, which focused on life cycle costs, emissions over the near- and long-term, annual emissions, maintenance, ease of operations, campus impact and resiliency.

Ultimately, the technical advisory group selected Option 1 to retire the campus coal plant and

continue to use the campus-wide steam distribution infrastructure. Coal boilers will be replaced with electric steam boilers coupled with a high temperature TES unit. With the electricity grid assumed to be carbon free by 2040, electrifying the steam system will eliminate emissions associated with district heating. Operating electric resistance assets, while nearly 100% efficient (an improvement over fossil fuel combustion systems which are 70-85% efficient) can be expensive to operate. Electricity is often three to five times more expensive per unit of energy than fossil fuels.

However, the high temperature TES can help stabilize fuel costs. UMC will explore petitioning the electric utility to shift from a standard demand charge to a time-of-use rate structure. Otter Tail Power Company offers a very favorable time-of-use rate structure. The campus TES will be key to accessing this rate structure as high temperature TES uses high heat capacity media such as sand, salts, or bricks to store heat at high temperatures. During on-peak electricity periods, the high temperature TES can be dispatched and provide heat to campus without needing to run the electric boilers. During off-peak times, the TES can be recharged with electric resistance heaters when electricity costs are low. In addition to reducing electricity costs, the high temperature TES serves as a resiliency asset. Should the power be interrupted the high temperature TES can provide heat to campus until power is restored. High temperature TES systems are viable, but unusual at this scale. Installing one on the Crookston campus would be a signature investment for the system and a symbol of its commitment to innovation in decarbonization.

Buildings heated independently - Evergreen Hall, Heritage Hall, Centennial Hall, and Production Horticulture - will continue to do so and will leverage electrified systems. Technologies such

as air-source heat pumps, electric boilers and/or ground source heat pumps will be installed to ensure that these buildings are optimally efficient in their electricity use. The electrification of these buildings is slated to occur in the long-term and is estimated to add 800,000 kilowatt hours per year of electricity usage to the campus.

The CAP is being immediately followed by an all-University energy and utility plan to further study the technical feasibility and details. For example, the EUP will investigate if the electrical grid service to campus needs to be upgraded and, if so, by what date.

Building Energy Demand

UMC will reduce building energy demand through investing in energy conservation measures (ECMs). The optimal opportunity to install ECMs is during upgrades to address deferred maintenance and renovations to provide for program use changes. The plan recommends a moderate level (generally, these are investments with a payback of up to fifteen years) of investment in energy conservation where the Campus Plan calls for renovations (Dowell, Owen, Selvig, Lysaker, UTOC, and McCall) and more limited energy conservation investments elsewhere. Minimally, energy conservation measures in every building should include LED lighting, air sealing, upgraded building controls, exhaust air heat recovery, temperature setbacks, and retro-commissioning. These investments will yield a 13.4% reduction in heating energy consumption and 17.1% reduction in building electricity consumption. At the 2023 electricity and heating GHG emission factors, these ECMs would reduce annual GHG emissions by 1,326 MTCO_{2e}/yr.

The Campus Plan identifies opportunities for right-sizing the total square footage of the campus and adding new buildings. UMC currently maintains

more space than is required to support existing and projected enrollment. In response, the Campus Plan includes options for decommissioning buildings if other spaces are properly renovated and configured. Should Hill Hall and Skyberg be removed, that would represent a GHG emissions reduction of approximately 482 MTCO_{2e} from the reference case accounting. The Campus Plan also discusses the potential for two new campus buildings: a field house and a residence hall. These will be designed to meet or exceed a net zero operating target as defined by the Minnesota Buildings, Benchmarks, and Beyond (B3) Guidelines and Sustainable Building 2030 Energy Standards (SB2030). To reach this target, the new buildings will be highly energy efficient and will source renewable energy on campus, likely through rooftop solar installations.

Campus Electricity Generation

The UMC campus has several locations to generate renewable electricity via ground, rooftop and/or parking lot canopy solar photovoltaic arrays. The locations, as illustrated in the Decarbonization and Resilience Framework, equate to a full buildout capacity of 5,119 kilowatts (KW), producing an estimated 6,220 megawatt hours (MWH) of electricity per year. This is equivalent to 31% of the electricity consumption in 2050. However, the CAP recommends and assumes the build out of a 1.2 megawatt (of direct current (DC) or 1 megawatt of alternating current (AC)) to stay within the electric utility's allowable net metering threshold. Renewable energy generation that exceeds this threshold is possible if the campus and its local electricity utility can reach an agreement for the rate of electricity exported from campus or if UMC can use all the electricity generated on-campus. Reducing greenhouse gas emissions through solar installations has a near-term value that will decrease over time as the electric utility transitions to 100%

clean energy. The enduring value of solar on campus is energy independence, ensuring an energy supply at a known cost, and creating a visible display of the campus commitment to sustainability.

The UMC campus is an unlikely candidate for wind energy given typical wind siting proximity to occupied buildings. However, UMC might be able to pursue partnerships with NWROC and/or neighbors to the campus to generate wind energy offsite but in close proximity to campus.⁹ Should the campus succeed in developing a wind energy partnership at the scale of one of the turbines located at the University of Minnesota Morris, it would generate an additional 5,518 MWH of electricity per year, assuming an operation at a capacity factor of around 38%. As with solar installations, the greening of the electricity grid means that the value of wind energy in the long run is one of energy security and cost control.

Campus Fleet

UMC maintains a 28 vehicle fleet, several off-road vehicles and lawn equipment. The fleet accounts for approximately one percent (1%) of the campus's total emissions (142 MTCO_{2e} in FY23). The on-road vehicles in use are gas-powered and account for sixty percent (60%) of the fleet emissions. Diesel usage from off-road vehicles and lawn equipment accounts for the remaining forty percent (40%) of fleet emissions. The fleet inventory is expected to remain relatively stable in the near- and long-term. Vehicle fleet use is largely used to serve class field trips, athletic competitions, student club experiences, admissions, (50% of use) and for facilities and plant operations (50% of use).

⁹ The scope of this study did not allow for exploration with the electricity utility that serves UMC to establish the extent to which the campus can generate its own electricity. This will be accomplished through the University's Energy and Utility Comprehensive Plan, which is scheduled to immediately follow issuance of this report and explore the concepts presented in this plan in greater detail.

Assuming market advancement in the availability and affordability of electric vehicles (EV) and an advancing network of public charging stations on state roads and highways, UMC will be able to reduce its emissions from gasoline powered vehicles by at least forty percent (40%) in the near-term. UMC's advancement of this goal depends on the availability of reputable and affordable vehicles in the market and manufacturers meeting their stated targets for future production of electric vehicle types. UMC aims to reduce emissions from gasoline powered vehicles in the near-term by:

- replacing sedans, SUVs, and light duty vehicles with battery-electric and plug-in hybrid models,
- right-sizing vehicles, and
- strategically maintaining and reassigning vehicles to delay purchase of gasoline powered vehicles until a suitable and affordable electric option is available.

Rental pool vehicles are regularly used for trips that currently exceed the range that a battery-electric vehicle (BEV) may travel on a single charge. Plug-in hybrid electric vehicles (PHEV) may provide additional assurances for these vehicles until an efficient charging network across the state is built out. The rental pool will also maintain a mix of gas and electric vehicles in the near-term.

To support electrification of the fleet, UMC will complete an electric vehicle charging assessment in partnership with NWROC to fully understand future electrical demand of both fleets on the shared campus. Based on the results of this analysis, the campus will consider if a new or renovated garage(s) as a charging hub near the current storage location/heating plant is needed. Drivers and rental pool users will be provided electric vehicle training and information about vehicle usage in winter, charging best practices, and long-trip planning.

UMC will begin to replace diesel powered off-road and lawn equipment with electric options with the near-term goal of reducing diesel fuel emissions by two-thirds. Combined with the emissions reduction from on-road vehicles, UMC will reduce emissions associated with fuel usage by 50% by 2034.

University Sponsored Travel

The UMN system advances campus ability to reduce GHG emissions associated with University sponsored travel by:

- Procuring carbon-free or sustainable transportation modes,
- Increasing utilization of carbon-reducing travel strategies, and;
- Developing a program for purchasing high quality carbon offsets with co-benefits linked to the type of travel carbon offsets.

In the near-term, travelers can use the University's travel registration system to see the carbon impact of the flight options they are considering and select a lower emissions flight, such as purchasing a direct flight. Other sustainable travel modes (i.e. trains) may be possible depending upon the location of travel. A systemwide committee will also be formed to consider offset options related to the type of travel that have additional co-benefits. In the long-term as airlines transition to sustainable aviation fuels (SAF), flights from airlines adopting and utilizing this technology will be prioritized. A Greater MSP-led coalition of partners with the State of Minnesota launched the first large-scale SAF hub in the Midwest in Minneapolis in 2023, stating, "SAF can reduce the lifecycle carbon emissions of flying by more than 80 percent."¹⁰ Multiple University of Minnesota researchers are advancing this important work.

¹⁰ <https://www.greatermSP.org/pages/saf/>

University sponsored air travel is estimated by the UMN system to account for 7% of UMC's current GHG emissions. The UMN system has limited University sponsored travel data and will improve records of sponsored air and ground travel.

UMC will promote more sustainable modes of transit and other carbon-reducing travel strategies when possible, and procure quality carbon offsets as needed. This plan assumes a 10% decrease in air travel emissions in the near-term. Should the campus maintain the same amount of air travel, this will reduce associated GHG emissions from 850 to 765 MTCO_{2e} per year.

Campus Commuting

Data generated through the CAP planning survey estimates that UMC's commuting-related GHG emissions is approximately 9% of the total emissions. Currently, employees account for approximately 30% of the UMC population and 50% of emissions because a greater number of employees commute in fossil fuel powered or internal combustion engines (ICE) and single-occupancy vehicles (SOV) compared to students. This calculation takes into account hybrid work and learning as well as students living on campus.

At current commuting mode splits, or distribution of how people travel, projected enrollment growth has the potential to increase UMC's emissions from commuting. To combat this, UMC will focus on shifting commuters from fossil fuel powered or ICE and SOV to more sustainable options - like carpooling, shuttle buses, and electric vehicles.

The mode shift projections are based on the following assumptions that correspond to initiatives and recommendations in the next paragraph:

- Increase in percentage of students that live on campus.
- Hybrid work and learning for in-person community remains relatively constant.
- Small increase in walk/bike, which is likely to be seasonal.
- The bus/shuttle increase is manageable within one or two small transit buses.
- Carpooling is likely to be the easiest mode shift option for students.
- Increases in the EV percentage in the near-term for faculty and staff match the statewide target.

UMC will strive to reduce emissions from commuting by 25% in the near-term by employing new programs and initiatives will need to

be implemented in addition to maintaining current levels of hybrid work and learning and the percentage of students living on campus. Recommendations to promote sustainable commuting, include:

- Invest in carpool education and matching, especially for students.
- Explore a partnership with Tri-Valley Heartland Express for shuttles for regularly scheduled routes from typical student and employee housing apartments and Grand Forks to campus.
- Extend and improve bike trails into campus.
- Supply EV chargers for visitors near Kiehle Hall.
- Assess demand and growth for EV chargers for residential students and commuters and develop hubs, for example in parking lots near residential buildings.
- Increase training outreach to employees about electric vehicles.

Livestock, Agricultural Practices, Fugitive Emissions and De Minimis Sources

Livestock and agricultural practices such as storage of manure emit methane, nitrous oxide, and carbon dioxide. The US EPA reports that each cow generates between 154 and 264 pounds of methane gas each year and that methane is more than 28 times the potency of carbon dioxide as a greenhouse gas. Innovation in agricultural practices, some the subject of federal incentives, is expected to accelerate the agricultural industry's practices to limit these emissions. As the campus expands its capacity to account for GHG emissions, it will also focus on total emissions from animals and agricultural practices.

Fugitive emissions are unintentional emissions from pressurized containment such as appliances, storage tanks and piped systems, including refrigerants. The Clean Air Act and the Montreal Protocol compel phasing out use of refrigerants that are, or contain, hydrofluorocarbons. The US EPA's schedule is to totally ban the use of hydrofluorocarbons in 2030. Alternative fuels that offer similar efficiency and capacity are available. Fertilizers also generate fugitive emissions and this is a particular concern where fertilizers are used intensely, such as on an agricultural campus.

With support from the University System's record keeping infrastructure, the Crookston campus will expand GHG emissions accounting to include refrigerants and to identify and account for other de minimis sources. Federal guidance on refrigerant replacements will be followed. Programs such as green lab initiatives and procurement changes to limit chemicals used in cleaning and in fertilizer products will significantly mitigate the associated emissions.





Climate Adaptation 3

Planning for Climate Change

The Intergovernmental Panel on Climate Change (IPCC) is the United Nations body for assessing the science related to climate change. The IPCC synthesizes the work of nearly 1,000 climate scientists. IPCC reports are recognized as the penultimate climate change data source and are the basis for international and national policies to mitigate climate change. The IPCC’s Sixth Assessment Report finds that human-induced global warming is responsible for 2°F of warming and documents the impacts of that change. Human-generated GHG emissions, including carbon dioxide and methane, are primary drivers of climate change and thus are the focus of global and local activity to reduce emissions.

Climate Modeling For Polk County

Climate modeling for this plan was sourced from the University of Minnesota’s Climate Adaptation Partnership’s CliMAT model, an interactive online tool that provides highly localized climate projections for Minnesota.¹¹ Climate models provide projections for various annual trends and change based upon different GHG emission scenarios. The higher emissions scenarios result in greater changes compared to the current climate. Polk County could experience more extremely hot days, fewer days below freezing or with snow cover, and a change in seasonal precipitation with wetter springs, drier summers, heavier rain events, and longer dry spells without measurable rainfall.

¹¹ Liess, S. Roop, H.A., Twine, T.E., Noe, R., Meyer, N., Fernandez, A., Dolma, D., Gorman, J., Clark, S., Mosel, J., Farris, A., Hoppe, B., Neff, P. 2023. Fine-scale Climate Projections over Minnesota for the 21st Century. Prepared for the University of Minnesota Climate Adaptation Partnership. V1 released October 2023.

Polk County Climate Data	Historical Record (1995-2014)	Intermediate Emissions 2040-2059 (RCP 4.5)	High Emissions: 2040-2059 (RCP 8.5)
Increase in average daily maximum temperature	52°F	56°F	57°F
Increase in number of days above 95°F	9 days	23 days	30 days
Reduction in number of days with a maximum below 32°F	169 days	148 days	146 days
Increase in total annual increase precipitation	24"	25"	22"
Increase in number of days with precipitation above 1"	5 days	5 days	4 days

Climate Adaptation Planning: UMC and Crookston

The City of Crookston's concern to address climate change is evidenced in the city's Population Vulnerability Assessment and Climate Adaptation Framework (2018) which shows the climate risk for UMC to be limited as compared to other parts of the city. Still, the report's adaptation measures offer climate enhancements that can also benefit the campus. These "no regrets" activities work to adapt to and/or mitigate climate change and promote other goals.

Adaptation and resilience measures for UMC, many of which are also identified for the City of Crookston include:

Community

- Educate the community about climate change and climate risks.
- Encourage and incentivize faculty members to research that addresses climate change solutions specific to Northwest Minnesota.
- Identify and provide for the needs of the populations most vulnerable to climate change risks.
- Ensure that the campus community is appropriately informed of available physical and mental health care.
- Address campus resilience in campus safety and emergency management plans, including offering shelter to the larger Crookston community.
- Prioritize field projects that serve environmental justice neighborhoods and communities.
- Identify campus location to expand food pantry and free store.

Environment

- Plant climate adaptive trees and plant materials.
- Design stormwater management capacity for future needs.
- Reduce water consumption on campus.
- Reduce the volume of waste generated on campus through strategies for smart procurement, recycling and composting.

Infrastructure

- Incorporate climate projections into design of campus buildings and infrastructure.
- Partner within the region to increase use and access of public transportation in general and to provide for the campus commuting needs.
- Develop an understanding of and plan for grid capacity and conditions in partnership with the electric utility.
- Be energy efficient in building design and operation.
- Establish back-up energy sources serving critical functions as the priority.
- Install air conditioning systems in buildings that are regularly used in the summer months.

The University of Minnesota Climate Adaptation Partnership (MCAP) is a multi-sector, statewide group that leverages academic research to advance climate adaptation and capacity-building. Created in 2008, the mission of the partnership is to "support thriving communities and landscapes through collaboration, capacity building and advancing climate-informed decision-making"¹³. The partnership is supported by the University of Minnesota Extension and the College of Food Agricultural and Natural Resource Sciences. MCAP projects address a range of topics, such as explaining atmospheric river hazards, supporting mental health professionals in addressing climate change impacts, launching a climate-smart agricultural extension program, and a variety of specific applications of climate modeling. MCAP offers other scientists, academics, and the public a number of tools and resources to advance their knowledge and educational impact at the state and local level.





Implementation Support **4**

Implementation Support

The wisdom of UMC's 2010 Climate Action Plan is enduring in stating: "Serious implementation of an action plan to achieve climate neutrality is no small matter and requires a culture change... From an institutional perspective, when sustainability is included as a priority in campus strategic planning and master planning documents, this sends a powerful message to the campus community. Recommended approaches include... creating an innovative and creative campus community where all are included and all can participate."

During the planning process, common themes or cross-cutting initiatives emerged as critical components to achieving mitigation and adaptation goals and strategies of UMC's Climate Action Plan. The cross-cutting initiatives highlight how cultural, structural, and systemic changes will be necessary to go beyond the current status quo or business as usual.

Advancing Campus Sustainability Culture

As described in the campus 2010 Climate Action Plan, the Center for Sustainability and Crookston Students for Sustainable Development (CSSD) leads the campus on "the journey towards a more sustainable, energy efficient, and climate neutral campus." The Center works with faculty, staff, and students to inspire life choices that conserve resources, are good for all people, and good for the planet. The Center for Sustainability and CSSD foster dialogue and discovery of practices that lead to individual and institutional actions towards sustainability.

UMC looks to build on its existing momentum to create a culture of sustainability through strategic outreach, programming support, and investments.

In addition to current engagement efforts and initiatives as described in Chapter 1, UMC will continue to advance a culture of sustainability on campus through strategies such as:

1. Expanding the sustainability element of the first-year orientation program.
2. Encouraging and incentivizing faculty members to maintain or introduce the UN Sustainable Development Goals into the curriculum and research.
3. Recognizing faculty, staff, and students for their efforts to promote and deploy the UN Sustainable Development Goals at the campus level.
4. Integrating sustainability and climate action into campus policy, all campus plans, and procedures.

Plan Financing and Funding

Funding to accomplish the goals of the CAP will be a blend of familiar resources and innovative financing means. For actions within UMC's direct financial control, grants, alignment of internal resources and procurement processes, and seeking other external resources will help move initiatives forward. Strategies to fund climate action that are in development or use by the University include:

- Pursuing grants and incentives that align with the plan's objectives.
- Creating a task force to recommend on the use and value of a carbon price.
- Increasing capacity, tools and support to implementation strategies.
- Pursuing funds available from the Inflation Reduction Act, if applicable to energy and utility investments.

- Incorporate CCAP recommendations in the annual operating budget, annual capital budget, and 6 year capital plan requests and regularly inform the campus community of budgeted elements.
- Present financial requests using the proposed project's total cost of ownership. The University Board of Regents Policy "Sustainability and Energy Efficiency" commits the University to use a life-cycle cost approach to establish the total cost of ownership when considering investments.
- UMC will structure its capital and operating budgeting processes to identify proposed elements that work to reduce use of fossil fuels, reduce energy use, and advance other sustainability initiatives. It will assess how these fare in priority setting and it will inform the campus community of budgeted elements that advance its energy management and sustainability objectives.

Internal Capacity

Sustainability and climate action are integral to the University's mission. All members of the UMC community play an important role in advancing sustainability and climate action in their work and studies. To advance strategies found in the 2024 Campus and 2024 Climate Action Plans for Crookston, the University's systemwide resources within sustainability, planning facilities management, administration and other offices will provide additional active support. In addition, UMC does not currently have a full-time employee position dedicated to sustainability. In the near-term, student positions and AmeriCorps positions such as ClimateCorps and GreenCorps may help to increase capacity. In the long-term, UMC will

consider adding additional employee capacity to support the implementation of the CAP. This could take on a variety of forms from adding new staff positions to creating more dual-appointments for faculty leading on-campus implementation efforts.

Partnerships and Related Initiatives

Empower Crookston is a group of regional partners including UMC, the City of Crookston, Crookston Economic Development Authority, Northwest Regional Sustainable Development Partnerships, CERTs, Otter Tail Power, Fresh Energy and others. This group is working closely to advance sustainability and clean energy initiatives in the region as a subthread to the Empowering Small Minnesota Communities program through the MN Design Center. Partnerships through Empower Crookston will be explored for the collective benefit of the region, which could include the co-development of grant proposals, linking curriculum to community priorities, and identifying shared resources.

Other UMN partnerships and initiatives will also continue to advance the 2024 UMC CAP strategies. For example, the Energy and Utility Plan led UMN Energy Management as a systemwide effort will complete a detailed technical analysis of the CAP goals. The Northwest Research and Outreach Center will be a critical partner through the EUP and fleet decarbonization given their reliance upon UMC's electric service and shared needs.

Plan Implementation

UMC and the UMN's Systemwide Office of Sustainability will partner to prioritize immediate term actions, build a culture of sustainability, increase capacity on campus, coordinate partnerships and develop financial strategies to advance implementation. Implementation will also be advanced through University leadership efforts, such as securing funding for capital and operational investments identified in the plan.





Acknowledgments 5

Acknowledgments

Chancellor

Mary Holz-Clause, Ph.D.

Advisory Committee

The Advisory Committee met frequently throughout the planning process. Their time, perspectives, and expertise were incredibly valuable.

Jacob Bell, Faculty - Humanities, Liberal Arts, Education

Sydney Campbell, Student Representative

Katy Chapman, Faculty, Sustainability Director

Amberly Cox, Admissions Assistant Director

Steph Helgesen, Athletic Director

Al Fattal, Faculty - Business

Leslie Lekatz, Faculty - Agriculture and Natural Resources

Chris Mechell, Technology Support Specialist

Ryan Moe, Facilities Director

Brooke Novak, Student Affairs

Hannah Rovegno, Student Representative

Louis Siegel, Student Representative

Sharon Stewart, Faculty - Math, Science, Technology

Chris Winjum, Assistant to the Chancellor

Campus Leadership

In addition to those who served on the Advisory Committee, the following members of the Senior Leadership Team contributed valuable experience and expertise.

Brandy Chaffee, Director of Alumni and Donor Relations

Sue Erickson, Director of Institutional Engagement and Interim Director of Admissions

Lynsey Huseh, Director of Strategic Marketing and Communications

Rosemary Johnsen, Vice Chancellor for Academic and Student Affairs

Tony Kern, Associate Vice Chancellor of Agriculture & Natural Resources and Math, Science & Technology

Tricia Sanders, Director of Finance

Dale Scully, Associate Vice Chancellor for Student Affairs

Jess Bengston, Communication Specialist

Focus Groups and Additional Stakeholders

Many members of the UMN Crookston community participated through focus groups, stakeholder meetings, and workshops and their insights helped shape both the Campus Plan and Climate Action Plan..

Focus Groups

- Athletics
- Academic Spaces and Online Education
- Residence and Student Life
- Community
- Energy and Decarbonization Technical Advisory Committee
- Alumni and Development
- Mobility and Transit

Stakeholders

Crookston Students for Sustainable Development

Empower Crookston

Empowering Small Minnesota Communities

UMN Northwest Research and Outreach Center (NWROC)

UMN Extension - Northwest Regional Sustainable Development Partnership

Crookston Campus Community

Thank you to the many UMN Crookston students, faculty, and staff who shared their perspectives online and in conversations with the planning team.





Appendices **6**

Appendix A: Definitions

- Carbon neutral - a balance between emitting and absorbing carbon dioxide from the atmosphere.
- Decarbonization - the process of reducing greenhouse gas emissions. When associated with energy consumption, this is inclusive of energy conservation and fuel switching, oftentimes through electrification.
- Electrification - the process of converting building and campus heating sources from combustion (typically natural gas and other fossil fuels) to electrified sources (typically heat pumps).
- Energy Conservation Measure (ECM) - reduces the energy use of a particular piece of equipment or building systems. ECMs can have varying impacts on reducing energy consumption (total energy consumed) or reducing energy demand (rate at which energy is consumed).
- Geothermal (also referred to as geo-exchange) - this technology uses water and geothermal wells instead of air as a heat source and heat sink, depending on the required mode of operation. Typically, ground source heat pumps are paired with a bore field consisting of an array of wells drilled 500-1,000 feet deep. Units operate in either heating or cooling mode. They are more efficient than air source systems because of the temperate source/sink temperatures. A set of valves directs the chilled hot water and hot water to the appropriate building distribution system. Hot water temperatures more than 140°F are challenging for this equipment type so terminal equipment retrofits are often required.
- Greenhouse gas emissions - sometimes referred to as “GHG emissions”, “carbon pollution,” and/or “carbon emissions,” are pollution emitted by an entity that contributes to climate change. These emissions are gasses that trap excess heat in the earth's atmosphere. Carbon dioxide is the most common greenhouse gas and is sometimes used to represent all greenhouse gasses. Other greenhouse gasses are methane, nitrous oxide, hydrofluorocarbons, perfluorocarbons, sulfur hexafluoride, and nitrogen trifluoride. Often these emissions are a result of combusting fossil fuels, but can also be from refrigeration systems and/or agriculture.
- Renewable natural gas - highly processed biogas used as a substitute for fossil fuel-based natural gas.
- Solar photovoltaics (PV) - technology that converts sunlight to electricity.
- MTCO₂e or MTCDE - Metric tons of carbon dioxide equivalent. This accounts for CO₂ emissions, as well as the global warming impact of other emitted gasses like NO_x and SO_x. The metric is meant to account for the overall global warming impact of an emission stream.

Appendix B: GHG Methodology

- **Coal (heating)** - FY2023 data was sourced from the SIMAP database. Modeled 2025 consumption was estimated by creating an outdoor air temperature based linear regression and subsequent hourly heating demand model. An average coal to steam efficiency was calculated from historical steam generation and coal consumption logs. The heating demand model was used to estimate the consumption of coal for the reference case and alternatives cases up to the point of transition of the central plant. 4,058 lbs CO_{2e}/ton was used as the emission factor for coal. This was sourced from the SIMAP 2022 Emissions factors table.
- **Electricity** - FY2023 electricity related emissions were sourced from SIMAP. Historical electricity data was used in the modeled cases. Modeled 2025 electricity was divided into two categories: central utility plant (CUP) and all other (non-CUP). The reference case assumed that 5% of the annual campus electricity was related to the existing coal plant. Building load growth, energy savings measures, and renewable energy installations were added and subtracted from each model's non-CUP electricity load. An energy model was run for each year of the analysis with the modified heating and cooling demand of campus. Constant equipment performance curves were utilized and pieces of equipment were dispatched in order to maximize energy cost savings. The result was an hourly demand profile of the CUP for electricity. This was then aggregated into annual values and added to the Non-CUP electricity usage. The total electricity usage of campus was then multiplied by the

forecasted Otter Tail Power GHG emissions factor. These factors were estimated from publicly available historical data and were projected to achieve the state mandated 100% clean energy by 2040. The interpolation was linear between 2025 and 2040 since, at the time of this writing, Otter Tail Power Company has not published a plan or timeline to achieve the 2040 mandate.

- **Fleet** - Fuel usage data is collected each time UMC fleet vehicles are refueled. The total amount gallons of fuel by fiscal year are entered into the Sustainability Indicator Management and Analysis Platform (SIMAP) to estimate the emissions. University emissions inventory for FY2023 was used as the basis for estimating 142 MTCO_{2e} as the 2024 emissions from this source.
- **Commuting** - Commute data was collected from employees and students through the MyCampus survey about their primary commute mode, distance traveled, and the number of commuting days in the Fall (which was assumed for the entire fiscal year). A consistent survey tool will need to be developed to calculate commuting emissions in the future. Greenhouse gas emissions associated with student, faculty and staff commuting data was largely generated through use of SIMAP. The current electric vehicle adoption rate (0.4%) was entered for staff and faculty. The annual commuting duration for faculty was assumed to be nine months to match their appointment, staff were assumed to commute 50 weeks to account for vacation, and students commuted for 34 weeks to account for the academic calendar. Data and information provided through this study and data from the University's FY23 commuting emission calculations were used to estimate MTCO_{2e}

as the 2024 greenhouse gas emissions for this source.

- **University Sponsored Travel** - The University's central finance office provided purchasing data for flights, which was converted to passenger miles and emissions. Only air travel emissions are partially reported at this time. For example, study abroad has not been tracked because students purchase air travel independently. Other types of air travel are partially tracked through University purchasing systems. In the future, data on passenger miles travels, and reasons for travel can be collected to improve the understanding of University sponsored travel emissions and better inform climate action going forward. Data gathering, including emissions related to ground transportation, is another area to improve upon. University data for FY2023 was used to estimate 850 MTCO_{2e} as the 2024 greenhouse gas emissions for this source.
- **Livestock, Agricultural Practices, Fugitive Emissions and De minimis Sources** - The number of animals and livestock on campus varies throughout the year, but the total headcount on campus was used to calculate emissions using SIMAP. Headcount was collected for cows, goats, horses, and sheep. The University also uses fertilizers for campus land care. The amount of pounds of fertilizer along with the nitrogen content is entered into SIMAP, which calculates the emissions for this category. The University does not currently track refrigerant emissions. With new EPA regulations and support from University Environmental Health and Safety, this will likely be collected in the future.



The University of Minnesota shall provide equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, familial status, disability, public assistance status, membership or activity in a local commission created for the purpose of dealing with discrimination, veteran status, sexual orientation, gender identity, or gender expression.

This publication/material is available in alternative formats upon request. Direct requests to Amanda Kohn, Sustainability Project Manager (usustain@umn.edu).

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University of Minnesota Crookston Campus and Climate Action Plans

Board of Regents | Finance Committee | December 12, 2024

Mary Holz-Clause

Chancellor

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Chief Sustainability Officer

Monique MacKenzie

Director of Planning



UNIVERSITY OF MINNESOTA

Driven to DiscoverSM

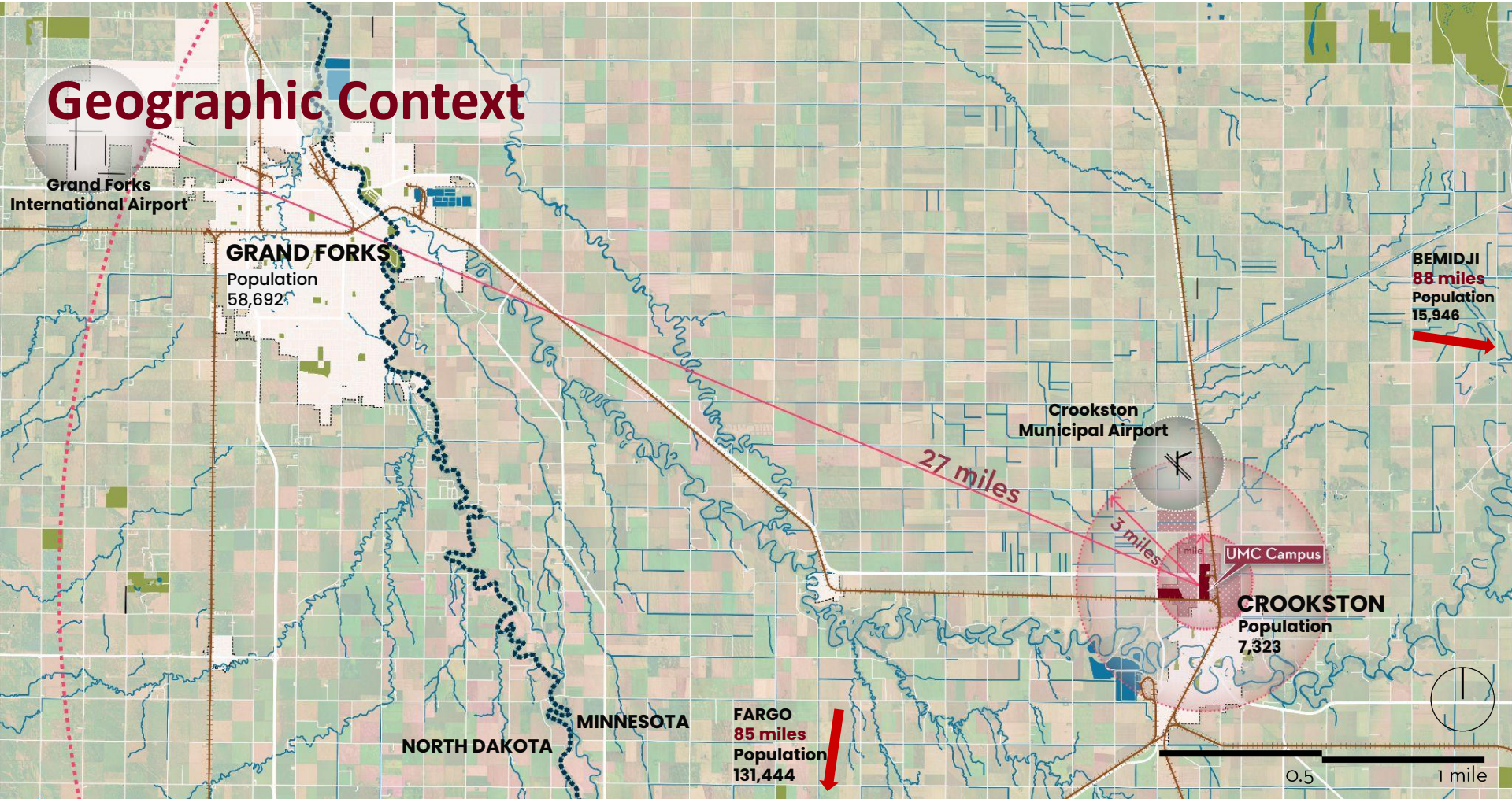
University of Minnesota Crookston



Why undertake campus and climate action planning (CCAP) together?

1. Advance **MPact 2025's systemwide commitment**
2. Develop **principles** to guide decisions about the **physical campus**
3. Explore **partnerships** to meet shared goals
4. Identify strategies to achieve **carbon neutrality by 2050** and **build resilience** to climate change

Geographic Context





UTOC

Heating Plant

NWROC

Early Childhood
Development
Center

Dowell Hall

Sahlstrom
Conference
Center

Sergeant
Student Center

Selvig Hall

Owen Hall

Bergland Lab

Kiehle Hall

Lysaker Gym

McCall Hall

Wellness Center

Skyberg Hall

Centennial Hall

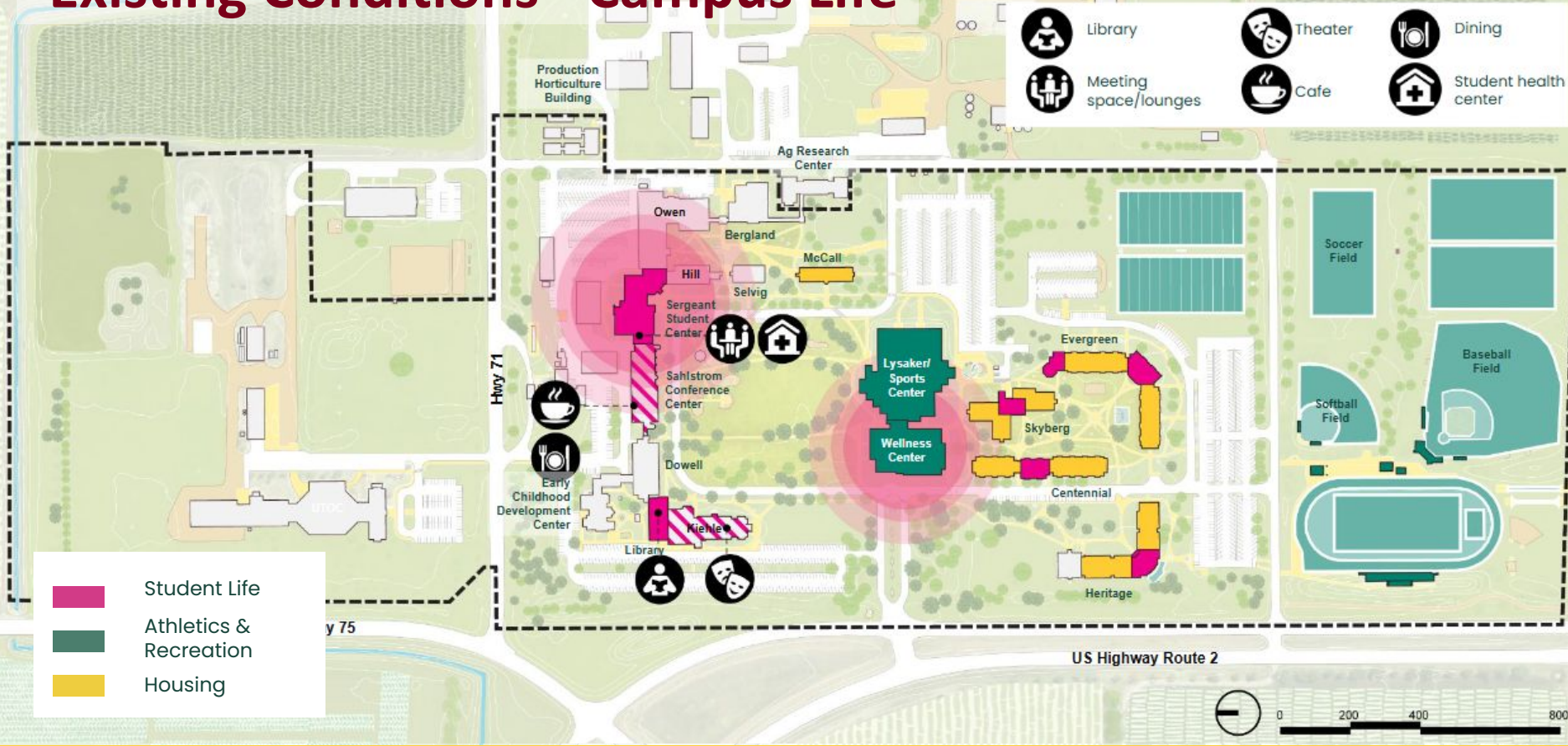
Evergreen Hall

Heritage Hall

Widseth Field



Existing Conditions - Campus Life

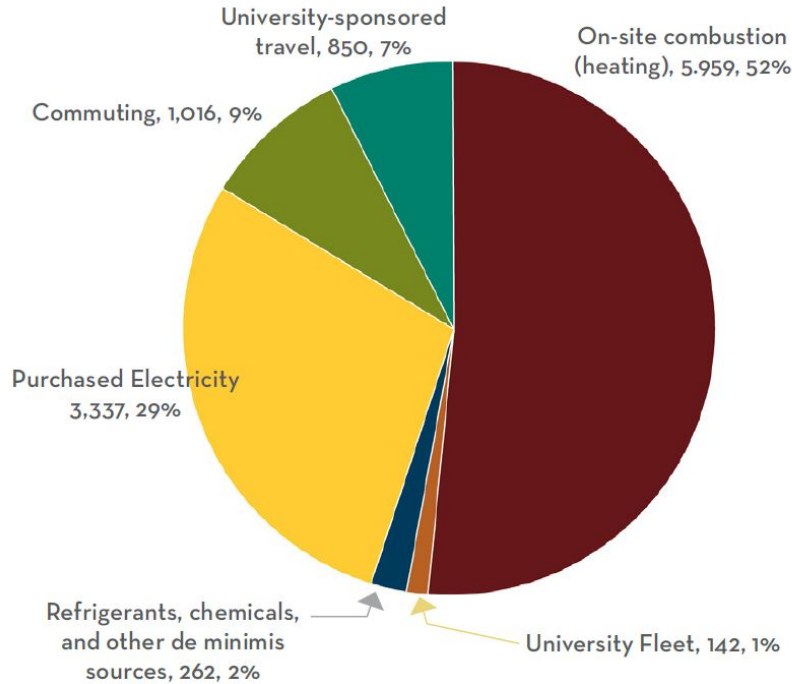


	Library		Theater		Dining
	Meeting space/lounges		Cafe		Student health center

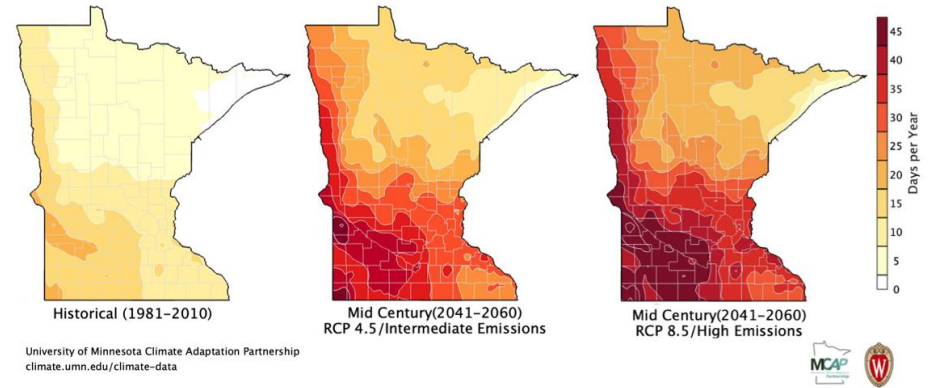
	Student Life
	Athletics & Recreation
	Housing

Existing Conditions - Climate Action

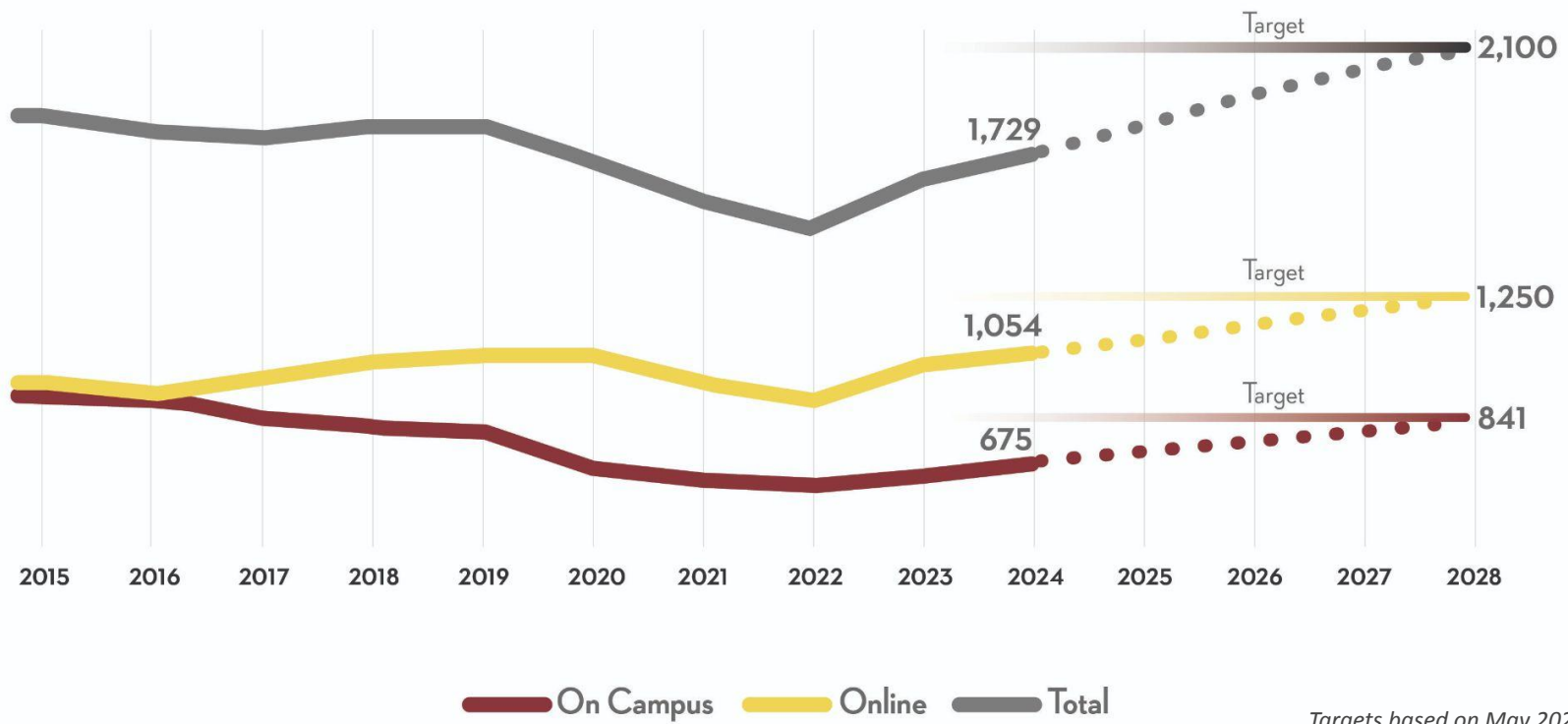
FY23 Emissions - 11,565 MTCO₂e



Days per Year >90° F



Enrollment - Current State and Future Target



Targets based on May 2024 Board of Regents discussion

Planning Drivers

- Campus Mission, Vision, Values
- Campus Community Input
- MPact 2025 - Campus Planning and Sustainability
- Board of Regents Systemwide Planning Principles
- Board of Regents Sustainability Policy
- University Climate Neutrality Commitment
- U of MN Crookston Strategic Goals
 - Enrollment
- Facility Condition and Need

Engagement

MyCampus Tool

In-Person Engagement Mar & Sept

Advisory Committee Meetings

Workshops

Engagement Website Comments



Planning Principles

- 1. Optimize campus assets in the service of broader efforts**
- 2. Celebrate the unique place and culture of UMC**
- 3. Invest in campus facilities to allow the campus community to flourish**
- 4. Respect current physical campus organization**
- 5. Develop partnerships within and outside of the UM Crookston community**

Big Ideas

1. Modernize and reinvest in the campus.
2. Enrich and enhance the quads.



Big Ideas

3. Contribute to the working landscape.
4. Enhance campus connections and gateways.
5. Reimagine space for athletics.



Prevent Climate Pollution



54% GHG Emissions Reduction by 2034



Install solar on campus and eliminate fossil fuel usage for heating, while the electric utility progress on providing carbon-free electricity



Reduce energy demand by installing conservation measures across campus



Encourage commuters to carpool and work with partners to expand sustainable transportation options, such as transit and electric vehicle charging



Establish a charging hub and transition vehicles and equipment to electric or lower-carbon options for campus operations



Create a systemwide mission-driven carbon offsets program for University sponsored travel

Emissions Reduction 2034-2050

- Utility meets the state regulation to provide 100% carbon-free electricity
- Make sustainable commuting the easy choice
- All-electric campus vehicle and equipment fleet
- Purchase carbon offsets and flights with sustainable aviation fuel



Prepare for Climate Change

Community

- Research climate solutions specific to Northwest Minnesota
- Address climate in campus safety and emergency management plans
- Expand food pantry and free store

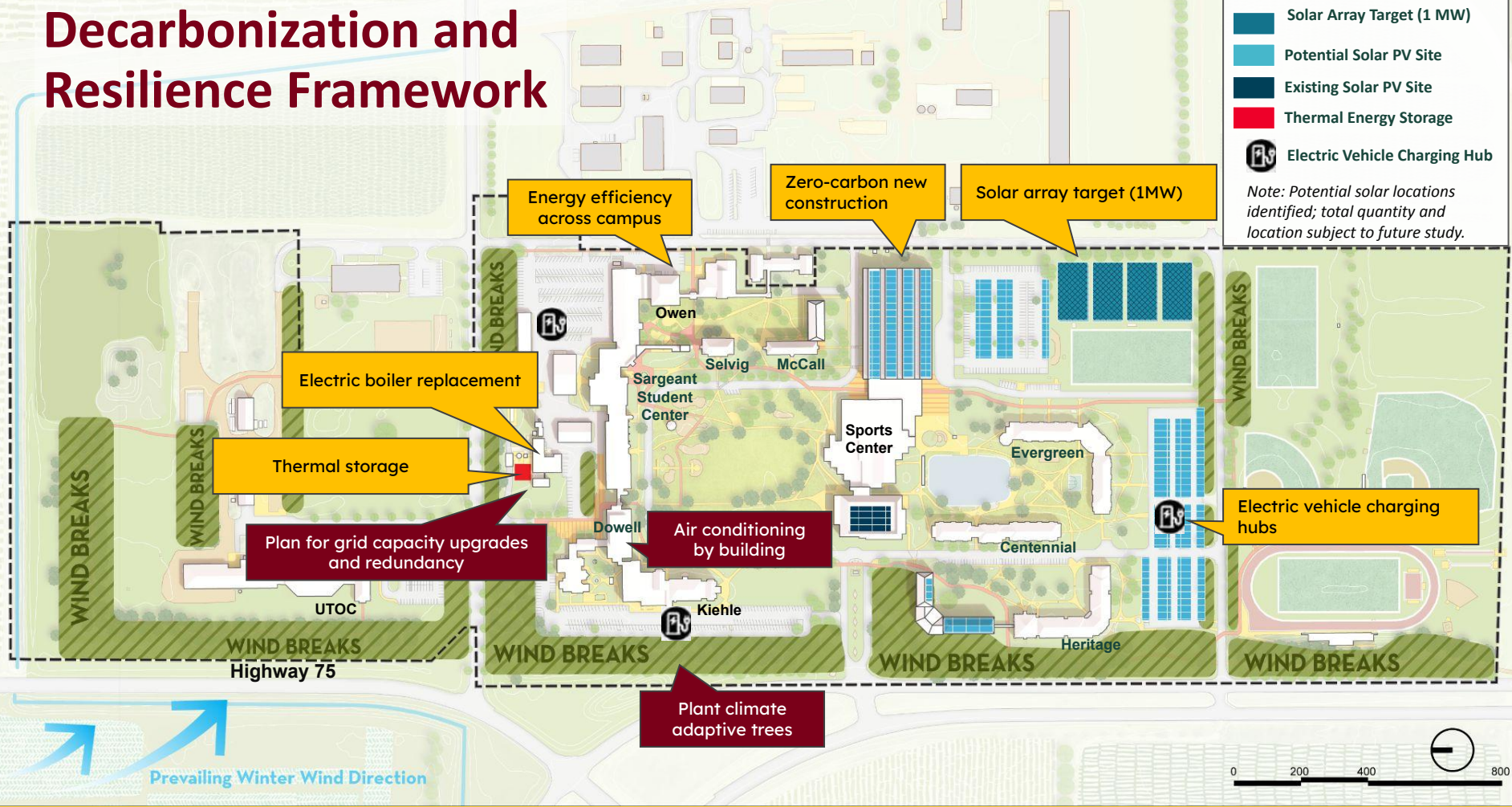
Environment

- Plant climate adaptive trees
- Reduce water consumption
- Reduce the volume of waste generated

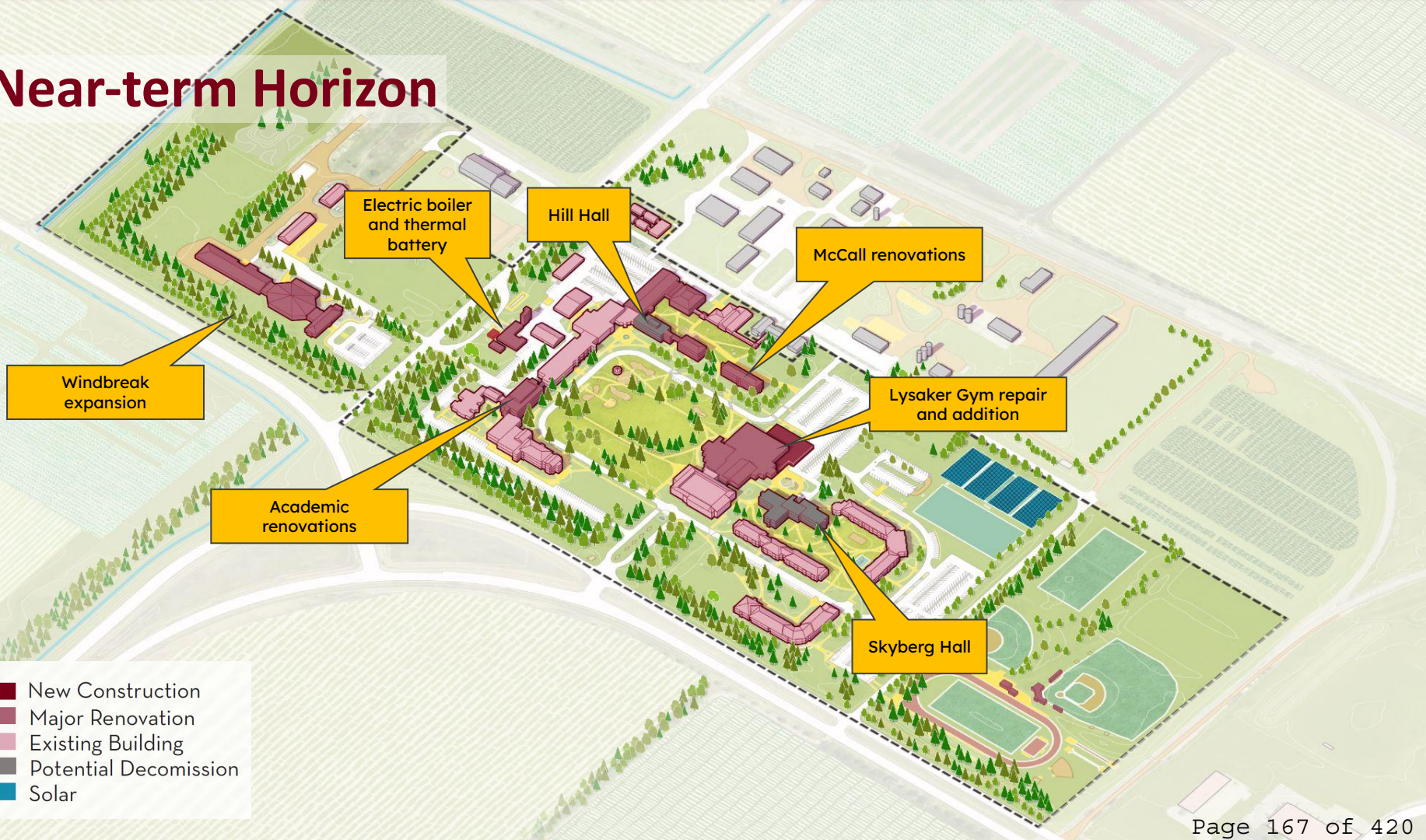
Infrastructure

- Plan for electric grid capacity in partnership with the electric utility
- Establish back-up energy sources
- Install air conditioning systems

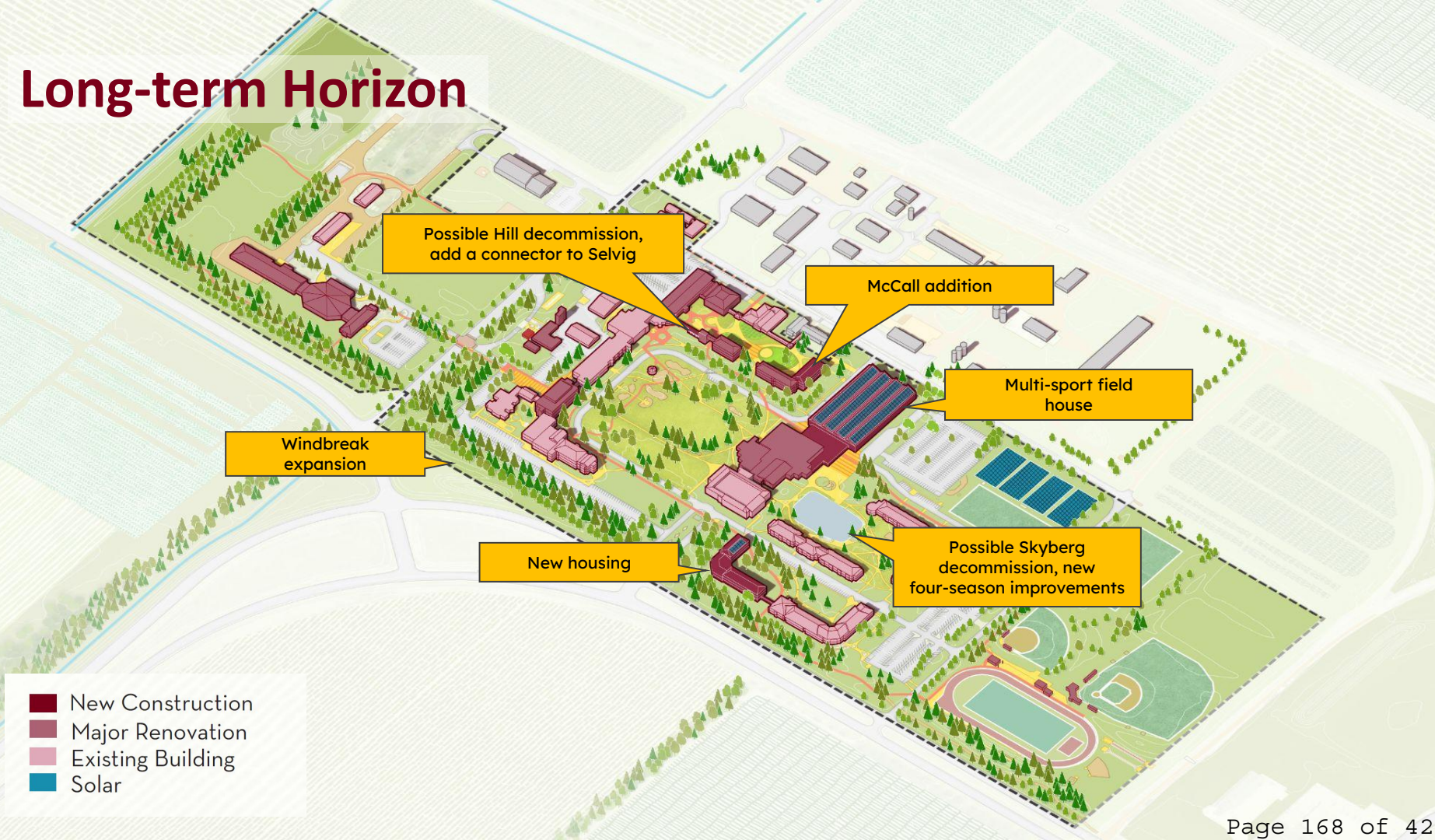
Decarbonization and Resilience Framework



Near-term Horizon



Long-term Horizon



- New Construction
- Major Renovation
- Existing Building
- Solar

Possible Hill decommission, add a connector to Selvig

McCall addition

Multi-sport field house

Windbreak expansion

New housing

Possible Skyberg decommission, new four-season improvements

Discussion



BOARD OF REGENTS DOCKET ITEM SUMMARY

Finance & Operations

December 12, 2024

AGENDA ITEM: Consent Report

Review

Review + Action

Action

Discussion

This is a report required by Board policy.

PRESENTERS: Gregg Goldman, Executive Vice President for Finance and Operations

PURPOSE & KEY POINTS

Amendments to Civil Service Rules

The purpose of this item is to seek approval of changes to the Civil Service Rules in accordance with Board of Regents Policy: *Reservation and Delegation of Authority*. If approved by the Board, the amendments will be considered retroactively effective to August 1, 2024.

Amendments to Retirement Plans

The purpose of this item is to seek approval to amend three of the defined contribution retirement plans established and directly sponsored by the University: The Faculty Retirement Plan, the Optional Retirement Plan, and the 457 Deferred Compensation Plan. These amendments will adopt specific provisions of the Setting Every Community Up for Retirement Enhancement (SECURE) 2.0 Act and the Eligible Pay amendment.

Additional information on the SECURE 2.0 Act and Eligible Pay provisions and the proposed amendments are included in the docket.

Capital Budget Amendments

The purpose of this item is to seek approval of capital budget amendments for the following projects for the Twin Cities campus:

- Community University Health Care Center (CUHCC)
- Eastcliff Renovation and Repair

The capital project for CUHCC did not meet the Board's criteria for inclusion in the Annual Capital Improvement Budget that was approved in June 2024 but does now.

The final report of the Eastcliff Property Task Force that was approved by the Board on July 22, 2024 recommended proceeding with the renovations included in the Eastcliff Renovation and

Repair capital budget amendment. Since final project details were not yet ready in July, those details are now before the Board for action.

Project overviews, which provide the basis for the request, project scope, cost estimate, funding, schedule, and site maps are included in the docket.

Purchase of Goods and Services \$5,000,000 and Over

The purpose of this item is to seek approval for purchases of goods and services of \$5,000,000 and over.

- To Paciolan LLC for an estimated \$8,600,000 for ticketing software and services for the Department of Intercollegiate Athletics (ICA) on the Twin Cities campus for the period of July 1, 2026 through June 30, 2036. The funds for this purchase will come from the Department of ICA's operating budget for ticketing services. The basis for supplier selection is included in the docket materials.

Real Estate Transaction

The purpose of this item is to seek approval for the following real estate transaction on the Twin Cities campus:

- Amendment to lease of 176 North Mississippi River Boulevard, Saint Paul (Eastcliff)

A summary of the key terms of the amendment to the lease is included in the docket.

BACKGROUND INFORMATION

Approvals are sought in compliance with Board of Regents Policy as follows:

- Amendments to Retirement Plans: *Reservation and Delegation of Authority*, Article I, Section VII, Subd. 4.
- Capital Budget Amendments: *Reservation and Delegation of Authority*, Article I, Section VIII, Subd. 8.
- Amendments to Civil Service Rules: *Reservation and Delegation of Authority*, Article I, Section XI, Subd. 2.
- Purchase of Goods and Services \$5,000,000 and Over: *Reservation and Delegation of Authority*, Article I, Section VII, Subd. 6.
- Real Estate Transactions: *Reservation and Delegation of Authority*, Article I, Section VIII, Subd. 2.

RECOMMENDATIONS

The President recommends approval of the Consent Report with the exception of the capital budget amendment for Eastcliff renovation and repair and the real estate transaction.

Chair Mayeron recommends approval of the capital budget amendment for Eastcliff renovation and repair and the real estate transaction.

CIVIL SERVICE EMPLOYMENT RULES

Approved by the University of Minnesota
Board of Regents

Effective: ~~February 17, 2023~~ August 1, 2024

Table of Contents

Table of Contents	2
RULE 1 History, Purpose, Amendment of Rules.....	4
1.1 History and Purpose of the Rules.....	4
1.2 Application of the Rules	4
1.3 Amendment of the Rules.....	4
1.4 Distribution of the Rules.....	5
RULE 2 Code of Conduct, Discrimination, Harassment, Nepotism and Political Activity	5
2.1 Discrimination.....	5
2.2 Political Activity	5
2.3 Employee Rights and Responsibilities	5
2.4 Regents' Code of Conduct.....	5
2.5 Nepotism.....	5
RULE 3 Civil Service Consultative Committee, Human Resources, University Administration	6
3.1 Civil Service Governance	6
3.2 Powers and Duties of the Civil Service Consultative Committee with respect to these Rules.....	6
3.3 Role of the Vice President for Human Resources with respect to these Rules	6
3.4 Powers and Duties of Responsible University Administrators and Supervisors with respect to these Rules.....	7
RULE 4 Position Classification	7
4.1 Position Classification.....	7
4.2 Position Classification Process	7
4.3 Manager-Initiated Reclassification Reviews.....	8
4.4 Maintenance of Classifications	8
RULE 5 Compensation System	8
5.1 Preparation of Compensation Plan.....	8
5.2 Compensation Policies.....	8
5.3 Total Remuneration	9
RULE 6 Recruitment and Employment	9
6.1 Request to Establish Position to Fill Vacancy	9
6.2 Announcement of Employment Opportunities.....	10
6.3 Hiring and Certification	10
6.4 Employment Procedure and Files	10
6.5 Types of Appointments.....	10
RULE 7 Probationary Period and Orientation.....	11
7.1 Intent of Probation	11
7.2 Application of Probationary Period	12
7.3 Orientation	12
7.4 Probationary Rating	12
7.5 Rights of Probationary Employees.....	12
7.6 Termination of Employment during Probationary Period.....	12
7.7 Academic Conversions to Civil Service Positions	13
7.7 Civil Service Conversions to Academic Positions	13
RULE 8 Continuing Education and Required Courses	13

8.1 Continuing Education	13
8.2 Required Courses	14
RULE 9 Performance Appraisal	14
9.1 Plan	14
9.2 Frequency of Appraisals	14
9.3 Employee Review of Appraisals	14
RULE 10 Hours of Work, Overtime, Holidays, Reporting, and Callback	14
10.1 Standard Hours of Work	14
10.2 Overtime	15
10.3 Holidays	15
10.4 Reporting to Work	16
10.5 Non-Standard Work Hours	16
RULE 11 Absences	17
11.1 Absence Without Authorization	17
11.2 General Regulations Governing Authorized Absences	17
11.3 Vacation	17
11.4 Pay for Vacation Leave	18
11.5 General Provisions for Sick Leave and Bereavement Leave	18
11.6 Vacation Donation Program	20
11.7 Parental Leave	20
11.8 Sick Leave Without Pay	21
11.9 Other Leaves Without Pay	21
11.10 Leaves of Absence With Pay	22
11.11 Reinstatement From Leave of Absence	23
11.12 Minnesota Earned Sick and Safe Time (ESST)	23
RULE 12 Seniority, Layoff, and Resignation	23
12.1 Seniority Unit	23
12.2 Unit and Classification Seniority	23
12.3 Layoff, Bumping, and Job Transfer	24
12.4 Resignation and Reinstatement	26
RULE 13 Discipline, Dismissal, and Protection from Retaliation	27
13.1 Discipline	27
13.2 Dismissal	27
13.3 Protection from Retaliation	27
13.4 Sexual Harassment, Sexual Assault, Stalking, and Relationship Violence <u>Sexual Harassment, Sexual Assault, and Other Forms of Sex Discrimination</u>	28
RULE 14 University Conflict Resolution	28
RULE 15 Health and Safety and MERTKA	28
DEFINITIONS	30

RULE 1 History, Purpose, Amendment of Rules

1.1 History and Purpose of the Rules

1.1.1 These rules, through June 30, 2011 prepared and recommended by the Vice President for the Office of Human Resources and the duly appointed Civil Service Committee in accordance with the authority vested in them by the Basic Law for Civil Service of the University of Minnesota, as approved by the Board of Regents on November 24, 1945, were until the adoption of the Civil Service Senate Constitution known as the Civil Service Rules, or Rules.

1.1.2 Henceforth prepared and recommended by the Vice President for the Office of Human Resources and the Civil Service Consultative Committee under the authority vested in them by the Board of Regents and the Civil Service Senate Constitution, they shall be known as the Civil Service Employment Rules, or Rules, and shall govern the operation of the University of Minnesota Civil Service personnel system from July 1, 2011 onward.

1.1.3 The words "Vice President" as used in these Rules shall refer to the administrative head or designee of the Office of Human Resources. The words "the President" shall refer to the President of the University of Minnesota. The words "Consultative Committee" or "the Committee" as used in these Rules shall refer to the Civil Service Consultative Committee, with powers and duties designated by the governing documents of the Civil Service Senate and by these Rules.

1.1.4 For the purpose of this document all the terms defined in the appendix "Definitions" have the meanings given them unless otherwise stated.

1.2 Application of the Rules

The Civil Service Employment Rules cover all University employees in job classifications included in the Civil Service Employee group except that temporary no-post and non-public employees are specifically excluded from coverage. In addition, decisions and appeals regarding disciplinary action in response to complaints against employees for alleged violation of Board of Regents Policy: ~~Sexual Harassment, Sexual Assault, Stalking, and Relationship Violence~~ Sexual Harassment, Sexual Assault, and Other Forms of Sex Discrimination and Administrative Policy: ~~Sexual Harassment, Sexual Assault, Stalking, and Relationship Violence~~ Sexual Harassment, Sexual Assault, and Other Forms of Sex Discrimination are excluded from these Civil Service Employment Rules and shall be addressed under Administrative Policy: ~~Sexual Harassment, Sexual Assault, Stalking, and Relationship Violence~~ Sexual Harassment, Sexual Assault, and Other Forms of Sex Discrimination and related administrative procedures.

1.3 Amendment of the Rules

1.3.1 Any University civil service employee may propose an amendment to the Consultative Committee at any time. The Committee will solicit and review additional proposals, conduct public hearings, and recommend amendments to the President as deemed appropriate. A complete Rules review will be conducted at an interval no greater than every three years.

1.3.2 Public hearings are required before Rules amendments are proposed to the President. Notice of intention to amend the Rules specifying the date, hour, and place of the hearings shall be published on the University Senate website and the Office of Human Resources website not less than 14 days before said hearing.

1.3.3 Proposed revisions will be made available at least seven days before the public hearings on the University Senate website and the Office of Human Resources website not less than 14 days before said hearing.

1.3.4 The Vice President and Consultative Committee shall recommend to the President all proposed amendments. After consultation with the Vice President and the Consultative Committee, the President shall make recommendations to the Board of Regents for their consideration. The members of the Board of Regents shall be provided with copies of the proposed amendments.

1.3.5 Amendments shall become effective upon adoption by the Board of Regents except as otherwise specifically provided. The Vice President shall promptly transmit notification to administrators and shall make the Rules and amendments available to employees.

1.3.6 New or amended Rules shall not retroactively affect personnel actions that were completed before the new Rules went into effect.

1.3.7 Before issuing the Civil Service Employment Rules, the Vice President or designee may correct spelling and/or grammatical errors.

1.3.8 Electronic links to external documents are subject to administrative change; such changes are not considered amendments.

1.4 Distribution of the Rules

All employees shall have access to the Rules at: https://z.umn.edu/civil_service_Contract or from the Office of Human Resources, <https://hr.umn.edu/>

RULE 2 Code of Conduct, Discrimination, Harassment, Nepotism and Political Activity

2.1 Discrimination

2.1.1 Discrimination and harassment on the basis of race, color, creed, religion, sex, marital status, sexual orientation, public assistance status, disability, age, national origin, or veteran status are forbidden by the University of Minnesota. Additionally, discrimination on the basis of political opinions or affiliation with any union or other organization representing the interest of public employees is forbidden by the University of Minnesota.

2.1.2 It is unlawful for any person in the University of Minnesota service, on the basis of prohibited discrimination, to (1) refuse to hire an individual; (2) maintain a system of employment that unreasonably excludes an individual from employment; (3) discharge an individual; or (4) discriminate against an individual with respect to hire, employment terms, promotion, or privileges of employment. A person in the University of Minnesota service may not encourage or compel, or attempt to encourage or compel, any action covered by this section.

2.2 Political Activity

No employee of the University Civil Service shall be required to pay or be allowed to solicit or receive any assessment, contribution, or subscription for political purposes whatsoever during work hours. No officer or employee of the University shall directly or indirectly use the officer's or employee's authority or official influence to compel any officer or employee in University Civil Service to apply for membership in or become a member of any political organization; or to pay or promise to pay any assessment, subscription, or contribution; or to take part in any political activity.

2.3 Employee Rights and Responsibilities

Employees shall be granted all rights, benefits, and considerations under the policies and procedures referenced in these Civil Service Rules and exercise all rights not denied them or otherwise prohibited by these Rules or other applicable policies and procedures.

2.4 Regents' Code of Conduct

Employees must not engage in, nor permit harassment and are entitled to a respectful and safe work environment consistent with the Regents' Code of Conduct. Current policy can be accessed at <https://regents.umn.edu/policy/all#board-of-regents> or from the Office of Human Resources <https://hr.umn.edu/>.

2.5 Nepotism

The Regents' policy on nepotism covers all University employees. Current policy can be accessed at <https://regents.umn.edu/policy/all#board-of-regents> from the Office of Human Resources, <https://hr.umn.edu/>.

RULE 3 Civil Service Consultative Committee, Human Resources, University Administration

3.1 Civil Service Governance

3.1.1 In accordance with the governing documents of the Civil Service Senate, there shall be a Civil Service Consultative Committee having specific powers and duties with respect to these Rules.

3.1.2 Eligible Civil Service employees who have formally been appointed or elected to a shared governance group or shared governance committee or subcommittee shall be allowed paid time to participate in such activities up to a total of 24 hours per fiscal year.

3.2 Powers and Duties of the Civil Service Consultative Committee with respect to these Rules

The Civil Service Consultative Committee shall:

3.2.1 review, conduct public hearings, and present recommendations to the President regarding Civil Service Rules, in accordance with Rule 1.3;

3.2.2 act as an appeals board in all cases involving supervisors or employees appealing decisions made by the Vice President in accordance with Rules 4, Position Classification Plan; and 5, Compensation System; Appeals shall be handled by panels consisting of at least three Consultative Committee members and/or alternates.

3.2.3 make investigations at the request of the Board of Regents, the President, the Vice President, Civil Service staff, or on its own initiative concerning personnel administration in University Civil Service;

3.2.4 interpret the intent or meaning of the Rules in cases of questions or dispute;

3.2.5 as consultants to the Vice President in developing performance appraisal plans (Rule 9.1);

3.2.6 review the creation of new and elimination of obsolete job classifications (Rule 4);

3.2.7 review and approve proposed changes to the compensation plan (Rule 5.1);

3.2.8 review proposed changes in any salary range that are requested by the Vice President (Rule 5.2);

3.2.9 appoint civil service representatives to the Conflict Resolution Advisory Committee, and nominate civil service employees for selection to serve on the Hearing Officer Roster and the Panelist Roster (Rule 14);

3.2.10 appoint civil service representatives to other University committees and task forces as requested by the President; and

3.2.11 perform such other duties as may be assigned to it by the President or these Rules.

3.3 Role of the Vice President for Human Resources with respect to these Rules

The Vice President or designee shall:

3.3.1 consult with the President on proposed rule amendments (Rule 1.3.6);

3.3.2 maintain the civil service job classification system (Rules 4.4.1 and 4.4.2);

3.3.3 prepare, consult with the Consultative Committee, and obtain approval of the President for a compensation plan (Rule 5.1);

3.3.4 determine salary range changes (Rule 5.2.1);

- 3.3.5 establish compensation policies (Rule 5.3);
- 3.3.6 determine the forms and manner for applications for civil service positions (Rule 6.4);
- 3.3.7 prescribe and maintain the application system for civil service positions (Rule 6.5);
- 3.3.8 approve certain probationary period requirements (Rule 7.2.2) and determine and publish probationary periods for job classifications (Rule 7.2.3); and
- 3.3.9 develop and administer a performance appraisal plan (Rule 9.1).

3.4 Powers and Duties of Responsible University Administrators and Supervisors with respect to these Rules

Responsible administrators and supervisors shall administer the policies and procedures referenced in these Civil Service Rules and exercise all rights (unless denied them or otherwise prohibited by these Rules) inherent in the management process with respect to the supervision of employees.

RULE 4 Position Classification

4.1 Position Classification

The Vice President shall classify all Civil Service positions according to the nature and scope of duties and responsibilities assigned to and performed by the employees appointed to such positions and shall assign to each position a classification title, number, and salary range.

4.2 Position Classification Process

4.2.1 Employees may submit, through supervisory and administrative channels, updated Position Descriptions when changes in the tasks, duties, and responsibilities of their position have occurred due to reorganization of work, staffing requirements, technology, or when they believe their positions are inappropriately classified.

4.2.2 A review of any position can result in no change, a promotion, demotion, or change to a different classification which does not constitute a promotion or demotion. No probation is required after a reclassification unless requested by the supervisor and approved by the Vice President.

4.2.3 The reclassification of any position shall be made effective on the first day of the payroll period after the employee submits a signed and dated Classification Review Request form, which includes an updated Position Description, to their immediate supervisor.

4.2.4 Reclassifications resulting in a demotion and reduction in salary will be made effective the first payroll period following notification of the decision by the Office of Human Resources.

4.2.5 The Position Description shall be forwarded for review and classification within seven calendar days to each designated administrative level starting with the immediate supervisor and ending with the appropriate human resources office.

4.2.6 A supervisor cannot change, or require the employee to change, the employee's content within the Position Description. However, managers are able to provide, either verbally or in writing, any differing opinions about the employee's job duties.

4.2.7 The Office of Human Resources shall make a determination on the classification within 35 calendar days after receiving the Position Description and shall convey the decision in writing to the employee and the responsible administrator, who is expected to implement the decision.

4.2.8 The decision of the Office of Human Resources may be appealed by the employee within 21 calendar days after receiving the decision. Appeals must be made in writing to the Office of Human Resources and a facilitated discussion will be scheduled to review the classification and come to a final decision.

4.3 Manager-Initiated Reclassification Reviews

4.3.1 An administrator or supervisor initiates a review of a Civil Service position within a unit by completing a Classification Review Request form, which includes an updated Position Description. Reclassifications resulting from the Manager-Initiated Reclassification Review shall be made effective on the first day of the pay period mutually agreed to by the appropriate human resources office and the administrative unit and will be specified in writing.

4.3.2 The decision of the Office of Human Resources may be appealed by the manager and/or employee within 21 calendar days after receiving the decision. Appeals must be made in writing to the Office of Human Resources and a facilitated discussion will be scheduled to review the classification and come to a final decision.

4.4 Maintenance of Classifications

4.4.1 The creation of new job classifications, the elimination of obsolete ones, and changes in titles or pay ranges of existing classifications shall be recommended by the Vice President for review by the Consultative Committee and approved by the University administration.

RULE 5 Compensation System

5.1 Preparation of Compensation Plan

The Vice President shall prepare a compensation plan that includes provisions for any salary increases. The policy of equal pay for equal work, the University's ability to pay, labor market competitiveness, and internal pay equity will be the major considerations in formulating the compensation plan. The Vice President shall obtain approval of the Consultative Committee and the Board of Regents. The current compensation plan can be viewed on the worldwide web at <https://hr.umn.edu/HR-Community/Compensation-and-Classification/Job-Classification-System/Job-Families-and-Salary> or be obtained from the responsible administrator.

5.2 Compensation Policies

5.2.1 The Vice President shall establish compensation policies for the regulation of salary increases, hiring rates, on-call rates, augmentation rates, in-range adjustments, outstanding achievement awards, and salary changes in cases of promotion, demotion, transfer, reinstatement, shift differential, and return from leaves of absence. Administrative units have full managerial discretion within the framework of the policies except for the following:

5.2.2 No one can be hired above or below a salary range, except that trainees must be hired below the salary range (Rule 6.5.2).

5.2.3 Promoted employees (see Rule 4) must receive a minimum salary increase of four percent unless that increase would:

- a) place the salary below the minimum salary or
- b) place the salary over the maximum of the range of the higher level classification.

5.2.3.1 If the minimum increase of four percent does not bring the salary to the minimum salary of the higher classification, then the employee must receive whatever percent increase is necessary to reach the new base.

5.2.3.2 If the four percent increase places the salary over the maximum, then the employee's salary shall be set at the maximum of the range of the higher level classification.

5.2.4 Employees who have been demoted and who have:

- 1) not experienced reductions in salary as a result of the demotions, and
- 2) who are subsequently promoted to classifications at or below their former salary ranges (but not below the minimum salary of the classifications in which they have been promoted), shall not receive a promotional salary increase without the approval of the Vice President.

5.2.4.1 If, however, the employees' salaries are below the minimum salary of the classifications to which the employees have been promoted, the employees must receive the minimum salary of the higher classification (see Rule 4).

5.2.5 An employee who is demoted (see Rule 4) shall be paid at or below the maximum of the salary ranges for the job classification into which the employee is being demoted. Depending upon administrative unit discretion, the salaries within the range after demotion should reflect the employee's experience and performance. The salary may not, however, exceed the employee's salary before the demotion.

5.2.6 Employees who transfer may receive an increase in salary over their former salary. If the beginning rate for the new position is higher than the rate the employee was at in the former position, the employee's salary shall move to the beginning rate for the new classification. Conversely, if the employee's salary in the former position exceeds the maximum of the range for the new position, the employee's salary must be decreased to the maximum of the range for the new position.

5.2.7 Employees returning from unpaid leaves of absence shall be compensated at the same rate of pay they received when the leaves commenced plus any non-discretionary increases which became effective during the time of the leaves. For increases requiring a specific length of service in order to be eligible for consideration, the period of the leave of absence is not counted toward eligibility. However, if employees gain additional experience or education that is relevant to their work during the leaves of absence, the time of the leaves may, at the administrative unit's discretion, be counted toward eligibility for discretionary increases.

5.2.8 Employees shall receive on-call and augmentation pay, as provided for by University policy (see OHR web site and refer to Civil Service pay plan). Employees shall also be provided with off-cycle checks under the circumstances specified by University policy.

5.2.9 An employee who performs work in a higher classification for longer than five consecutive workdays shall receive a temporary salary augmentation during the remainder of the time the employee works out-of-class. The augmentation must be a minimum of four percent of the employee's current hourly rate, or the percent of the employee's current hourly rate necessary to reach the minimum rate of the higher classification, whichever is greater. Any overtime shall include the augmentation. If the responsibilities of the higher classification become permanent duties of the employee, that employee has the right to submit an updated Position Description for possible reclassification.

5.3 Total Remuneration

5.3.1 Employees shall not receive perquisites, which may include but not be limited to residence, board, room, laundry, commutation, or any combination thereof, as a part of the employee's regular compensation unless these perquisites are required for the satisfactory performance of assigned duties.

5.3.2 Whenever employees are required to wear uniforms as a condition of employment, the employer shall, according to administrative policies, either provide employees with uniforms or provide funding to the employees for purchasing uniforms. Laundering of lab coats when employee works in hazardous environments shall be the responsibility of the lab per the guidelines when working in hazardous environments: <https://www.dehs.umn.edu>

5.3.3 Likewise, whenever badges, ID Cards, keys, electronic access or communication devices (e.g. internet connections, pagers, cell phone) are required as a condition of employment, the employer shall provide them or provide funding for their purchase. Employees may be assessed reasonable refundable deposits including interest, or charged reasonable replacement fees for items that are lost or negligently damaged

RULE 6 Recruitment and Employment

6.1 Request to Establish Position to Fill Vacancy

When a newly created position or a vacancy in an existing position is to be filled, the responsible administrator shall submit a personnel requisition to the appropriate human resources office. Upon receipt of the requisition, human resources personnel will review the position to approve the requested classification or reclassify it after consulting with the hiring authority before posting.

6.2 Announcement of Employment Opportunities

6.2.1 Announcements of all vacancies shall be publicly posted and available through the Office of Human Resources on the worldwide web. Information on the benefits and rights attached to temporary positions, as well as those not attached to temporary positions, shall be available through the Office of Human Resources home page at <https://hr.umn.edu/>

6.2.2 A minimum of seven calendar days (excluding holidays) shall elapse between the initial posting of an announcement concerning a vacancy in a continuing or temporary posted position and the date of hire by a responsible administrator (Rule 6.3), except when a laid-off or injured worker is re-employed.

6.3 Hiring and Certification

6.3.1 Applicants who have been certified by the Office of Human Resources as meeting the qualifications of a vacancy shall be considered and interviewed for employment in the following order:

1. Former employees whose names appear on the layoff list, with layoff rights to the posted vacancy according to the provisions of Rule 12.3.
2. Former employees on the job transfer list because of eligibility under state or federal disability laws, in accordance with Rule 12.3. <https://hr.umn.edu/Supervisors/Supervising>
3. Former employees on the job transfer list because of an on-the-job injury, in accordance with Rule 12.3.

6.3.2 Should no individual be eligible and/or hired from the above listed groups, additional applicants may be considered in the following order:

1. Individuals whose names appear on the layoff lists and who do not have layoff rights to the posted vacancy and current University Civil Service employees, whether their current positions are posted temporary or permanent.
2. Other applicants may then be considered.

The order of preference may be changed under special circumstances by the University Equal Opportunity Officer in accordance with affirmative action policies of the Board of Regents.

6.4 Employment Procedure and Files

6.4.1 Applications for all Civil Service employment shall be made on the appropriate forms and in such manner as prescribed by the Vice President and, upon submission to the Office of Human Resources, become the property of the Board of Regents of the University of Minnesota.

6.4.2 Official individual employee personnel files are maintained by the Office of Human Resources at the respective campuses (Crookston, Duluth, Morris, Rochester and Twin Cities). Employees shall have a right to see their own personnel files upon request, in the Office of Human Resources, in the presence of an appropriate Human Resources staff member.

6.4.3 The University policy concerning file access conforms to applicable State and Federal laws. Contact the Office of Human Resources for more information.

6.4.4 Employees have the right to include or update information in their files that may be pertinent to their performance of job duties.

6.5 Types of Appointments

6.5.1 No appointment shall be authorized by a responsible administrator or immediate supervisor without prior certification by the appropriate human resources office that the candidate is qualified. All appointments shall be subject to the ratification of the Vice President and the Equal Opportunity and Affirmative Action Office, under provisions of Rule 6, Section 3.

6.5.2 Trainee appointments may be made when the Vice President approves trainee programs to qualify persons for a particular work classification. An employee hired as a trainee shall be hired at a rate, as established by the Vice President in consultation with the responsible administrator, below the salary range for the class, and may be granted incentive increases as the employee progresses through an organized training program.

6.5.3 After successfully completing the program, the employee will reach the minimum salary of the range for the class. The employee shall then be required to successfully complete the probationary period assigned to the class before receiving a continuing appointment.

6.5.4 Continuing appointments shall be made to any position in which the assigned work time is at least 50 percent of full-time and of a continuing nature and when the employee has successfully completed the probationary period for the class of work.

6.5.5 Temporary appointments may be made to any position and must have a beginning and ending date. Temporary appointments may be part-time or full-time and employees shall not serve a probationary period during the period of the temporary appointment.

6.5.6 The following rights accrue to employees on temporary appointments of 50 percent time or more, within the same classification within the same administrative unit in conformance with Rule 6:

6.5.6.1. Classification seniority and rights to the layoff list shall be granted after more than one calendar year of service. Classification seniority will be retroactive to the date of entry into the classification in the administrative unit.

6.5.6.2. Grievance rights for termination for just cause shall be granted after more than one calendar year of service, within the same administrative unit within the same classification.

6.5.7 The following rights accrue to employees on temporary appointments of 50 percent time or more, within the same position including reclassifications of that position, within the same administrative unit in conformance with Rule 6:

6.5.7.1. A temporary appointment will become a continuing appointment with all rights and benefits after more than two consecutive calendar years of service and a probationary period will be considered to be completed.

6.5.7.2. An employee with continuing status who promotes or transfers to a temporary position forfeits all rights and benefits given to a continuing position and shall be governed by the rules for temporary employees.

6.5.7.3. A former employee with continuing status, whether on the layoff list or not, who is re-employed in a temporary position, assumes the status of a temporary employee, and classification and unit seniority credits cannot be reinstated.

6.5.7.4. An employee with continuing status who is laid off and bumps an employee in a temporary position retains the status of a continuing employee.

6.5.8 At the time of the initial interview, individuals being considered for temporary positions shall be informed of the temporary nature of these positions and the consequences of accepting temporary positions.

6.5.9 Individuals who accept temporary positions must be notified in writing of the temporary nature of their appointments. This written notification shall also include the beginning and ending dates of the position and the benefits and rights inherent to and denied a temporary appointment. This temporary letter shall be given to the employee within five workdays after the initial hire or, if this is not possible, within five workdays after the employee completes administrative unit orientation meetings, and must be signed by the employee. The original of the temporary letter shall be forwarded to the Office of Human Resources at: <https://hr.umn.edu/Supervisors/Supervising>

6.5.10 Part-time appointments may be made to any position in which the assigned work time is less than 100 percent time. Such an appointment may be temporary or continuing.

RULE 7 Probationary Period and Orientation

7.1 Intent of Probation

The probationary period shall be an integral part of the selection process for appointment to any position in which the assigned work time is at least 50 percent of full-time and of a continuing nature. The supervisor shall use the probationary period to inform employees of their job responsibilities and duties and of the administrative unit's expectations; to evaluate the employee's work performance; and to inform employees of their work performance.

7.2 Application of Probationary Period

7.2.1 A probationary period of employment shall be designated for each class of work, shall be served by every employee hired in any continuing position to work 50 percent time or more regardless of whether such employment occurs as an original appointment, promotion, transfer, or demotion and shall be successfully completed before the employee can be given a continuing appointment to the position.

7.2.2 Unless probation is requested in writing by the responsible administrator and approved by the Vice President, no probationary period shall be required of an employee who bumps back into any position in a classification in which the employee has previously passed probation (Rule 12.3). An employee will be credited with probation already served when their position is reclassified or when the employee is assigned to a different position in the same job class in the same administrative unit or the employee is recalled in the same class and administrative unit following layoff or reinstatement after resignation. Employees affected by this request to serve probation shall be notified in writing that a probationary period must be served.

7.2.3 The Vice President shall determine and publish the length of the probationary period for each class of positions in the University Civil Service. This period may not be less than three months nor more than one year. Related and comparable classes shall have probationary periods of the same length. All employees working less than full time (but at least 50 percent time) shall work the same number of calendar months as full-time employees to complete their probationary periods.

7.2.4 Any absences without pay shall automatically extend the probationary period.

7.3 Orientation

Employees shall be provided with University orientation information and shall be allowed to attend orientation sessions when offered by the Office of Human Resources. See: <https://hr.umn.edu/Welcome-New-Employees>

7.4 Probationary Rating

All probationary employees will have a minimum of one verbal performance appraisal and one written performance appraisal during their probationary period, except where immediate removal from the position is warranted, such as serious job misconduct -- for example, falsification of records or misappropriation of University resources -- or workplace actions that endanger the health or safety of the employee or others or when termination is a result of discipline imposed under the Administrative Policy: ~~*Sexual Harassment, Sexual Assault, Stalking, and Relationship Violence*~~*Sexual Harassment, Sexual Assault, and Other Forms of Sex Discrimination* and related administrative procedures. Supervisors must inform the probationary employee of any performance issues and develop a plan to remedy any performance issues which may be cause for not passing probation within 30 days of the expiration date of the probation period. Supervisors must use either the standardized University evaluation form or other Human Resources approved evaluation form, pursuant to Rule 9.1. The Vice President may, at any other time during the probationary period, ask the responsible administrator for additional oral and/or written statements regarding the employee's work performance. If a written performance appraisal is not given before the actual expiration date of an employee's probationary period, the employee will pass probation

7.5 Rights of Probationary Employees

Probationary employees are entitled to all rights under these Rules, including the right to grieve any alleged Rules violations unless specifically denied by these Rules.

7.6 Termination of Employment during Probationary Period

7.6.1 If the responsible administrator or immediate supervisor determines, after complying with Rule 7.4, during the probationary period, that the employee's appointment will not continue, the employee's appointment shall not be continued. Just cause is not required for termination of a probationary appointment and it is not grievable except under the discrimination clause of Rule 2.

7.6.2 The responsible administrator or immediate supervisor shall give an employee who fails to pass the probationary period at least 10 workdays written notice before termination. These 10 workdays may be given as a leave of absence with pay.

7.6.3 An employee who is being terminated during the probationary period (Rule 12.3) but held a prior position shall have the right to return to the prior position within 10 workdays after notifying the responsible administrator in charge of the prior position, provided the employee:

7.6.3.1 has successfully completed the probationary period for the prior position; and

7.6.3.2 was promoted or transferred from the prior position; and

7.6.3.3 notifies the prior responsible administrator by the termination date of the currently held probationary position of the intent to return to the prior position.

7.6.4 The prior position referred to in this Rule is the position an employee last held before being promoted or transferred to the position requiring the probationary period.

7.6.5 If an employee's prior position no longer exists (has been abolished or reclassified) or if the employee does not choose to return to a prior position (Rule 12.3), the employee may notify the prior responsible administrator by the termination date of the probationary position, of intent to be placed on the layoff list.

7.6.6 If the prior position was a temporary position the employee held for one year or less, there will be no right of return or right of placement on the layoff list.

7.6.7 If the prior position was a temporary position the employee held for more than one year, but not more than two years, there will be right of placement on the layoff list provided the employee notifies the prior responsible administrator by the termination date of the probationary position of intent to be placed on the layoff list, but there will be no right of return.

7.6.8 If the prior position was a temporary position the employee held for more than two years, there will be right of return; but if the prior position is now on temporary status, the employee will lose continuing status upon return to that position. The employee shall notify the responsible administrator in charge of the prior position of intent to return to the prior position by the termination date of the currently held probationary position, and return to the prior position shall be within 10 workdays after notification. If the employee does not choose to return to the prior position under these circumstances, there will be right of placement on the layoff list provided the employee notifies the prior appropriate human resources office by the termination date of the probationary position of intent to be placed on the layoff list.

7.6.9 A probationary employee who is discharged from the University for disciplinary reasons, including as a result of discipline imposed through the Administrative Policy: ~~*Sexual Harassment, Sexual Assault, Stalking, and Relationship Violence*~~ *Sexual Harassment, Sexual Assault, and Other Forms of Sex Discrimination* and related administrative procedures, shall forfeit all rights to return to any prior position or to the layoff list.

7.7 Academic Conversions to Civil Service Positions

If an academic employee accepts a Civil Service appointment, the employee will be required to serve the designated period of probation in the Civil Service classification. If an academic employee's position is converted to a Civil Service classification with no change in job duties, no probationary period will be required.

7.7 Civil Service Conversions to Academic Positions

Per the Board of Regents resolution passed December 12, 1980, no individual currently in another personnel category (faculty or civil service) shall be moved to the Academic Staff category unless the individual requests to do so and the request is approved by all concerned.

RULE 8 Continuing Education and Required Courses

8.1 Continuing Education

Employees shall be allowed the opportunity, within the limits of these Rules, to improve their performance, continue their education, and expand their promotional possibilities by taking courses (see Rule 11.9). The University encourages employees to participate in professional development activities (refer to Rule 3.4, Regents' Code of Conduct).

8.2 Required Courses

If an employee is required to take coursework as a condition of continuing employment, the course shall be treated as paid work time with travel time computed in accordance with the Fair Labor Standards Act. Supervisors shall allow employees to attend at least 8 hours per year of continuing education in the form of seminars, workshops, and professional development activities during scheduled work hours as paid work time.

RULE 9 Performance Appraisal

9.1 Plan

The Vice President shall be responsible for developing and administering a performance appraisal plan. The plan shall be implemented after consultation with and input from the Consultative Committee and other appropriate University personnel. Use of alternate plans must be approved by the Vice President after consultation with and input from the Consultative Committee (refer also to Rule 7.4 Probationary Appraisal).

9.2 Frequency of Appraisals

9.2.1 Performance appraisals for all Civil Service employees shall be submitted at least once each year. Within this framework, the Vice President shall establish the frequency with which appraisals shall be submitted.

9.2.2 Employees shall be evaluated by their supervisors. Reviews by employee's peers and/or subordinates may be combined with the supervisory review if it is done in accordance with an approved performance appraisal plan in use by the employee's administrative unit.

9.2.3 The original performance appraisal shall be placed in the employee's official personnel file. Employees have the right to review their official personnel files upon request (Rule 6.4).

9.3 Employee Review of Appraisals

9.3.1 Supervisors are to provide to each employee an annual written assessment of performance. The review is to include performance strengths and key areas for improvement. Supervisors are expected to support employees in efforts to improve.

9.3.2 Each employee has the right to add written comments regarding their review on the performance appraisal form, at the time of the initial review and when any changes are made to the form. The employee's signature on the performance appraisal form signifies that the performance appraisal has been reviewed with the employee, but does not signify that the employee agrees with the appraisal.

9.3.3 Each employee shall have the right to see any changes, deletions, or additions to the performance appraisal made by their supervisor, or other appropriate responsible administrator. Such changes shall be discussed with the employee.

RULE 10 Hours of Work, Overtime, Holidays, Reporting, and Callback

10.1 Standard Hours of Work

10.1.1 The full-time workweek for all work classifications in the University Civil Service shall be 40 hours per seven-day workweek.

10.1.2 Whenever possible the 40 hours shall be consecutive workdays with two or more consecutive days off; however, administrators and supervisors may reschedule work time as necessary.

10.1.3 Scheduled unpaid meal periods interrupting a work shift shall be not less than 30 minutes nor more than one hour in length. If a shift is extended to more than eight hours of work, additional or longer meal periods should be implemented, if warranted.

10.1.4 Employees are entitled to and shall be granted two 15 minutes paid break periods during eight hours of work. The scheduling of paid break periods is at the sole discretion of the supervisor. Paid break periods are not cumulative from one day to the next. Break periods for employees working other than eight-hour workdays shall be proportionally calculated.

10.1.5 Split shifts shall be avoided whenever possible. No split shift shall extend the working hours of an employee to more than 12 hours in any 24-hour period, except that in agricultural operations, working hours may extend to 14 hours in a 24-hour period.

10.1.6 In emergency situations two eight-hour shifts may occasionally be scheduled in a 24-hour period.

10.1.7 Shift differential shall be paid to employees whose scheduled work shift begins before 6:00 a.m. or begins/ends after 7:00 p.m. Scheduled shifts must be at least six hours in duration. For shift differential rate, please see the Civil Service pay plan at: <https://hr.umn.edu/HR-Community/Compensation-and-Classification/Pay-Practices-Policy-and-Guidelines/Civil-Service-Pay>.

10.2 Overtime

10.2.1 As a condition of employment, employees may be required to work overtime. Overtime is the work time in excess of 40 hours per workweek on one or more University jobs. All overtime must be approved by the appropriate responsible administrator prior to being worked. Failure to obtain approval may result in disciplinary action.

10.2.2 All employees, except those whose jobs are designated as V-class (Rule 11.2), shall be paid overtime or given compensatory time off, at the discretion of the employee, at the rate of time and one-half for work in excess of 40 hours per workweek on one or more University jobs.

10.2.3 An employee may use compensatory time within a reasonable period after a request to do so unless the use would unduly disrupt the operation of the administrative unit.

10.2.4 Administrative units have full discretion to reasonably restrict the amount of compensatory time off that can be accumulated and the length of time a compensatory time-off balance can be carried forward, except that maximum limits imposed by the Fair Labor Standards Act (currently 240 hours) will be strictly followed.

10.3 Holidays

10.3.1 There shall be a total of twelve paid holidays, including observed holidays, each fiscal year for employees appointed at a designated percentage of time.

10.3.2 The observed holidays are New Year's Day, Martin Luther King's Birthday, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.

10.3.3 Four of the twelve holidays shall be floating Holidays, scheduled annually upon recommendation to the President. One of the floating holidays shall be a personal holiday to be taken at the employee's discretion with the supervisor's approval and in accordance with the Vice President's guidelines on the use of personal holidays. This paragraph does not apply to the Crookston, Duluth and Morris campuses, which establish their own holiday policies.

10.3.4 Observed holidays that fall on Saturday shall be observed on the preceding Friday. Observed holidays that fall on Sunday shall be observed on the following Monday. For employees whose schedules include Saturdays and/or Sundays, the observed holiday shall be on its actual day of occurrence instead of on the preceding Friday or following Monday.

10.3.5 An employee appointed at a designated percentage of time who is required to work on a holiday shall receive regular pay for the day plus additional pay or time off at the rate of time and one-half for the hours worked. Employees may choose between time off or pay for the additional hours. For example, a full-time employee who works eight hours on a holiday shall be paid at the normal rate for the eight hours plus 1.5 x 8 for a total of 20 hours. An employee who is not appointed at a designated percentage of time and is required to work on any day recognized as a holiday shall be paid at the rate of time and one-half for the hours worked.

10.3.6 Employees in administrative units operating seven days per week shall receive the same number of holidays off or pay in lieu thereof as employees who work in administrative units operating five days per week.

10.3.7 When a holiday falls on an employee's day off, the employee shall receive an additional day off or proportionate time off (based on the percentage time of appointment) as agreed upon between the employee and the supervisor.

10.3.8 To qualify for holiday pay, an employee must either work or be on an approved paid leave (such as vacation) on the employee's regularly scheduled workday before or following the holiday.

10.4 Reporting to Work

A full-time employee who is required to report to work for full-time service (eight hours) shall be given a minimum of four hours of work on the day of reporting. In the absence of at least four hours of work, the employee shall receive four hours of pay at the employee's regular straight-time hourly rate or overtime, whichever is applicable. However, an employee who reports for work, and who because of illness or physical disability cannot be employed for the protection of either the employee's own well-being or that of others, shall receive pay only for actual hours worked.

10.5 Non-Standard Work Hours

10.5.1 Callback

10.5.1.1 An employee who is called in because of an emergency shall receive a minimum of two hours of pay at time and one-half or compensatory time off (at the employee's option) provided the employee:

- a) has completed a regular workday and left the workplace for at least 30 minutes; or
- b) is called in on a non-workday; or
- c) is called in early but will not work a continuous shift.

10.5.1.2 If compensatory time off is chosen, the dates selected must be pre-approved by the supervisor.

10.5.1.3 This rule shall not apply to part-time employees (regardless of hourly or percentage of time status, unless otherwise specified in these Rules); employees living on the premises; or those positions that require frequent on-call duty as described in the job specifications.

10.5.1.4 Reporting and callback procedures could be affected by the University's Emergency Closing Policies and Procedures or by administrative unit closing policies. Please consult either for further information.

10.5.2 On-Call

- 1) An employee who has been instructed by their supervisor, in writing, to remain available to work during an off-duty status shall be considered in an on-call status. On-call work shall follow the practice and procedures as established by the Vice President of Human Resources (see Rule 5.3.1) and indicated in the Civil Service pay plan: <https://hr.umn.edu/HR-Community/Compensation-and-Classification/Compensation-and-Classification>. Expectations at time of hire of any on-call time shall be included in the written job description and given to the employee.
- 2) An employee who is called in to work from an on-call status shall receive the designated premium pay. This rule does not apply to those whose jobs are designated as V-class or otherwise exempt.

10.5.3 Other Work Arrangements

Types of flexible work arrangements can include flextime, compressed work weeks, job sharing, telecommuting, or reduced-time/part-time arrangements. Please refer to the telecommuting agreement in your department or unit. (Guidelines and more explanation for flexible work arrangements can be found at: <https://hr.umn.edu/Employees/Current-Employees/Working-U-M>.)

RULE 11 Absences

11.1 Absence Without Authorization

When an employee is absent from work without authorization such absence shall be grounds for disciplinary action (Rule 13). An employee absent for three consecutive workdays without authorization shall be considered as having resigned. However, a person may subsequently apply for a retroactive leave of absence without pay to cover the unauthorized time off, and such a request may be considered and granted by the responsible administrator or immediate supervisor (see Rule 11.6 and 11.7).

11.2 General Regulations Governing Authorized Absences

Leaves of absence, which may be granted at the discretion of responsible administrator and/or immediate supervisor, include, but are not limited to: vacation, sick leave, and professional meetings. Non-discretionary leaves of absence include, but may not be limited to: jury duty, military duty, and official court appearances (when job-related).

11.2.1 Leaves of absence may be granted only when employees submit requests to their supervisor or responsible administrator within a reasonable time before the desired leave. In the case of sick leave or emergencies, the request should be made as soon as possible after the illness, death, or emergency arises.

11.2.2 Use of vacation leave, sick leave, **Minnesota Earned Sick and Safe Time**, and accumulated overtime or holiday leave shall be charged in units of one- quarter hour rounded to the nearest quarter hour.

11.2.3 When eligible, an employee shall earn vacation, **sick, and Minnesota Earned Sick and Safe Time** during a paid leave of absence.

11.2.4 Employees can access their vacation, **sick, and Minnesota Earned Sick and Safe Time** accumulations on MyU at <https://www.myu.umn.edu>.

11.3 Vacation

General Provisions for Vacation Leave

11.3.1 Full- and part-time Civil Service employees on continuing or temporary appointments who are employed in one administrative unit on a prearranged and assigned schedule of 50 percent time or more shall earn vacation with pay at the following rates:

Vacation accrual based upon straight time paid work hour

*Accrual rate does not include V-classification and/or sick leave accumulation credit

Years of University Service	Minutes of vacation leave earned per straight-time paid work hour	*Accrual rate	*Vacation leave earned per pay period if you work 40 hours/week	*Days of vacation earned per year based upon 26 pay periods of full-time employment
0-5	3.000 minutes	.05	4.0 hours	13 days
5+ to 8	3.750 minutes	.0625	5.0 hours	16.25 days
8+ to 12	5.250 minutes	.0875	7.0 hours	22.75 days
12+ to 20	5.650 minutes	.094167	7.53 hours	24.483 days
20+ to 25	6.000 minutes	.10	8.0 hours	26 days
25+ to 30	6.375 minutes	.10625	8.5 hours	27.625 days
30+ or more	6.750 minutes	.1125	9.0 hours	29.25 days

11.3.2 Years of employment is based upon the employee's anniversary hire date. If there is a gap in employment, years of employment is based upon the accumulated time of service.

11.3.3 Vacation leave accumulated for any one pay period becomes available for use during the same pay period.

11.3.4 When eligibility for a higher vacation accumulation rate occurs within a pay period, the extra vacation allowance starts the following pay period.

11.3.5 Employees may request vacation time subject to the convenience of the administrative unit concerned. Within an administrative unit, choice of available vacation time shall be determined by unit seniority.

11.3.6 If an employee must be called in to work while on approved vacation leave, the employee must be paid one and one-half times that employee's regular rate for the hours worked.

11.3.7 Full-time employees in those supervisory and professional classes of work designated by V after the job classification number shall accumulate an additional 1.385 minutes of vacation time (in lieu of overtime) for each straight-time paid hour of service.

11.3.8 Part time employees in V-classifications will be paid straight time hours for all hours worked above their percent appointment up to a maximum of 40 hours per week. If the employee works more than 40 hours per week, they will be compensated in pay or compensatory time at time and one-half pay for all hours worked over 40.

11.3.9 The maximum amount of accumulated vacation time may not exceed the amount of vacation time that may be earned within two work years.

11.4 Pay for Vacation Leave

11.4.1 Upon separation from the University, all Civil Service employees with ten (10) or more years of service and more than two hundred (200.001) hours of accrued vacation time shall have their unused vacation and compensatory time accrual paid directly into a Health Care Savings Plan (HCSP). The Plan will be administered by Minnesota State Retirement System (MSRS).

11.4.2 Any employee with vacation available for use who changes to a work schedule of less than 50 percent time shall be entitled to be paid for any unused portion of vacation leave.

11.4.3 Any employee who is about to lose vacation because they have been denied a vacation request made in accordance with an administrative unit's leave policy and will reach the maximum accumulation, shall be entitled to take up to one week of vacation to prevent loss of vacation earned upon advance notice of seven (7) calendar days to their supervisor, or shall be allowed to cash out up to (1) one week of vacation earnings based upon percent time of appointment.

11.4.4 In addition, any employee may request to cash out one week of their accumulated vacation time each fiscal year at the unit's discretion.

11.5 General Provisions for Sick Leave and Bereavement Leave

11.5.1 Full-time and part-time Civil Service employees on continuing or temporary appointments who are employed in one administrative unit on a prearranged and assigned schedule of 50 percent time or more shall accumulate sick leave with pay. Sick leave will accumulate at the rate of 3 minutes per basic straight-time paid work hour.

11.5.2 Sick leave accumulated for any one pay period becomes available for use during that pay period. An employee with sick leave available for use who leaves University employment or who changes to a work schedule of less than 50 percent time shall lose unused sick leave. When a sick-leave accumulation of 400 hours has been reached, one-quarter of any sick leave accumulated thereafter (.75 minute per hour) may be credited to the employee's vacation accumulation if the employee's sick-leave accumulation is maintained at 400 or more hours. Three-quarters of such sick leave accumulated thereafter may be credited to sick leave.

11.5.3 When a sick-leave accumulation of 800 hours has been reached, one-half of any sick leave accumulated (1.5 minutes per hour) thereafter may be credited to the employee's vacation accumulation if the employee's sick-leave accumulation is maintained at 800 or more hours, and one-half of such sick leave accumulated thereafter may be credited to sick leave.

11.5.4 Employees must request and receive approval for use of sick leave from the supervisor or responsible administrator as soon as possible after the onset of illness. Supervisors or responsible administrators may require a statement from a physician

or dentist before approving use of accumulated sick leave. Any documents regarding a University employee's disability, injury, or prolonged illness must be centralized at the Disability Resource Center (<https://disability.umn.edu/>) rather than in the Office of Human Resources or any other location on campus. In the case of extended or chronic illness, the supervisor or responsible administrator may require proof of illness, including statements from a physician or dentist, before granting further sick leave or before allowing the employee to return to work. Abuse of sick leave shall be one form of just cause for disciplinary action.

11.5.5 A supervisor may require an employee to return home or to see a physician, or both, if the employee is unable to perform in an up-to-standard manner because of what appears to be a health condition. Such time shall be charged against sick leave if available.

11.5.6 Accumulated sick leave may be used to supplement Worker's Compensation benefits during periods of lost work time due to on-the-job accidents.

11.5.7 If sick leave is exhausted, an employee may use vacation leave, overtime accruals, or holiday leave subject to the conditions of Rule 11.2, 11.4, 11.12, and Rule 10.3. **Minnesota Earned Sick and Safe Time can be used prior to, in conjunction with, or after exhausting sick leave.**

11.5.8 Approved sick leave allowance may be used by an employee who is unable to perform duties because of illness or injury; or who would expose other employees or the public to contagious or infectious diseases; or who must keep medical or dental care appointments or for safety leave as defined in Minnesota Statute 181.9413.

11.5.9 Approved sick leave may be used when a woman is unable to perform the duties of her job due to pregnancy. If no sick leave is available, an employee may be required to use accumulated vacation leave in accordance with Rule 11.2, and University policy, federal, and state law.

11.5.10 Approved sick leave may be used to care for or arrange care for an employee's child, including medical and dental appointments. Approved sick leave to care for an employee's sick child is not limited. Up to two (2) days per incident of approved sick leave may be used to care for an employee's child in case of an unscheduled school or day care closing. Employee's child as used in this portion includes adoptive, biological, step-child, or foster child of the employee or employee's spouse or domestic partner.

11.5.11 Up to 160 hours in any 12 month period may also be used by an employee to care for or make arrangements for the care of an ill member of the employee's immediate family or to provide assistance for safety leave to the immediate family. Immediate family as used in this portion of the Rule shall mean adult child, spouse, domestic partner, siblings, parents, parents-in-law, grandchildren, grandparent, stepparent, and wards of the employee or employee's spouse or domestic partner.

11.5.12 Accumulated sick leave of up to 16 hours per year can be used by an employee to participate in a personal health maintenance program and/or University Wellbeing Program activity (e.g., weight control, stress management, stop smoking, biometric screening). An acceptable program is one which is sponsored by, offered by, or accepted by health, medical and fitness/wellness professionals as a health maintenance program and/or an activity of the University Wellbeing Program. Supervisory approval is needed to schedule sick leave for such purposes.

11.5.13 The University provides eligible employees working 50% or more with paid bereavement leave upon the death of an immediate or other family member or University colleague. This leave is granted for purposes of:

- Attending the funeral, services, ceremonies, and/or interment
- Making necessary arrangements
- Travel related to the death
- Bereavement time

The following chart details the provisions related to the death of an immediate or other family member or University Colleague.

Relation to Employee	Provisions
Immediate Family Member	Up to three work days paid bereavement leave and up to two additional work days of leave at the discretion of the responsible administrator/supervisor and upon consideration of the funeral location (local or long distance), cultural expectations, rituals, ceremonies and other pertinent factors
Other Family Member	One work day paid bereavement leave
University Colleague	Reasonable paid bereavement leave to attend the funeral or service. Leave is subject to the needs of the department as determined by the responsible administrator/supervisor.

The employee's immediate family includes;

- Employee's spouse or domestic partner;
- Employee's biological, adoptive, step or foster child or ward
- Employee's parent or parental equivalent
- Employee's sibling
- Employee's spouse/domestic partner's biological, adoptive, step or foster child or ward
- Employee's spouse/domestic partner's parent or parental equivalent
- Employee's spouse/domestic partner's sibling.

Employee's other family member in this instance shall mean:

- Employee's or employee's spouse/domestic partner's children-in-law (or equivalent)
- Employee's grandparents, grandchildren, aunts, uncles, nieces, nephews and first cousins of the employee.

11.5.14 With the approval of the supervisor or responsible administrator, employees may use sick leave to serve as pallbearers or attend funerals of other individuals not identified above.

11.5.15 If an employee becomes ill while on vacation leave and presents satisfactory proof of illness or injury, the supervisor or responsible administrator may approve the use of sick leave in lieu of vacation leave.

11.6 Vacation Donation Program

Employees may have the option of donating vacation for use by qualified employees. Information about the program is available at: <https://policy.umn.edu/hr/vacationdonation> .

11.7 Parental Leave

11.7.1 Eligibility for Parental Leave

11.7.1.1 The University provides parental leave for eligible employees related to the birth, adoption, or gestational surrogacy of children in accordance with Minnesota statutes and the provisions of this policy. Parental leave provided by this policy is available to an employee on a 50% appointment or greater and is becoming a parent through birth, adoption, or gestational surrogacy or to an employee who is a gestational carrier.

11.7.1.2 Employees are encouraged to talk to the responsible administrator/supervisor regarding taking parental leave as soon as reasonably practical.

11.7.2 Paid and Unpaid Leaves

11.7.2.1 Upon request, eligible employees may take six weeks paid leave related to the birth, adoption, or gestational surrogacy of a child. The parental leave will begin at a time requested by the employee, although the leave may not begin more than two weeks prior to the due date or adoption event and no later than thirteen weeks after the birth or adoption event. In the case where the child must remain in the hospital longer than the birth parent, the leave must begin no later than thirteen weeks after the child leaves the hospital. This leave must be consecutive and without interruption and must be taken during the term of appointment. This parental leave shall not be charged against the employee's accumulated vacation or sick leave.

11.7.2.2 The employee may be eligible for other leaves that occur prior to or immediately following the parental leave. These leaves must be consecutive and without interruption and must be taken during the term of appointment. An unpaid leave of absence shall be granted to an employee for a period of up to six months, when requested in conjunction with the birth or adoption of the employee's child. This leave of absence without pay may be extended up to an additional six months upon the employee's request and with responsible administrator approval. In all cases, FMLA runs concurrently with paid parental leave and other applicable paid leaves.

11.7.2.3 During the parental leave, medical coverage will continue to be available for the employee and any dependents under any group insurance policy, group subscriber contract, or health care plan in existence at the time of leave. While on paid leave, the continued coverage will be provided on the same basis as available to the employee during the course of employment. While on unpaid leave, the continued coverage will be available at the employee's expense.

11.8 Sick Leave Without Pay

11.8.1 Upon application, a leave of absence without pay may be granted by the appropriate responsible administrator or supervisor for the entire period of temporary disability due to sickness or injury. The duration of such leave shall be subject to the recommendation of this administrator, governed by applicable University policy and federal and state law.

11.8.2 During this leave, the responsible administrator or the Vice President or appropriate human resources personnel may periodically require that the employee submit a certificate from the attending physician or from a designated physician. Any documents regarding a University employee's disability, injury, or prolonged illness must be centralized at Disability Resource Center (<https://disability.umn.edu/>) rather than in the Office of Human Resources or any other location on campus. Supervisors should contact and work with the Disability Resource Center for additional information regarding requesting physician certification. In the event of failure or refusal to supply such certificate, or if the certificate does not clearly show sufficient disability to prevent the employee from performing assigned duties, the responsible administrator, with the approval of the appropriate human resources personnel may cancel such leave and require the employee to report for duty on a specified date.

11.8.3 Sick leave without pay may be granted to an employee who is considered permanently and totally disabled according to any disability insurance program in which the University participates. Should employees on such leave recover to the point that they are employable, they shall be treated as though they were laid off and will be eligible to compete for vacancies in accordance with the policies and regulations covering laid-off employees. An employee on this type of leave will not be allowed to replace or bump an incumbent from the employee's most recently held position, unless approved by the hiring authority. If an employee who is receiving workers compensation benefits chooses to take a position outside the University instead of accepting a suitable position (as defined by workers compensation law) at the University of Minnesota, the employee will be considered to have resigned and their administrative unit may terminate them.

11.9 Other Leaves Without Pay

11.9.1 An employee may request a leave of absence without pay. This leave must be approved in advance by the responsible administrator or immediate supervisor. Seniority and vacation and sick leave are not earned during unpaid leaves.

11.9.2 Employees who are drafted or volunteer for military service during times of war or declared emergencies shall be entitled to military leaves of absence without pay, not to exceed four years, for service in the armed forces of the United States or of the state of Minnesota. Employees shall accumulate seniority during these periods of military service.

11.9.3 For determining vacation accumulation rates, military leave without pay shall be counted the same as normal straight-time hours that would have been worked. Vacation leave is accumulated during a military leave of absence without pay for all military service (reserve or regular armed services component) in time of war or declared emergencies, or when an employee is drafted. Additionally, vacation is accumulated during a reservist's initial period of active duty for training of three or more consecutive months and during all active and inactive duty for training in the military forces. The complete policy on military leaves may be viewed on the worldwide web at or may be obtained from the Office of Human Resources.

11.10 Leaves of Absence With Pay

11.10.1 Upon request an employee shall be granted a leave of absence with pay for:

11.10.1.1 service on a jury provided the employee is regularly employed at a designated percentage of time of 50 percent or more. An employee serving on a jury is expected to report for work during any work hours when the jury is recessed. The employee may be requested to render some additional services to the administrative unit in order to minimize the interruption of service caused by this absence.

11.10.1.2 voting in any state-wide general or state-wide primary election, or in an election to fill a vacancy in the office of U.S. President, U.S. Senator or U.S. Representative during the election day pursuant to Minnesota Statute 204C.04.

11.10.1.3 court attendance in connection with an employee's official duty. Such attendance shall include transportation to and from the employee's headquarters to court. Any absence, as an individual rather than as an officer or an employee of the University, whether voluntary or in response to a legal order to appear and testify in private litigation, shall be taken as vacation leave, leave of absence without pay, or as deduction from authorized accumulated overtime.

11.10.1.4 tour of duty in the reserve military forces of the United States or National Guard, not to exceed 15 workdays in any calendar year.

11.10.2 The responsible administrator has the discretion to determine whether a leave of absence with pay will be granted for:

11.10.2.1 a reasonable amount of time in University service, collegiate, campus or University committees, governance bodies, etc.;

11.10.2.2 appearance before a court, legislative committee, for other judicial or quasi-judicial body as a witness in action involving the federal government, the state of Minnesota, or a political subdivision thereof, or the University, in response to subpoena or other direction by proper authority;

11.10.2.3 attendance at professional and scientific meetings and other approved educational activities; (Regents Policy, Employee Development, Education and Training, Section VI, VII);

11.10.2.4 educational leave for not more than four hours per week (or more if make-up schedule for additional time is approved by supervisor) to be used for such purposes as attending class on a Regents' Scholarship; (Regents Policy, Employee Development, Education and Training, Section V): <https://regents.umn.edu/policy/all#board-of-regents>.

11.10.2.5 the time required to complete an investigation and decide whether disciplinary action is warranted; and the time period between an employee's receiving a notice of termination of employment and the effective date of termination (Rule 7.6; Rule 13.2).

11.10.3 Compensation for hours not worked or for extra hours worked due to University-wide or individual campus closings for weather or other emergencies is covered in an emergency closing policy and procedure document. The current emergency closing policy may be viewed at: <https://policy.umn.edu/operations/emergencyclosing> or a copy may be requested from the Office of Human Resources.

11.11 Reinstatement From Leave of Absence

11.11.1 Except as otherwise provided by these Rules, an employee granted a leave of absence must return to employment in the same classification and administrative unit at the expiration of the leave. This employee may return to employment before the leave expires upon approval of the responsible administrator.

11.11.2 An employee who is laid off before the leave expires because that individual's position has been abolished shall be entitled to re-employment consideration in accordance with these Rules (Rule 12.3).

11.12 Minnesota Earned Sick and Safe Time (ESST)

Civil Service employees may use Minnesota Earned Sick and Safe Time in accordance with OHR policy:
<https://hr.umn.edu/Benefits/Vacations-and-Time/Earned-Sick-and-Safe-Time>

RULE 12 Seniority, Layoff, and Resignation

This rule refers only to employees moving from a civil service job to a civil service job unless otherwise indicated.

12.1 Seniority Unit

12.1.1 Seniority unit is determined at the college or appropriate senior administrative level, with the approval of the appropriate human resources office. Employees must be informed of the seniority unit in which they have rights at the time they become eligible to earn seniority, usually after they have passed probation. (See Rule 12.2 for other examples of eligibility to earn seniority.)

12.1.2 Prior to an individual employee's change in assigned seniority unit, the employee must be notified of:

- a) the current seniority unit in which the employee has rights;
- b) the seniority unit the employee will have rights in during a transition period;
- c) the seniority unit the employee will have rights in after the organizational change in the unit is complete; and
- d) the dates these changes become effective.

12.2 Unit and Classification Seniority

12.2.1 Unit seniority shall mean cumulative length of service (total paid straight-time work hours) in all classifications held within a seniority unit by an employee; an employee accumulates and retains unit seniority in each of the seniority units in which the employee has worked. Unit seniority shall be acquired only after the completion of the probationary period, but shall begin at the date of entry into the class in the seniority unit.

12.2.2 Classification seniority shall be acquired only after the completion of the probationary period in each classification, but shall begin at the date of entry into each classification.

12.2.3 Temporary employees do not accumulate classification seniority until they have completed more than one calendar year of service of 50 percent time or more within the same classification, within the same administrative unit. Classification seniority shall be retroactive to the date of entry into the classification in the administrative unit. Employees moving from continuing to temporary positions forfeit all rights and benefits given to a continuing position and will be governed by the rules for temporary employees.

12.2.4 Classification seniority shall mean length of service (total paid straight-time hours) in a particular classification; an employee accumulates and retains classification seniority in each of the classifications in which the employee has worked. Temporary employees who have become continuing employees in accordance with Rule 6, Section 6, shall be granted unit seniority. Unit seniority shall begin on the first day after the two-consecutive-calendar-year anniversary and is not retroactive to the date of entry into the classification in the administrative unit. When an employee holds a particular classification within an administrative unit and has passed probation, and a vacancy exists on another shift in that classification and administrative unit that employee, if qualified, shall be granted a change between work shifts in order of classification seniority if the employee has applied for such change in writing.

12.2.5 When overtime is required, the employee who usually performs the work shall be given first opportunity to work the

overtime (including holidays). If the employee chooses not to accept overtime, other employees who are able to perform the work and wish to work overtime shall be permitted to work such overtime in classification seniority order with the most senior employee in that classification being given first consideration. If all employees decline to work such overtime, the person with the least amount of classification seniority shall be required to work the overtime (See Rule 10.2.)

12.2.6 Unit and Classification seniority credits accrued up to the time of transfer from a unit shall be reinstated upon an employee's re-employment in that original unit (regardless of administrative or collegiate unit), provided the employee has not terminated employment with the University during the interim or had that appointment reduced below 50 percent time for a period of four consecutive calendar months.

12.2.7 Unit and Classification seniority credits of a former employee who is re-employed shall begin on the date of re-employment unless seniority is reinstated under Section 4 of this rule. When the former employee is re-employed to a temporary position, classification and unit seniority credits cannot be reinstated.

12.3 Layoff, Bumping, and Job Transfer

12.3.1 Layoffs

12.3.1.1 A responsible administrator may lay off an employee because of abolition of position; shortage of work or funds; reorganization of the administrative, collegiate, departmental unit; or other reasons beyond the employee's control that do not reflect discredit on the employee's services.

12.3.1.2 When two or more persons have equal unit seniority in the unit in which the layoff is to be made, the order of layoff shall be determined by the classification seniority of the individuals involved. If the unit and classification seniorities of the affected persons are equal, the responsible administrator shall decide the order of layoff.

12.3.1.3 At least twenty-eight (28) days before the effective date of an employee's layoff from a continuing position, the responsible administrator shall give written notice to the employee, with a copy to the appropriate human resources office. This written notice shall include an explanation of the employee's bumping rights and, in case bumping rights are not exercised, regulations concerning unemployment benefits.

12.3.1.4 Instead of layoff an employee may choose transfer or demotion into a position for which the employee is qualified within the unit where the layoff occurs if a vacancy exists.

12.3.2 Bumping Rights

12.3.2.1 In accordance with the above, employees whose jobs have been eliminated, or whose appointment(s) are involuntarily reduced to below 75 percent, or employees on 50 to 74 percent appointments whose appointments are involuntarily reduced to below 50 percent, shall be allowed to the following, in the order listed:

- 1) bump the least senior (based on unit seniority) employee who is performing essentially the same duties within the same unit and classification.

12.3.2.2 If this is not possible, an employee may:

- 2) bump into the position identified by the following criteria:
 - a) The position is in the same classification and unit;
 - b) The duties are not essentially the same;
 - c) The bumping employee is qualified for the position;
 - d) The employee to be bumped is less senior (based on unit seniority) than the bumping employee. If more than one position meets the above criteria, the employee to be bumped shall be the least senior (based on unit seniority) employee in that set of positions.

12.3.2.3 If this is not possible, an employee may:

- 3) bump into the position identified by the following criteria:
 - a) the position is in a previously held classification in which the bumping employee passed probation in the

- same unit;
- b) the position is in the same unit;
- c) the bumping employee is qualified for the position;
- d) the employee to be bumped is less senior (based on unit seniority) than the bumping employee.

12.3.2.4 If the bumping employee is eligible to bump to more than one previously held classification, this bumping option shall be applied to those classifications in the inverse order in which they were held. If more than one position in a particular classification meets the above criteria, the employee to be bumped shall be the least senior (based on unit seniority) employee.

12.3.2.5 If none of the above options are possible in the order listed, the employee may:

- 4) exercise the right to any posted vacancy within the system as identified by the following criteria, and shall be hired in classification seniority order: See 12.3.3.1:
 - a) the position is in a previously held classification in which the employee passed probation;
 - b) the employee is qualified for the position.

12.3.2.6 Rate-arranged employees follow the same criteria for bumping as other employees; however, they are only eligible to bump into the same classification in the same established salary range.

12.3.3 Layoff List

12.3.3.1 Employees who have successfully completed probation and who cannot or do not exercise their bumping rights and are under layoff notice or have been laid off shall be placed on a University layoff list provided the employee submits a written request to be placed on the layoff list. These employees shall be rehired (if qualified to perform the work), in classification seniority order ahead of all other applicants (except for recalled employees), for vacancies within a previously held classification for which they apply.

12.3.3.2 An employee who is being terminated during the probationary period may choose not to exercise the option to bump another employee from a previously held continuing (non-temporary) position. The employee being terminated may then be placed on the layoff list, in accordance with Rule 7.5.

12.3.3.3 An employee on the layoff list must be recalled when a vacancy occurs in the unit and classification from which the layoff occurred, provided the employee is qualified to perform the work.

12.3.3.4 After receipt of recall notice, the employee shall have seven workdays during which to indicate intent to return and at least 22 additional workdays to report to work. Failure to accept recall shall constitute a resignation that includes removal from the layoff list.

12.3.3.5 Employees on the layoff list may apply for any vacancy, but are not entitled to hiring preference as laid-off employees except where the vacancy occurs in a previously held classification.

12.3.3.6 Rate-arranged employees follow the same protocol for access to the lay-off list as other employees but may only exercise layoff list rights in the same classification in the same established salary range.

12.3.4 Job Transfer List

12.3.4.1 An employee who has passed probation and is determined by the University to be eligible for job transfer under state or federal disability laws shall be placed on the job transfer list. <https://hr.umn.edu/Supervisors/Supervising>.

12.3.4.2 An employee who has passed probation but whose on-the-job injury now prevents the employee's performance of the essential functions of the position shall be placed on the job transfer list.

12.3.4.3 An employee who has been notified of failure to pass probation or dismissal and who is subsequently injured on the job or asserts a disability for the first time shall not be eligible for placement on the job transfer list.

12.3.4.4 An employee on the job transfer list shall be hired for vacant positions for which the employee is qualified to

perform the essential functions at the same or lower pay range as the employee's last position, ahead of all other applicants except eligible employees on the layoff list.

12.3.5 Re-employment

12.3.5.1 Classification and unit seniorities of an employee who is re-employed from a layoff list shall begin on the date of re-employment, except when re-employment is in a temporary position. If re-employment occurs in the previous administrative unit of employment, the classification and unit seniorities at the time of termination shall be restored, except when re-employment is in a temporary position.

12.3.5.2 When an employee is re-employed from the layoff or job transfer lists, unused sick leave and time accumulated toward eligibility for vacation allowance shall be restored, effective on the date of re-employment.

12.3.5.3 An employee's name shall remain on the layoff or job transfer lists for a period not to exceed two years or until the employee has returned to work at the University within that time. An employee has the right to refuse re-employment to the first position of equivalent classification, same campus or experiment station location, and reasonably close salary offered, but must accept the second position or be removed from the layoff list. An employee on the job transfer list has the right to refuse re-employment to the first position at the same or lower pay range as the employee's last position and reasonably close salary offered, but the employee must accept the second position or be removed from the job transfer list.

12.3.5.4 An employee who has exhausted rights on the layoff list shall be considered as having resigned in good standing.

12.3.6 Layoffs and broadbanded classifications

12.3.6.1 For civil service positions which are broadbanded, both the classification and the level within the classification will be considered for purposes of bumping rights and placement on the layoff list. When a layoff occurs, the administrative unit will have the responsibility to identify the current level of work of the affected employee.

12.3.6.2 The employee can bump the least senior employee performing essentially the same work and at their same level (if qualified); can bump the least senior employee performing different work at their same level (if qualified); and can bump the least senior employee at a lower level (if qualified) even if the employee never was classified at the lower level. The employee cannot bump to a higher level, even if qualified.

12.3.6.3 The employee will be placed on the layoff list for the class and the level from which they were laid off, all lower levels within the same broadbanded classification, and all other classifications for which they have passed probation. The employee will be referred and has hiring rights for those classifications and levels for which they meet the required qualifications on the posted job requisition.

12.4 Resignation and Reinstatement

12.4.1 An employee may resign by presenting a resignation in writing to the responsible administrator. To resign in good standing, an employee must give the responsible administrator or immediate supervisor at least 10 work day's prior notice. An employee may request withdrawal of the resignation if at least 10 workdays notice was given and the employee requests withdrawal of the resignation in writing before the actual termination date. The decision to accept the request for withdrawal is at the discretion of the responsible administrator.

12.4.2 As long as the University has a record on file, a former employee who was employed on a prearranged and assigned schedule of at least 50 percent time and who is re-employed in a position of at least 50 percent time shall have any or all of these items reinstated: unused sick leave, classification and unit seniority credit (if applicable under Rule 12.2, and except when re-employed to a temporary position), vacation leave accumulation rate and eligibility, and waiver of probationary period within a formerly held classification (if applicable under Rule 7.2). Reinstatement is not possible for former employees who have negotiated a settlement agreement with the University.

RULE 13 Discipline, Dismissal, and Protection from Retaliation

13.1 Discipline

13.1.1 Supervisors may discipline employees only for just cause. Disciplinary action may take the form of oral warning, written warning, suspension without pay, reduction in pay, and dismissal. Discipline shall be commensurate with the severity of the infraction and shall take into consideration factors such as, but not limited to, the employee's length of service, job history, and nature of the problems. A supervisor may require an employee to take a leave of absence with pay in order for the supervisor to conduct an investigation that may result in disciplinary action.

13.1.2 Supervisors must make a record of disciplinary action except for oral warnings, with a copy to the official personnel file and a copy to the employee. Disciplinary actions entered into an employee's Human Resources file shall be removed from departmental files after one calendar year, if no further disciplinary actions have been taken during that year. Records of suspension shall be retained in the official personnel file for eighteen (18) months, with the exception of suspensions for issues related to sexual or racial misconduct, which shall be retained in the employee's official personnel file for five (5) years; and physical abuse or violence which shall remain in the employee's official personnel file with the totality of the circumstances retained.

13.1.3 Disciplinary action, other than that imposed under Section 13.4.1, shall become effective when the supervisor communicates the action to the employee. An employee may appeal any disciplinary action in accordance with Rule 14, other than that imposed under Section 13.4.1.

13.2 Dismissal

13.2.1 Employees who have passed probation, and temporary employees who have completed more than one calendar year of service in a 50 percent time or more appointment within the same classification, within the same administrative unit (see Rule 6.6), may be dismissed from a position for just cause. Just cause is not required for dismissal of any other employee.

13.2.2 A written notification of reasons for dismissal shall be handed to the employee by the supervisor or responsible administrator or sent by registered mail to the employee's last known address with return receipt requested. A copy of this notification shall be placed in the employee's official personnel file. The statement shall allow 10 workdays prior to the effective date of dismissal. These 10 days may be given as a leave of absence with pay. In cases of alleged misconduct the employee shall be placed on leave without pay during this period.

13.2.3 The employee may appeal a dismissal during the six-week period in accordance with Rule 14 other than a dismissal under Section 13.4.1. The appeal shall not affect the effective date of the dismissal.

13.2.4 An employee who willfully practices or has attempted to practice any deception or fraud concerning the employee's eligibility for appointment may, upon discovery and proof thereof, be dismissed or otherwise appropriately disciplined. Charges alleging such deception or fraud may be initiated by the responsible administrator under which the employee is working at the time, or by the Vice President, in conformity with the provisions of those rules relating to notice of dismissal and hearing.

13.2.5 Absence for three consecutive workdays without authorization shall be considered a resignation, in accordance with Rule 10.5.

13.3 Protection from Retaliation

13.3.1 Supervisors may not take disciplinary action against an employee who, in good faith, reports a violation of any federal or state law or regulation to the employer, a governmental body or law enforcement official. Employees may report any good faith concerns to the University's confidential reporting service (toll-free 1-866-294-8680 or via a confidential Web link (<https://secure.ethicspoint.com>)). Disciplinary action may not be taken against an employee who is requested by a public agency to participate in an investigation, hearing, or inquiry as well as an employee who refuses to participate in any activity that the employee has an objective basis in fact to believe violates state or federal law and the employee informs the employer that the refusal is based on that reason.

13.3.2 University Policy "Reporting and Addressing Misconduct" outlines the procedure to report concerns without fear of

retaliation. This policy can be found at: <https://policy.umn.edu/operations/misconductreporting> or a copy may be requested from the Office of Human Resources.

13.3.3 Supervisors may not take disciplinary action against an employee who refuses to perform non-work-related tasks on paid work time.

13.4 Sexual Harassment, Sexual Assault, Stalking, and Relationship Violence**Sexual Harassment, Sexual Assault, and Other Forms of Sex Discrimination**

13.4.1 Notwithstanding other provisions in these Civil Service Employment Rules, decisions and appeals regarding disciplinary action in response to complaints against employees for alleged violation of Board of Regents Policy: ~~Sexual Harassment, Sexual Assault, Stalking, and Relationship Violence~~~~Sexual Harassment, Sexual Assault, and Other Forms of Sex Discrimination~~ and Administrative Policy: ~~Sexual Harassment, Sexual Assault, Stalking, and Relationship Violence~~~~Sexual Harassment, Sexual Assault, and Other Forms of Sex Discrimination~~ are excluded from these Civil Service Employment Rules and shall be addressed under Administrative Policy: ~~Sexual Harassment, Sexual Assault, Stalking, and Relationship Violence~~~~Sexual Harassment, Sexual Assault, and Other Forms of Sex Discrimination~~ and related administrative procedures.

RULE 14 University Conflict Resolution

14.1 This policy applies to all University of Minnesota employees not represented by a union, but all Civil Service Rules, including Rule 14, cover only employees specified in Rule 1, Section 2 of these rules. For the most current policy, refer to www.umn.edu/ocr or contact the Office for Conflict Resolution. The Office of Institutional Compliance has additional resources available at: <https://www.compliance.umn.edu/complianceReportResources.htm>

14.2 The Office for Conflict Resolution will consult with the Consultative Committee periodically regarding Rules interpretation issues that have arisen in matters brought to that office, and report the Rules that have been cited in petitions filed by Civil Service employees (Rule 3.2.4).

RULE 15 Health and Safety and MERTKA

15.1 At the time of hire or re-employment, employees shall be informed by their supervisors of the Minnesota Employees Right-To-Know Act (MERTKA), regarding potentially hazardous substances or situations encountered in the workplace.

15.2 Administrative units are responsible for providing and maintaining work areas that meet the health and safety standards required by State and Federal law. Each administrative unit should have a designated safety coordinator to be the unit liaison with the University's Department of Environmental Health and Safety. Supervisors shall take steps for the safety of employees within the work area.

15.3 Employees shall report health and safety concerns and problems to their supervisors. Supervisors must respond promptly to the concerns and/or problems until such time as the problem is resolved. Supervisors should consult with their unit safety coordinator to determine if there is a need to make use of the services of the Department of Environmental Health and Safety Services. These services include such items as fire safety evaluations, measurement of noise and radiation levels, and analysis of biological, chemical, and all other hazards.

15.4 Employees shall immediately report on-the-job accidents and injuries to their supervisors. The supervisor shall take appropriate steps to insure that the employee's injury is not further aggravated and to enable the employee to obtain care for the injury. This may include the provision of first aid services, medical services, ambulance services, or transportation to a hospital or it may require taking or sending the employee home. The supervisor shall report these incidents, whether or not injury resulted, to the administrative unit and submit an accident report (First Report of Injury) to the Workers Compensation Office.

15.5 Additional information and policies regarding health and safety are available from the Office of Human Resources and other appropriate University administrative units.

15.6 Insurance and Workers Compensation.

The University of Minnesota shall offer insurance coverage that includes, but is not limited to: group life, health, medical,

workers compensation, and dental benefits. Contact Employee Benefits <https://hr.umn.edu/Benefits/U-M-Employment-Benefits> for additional information.

DEFINITIONS

The following words and terms, wherever used in these Rules, shall have the meaning indicated below. Definitions are to be considered as part of the Rules for the purpose of grievance.

Administrative unit. Any administrative, department, collegiate, campus, or central unit.

Administrative authority. Official University authorization to manage the business and/or fiscal activities of an administrative unit.

Adoption event. Adoption of a child up to 18 years of age who is adopted through public, private, domestic, international or independent means and who is not the stepchild of the adoptive parent.

Appointing authority. Any administrator, department head, or supervisor who has been delegated authority to appoint and terminate employees.

Appropriate Human Resources Office/Personnel. Describes the collegiate, campus, or central administrative human resources office responsible for area in which employee works.

Appropriate Senior Administrator. Describes the most senior administrator for the collegiate, campus, or central administration human resources office responsible for area in which employee works.

Bumping. Seniority-based process by which one employee may take the job of another in order to avoid layoff. A Civil Service employee may bump only within their own seniority unit.

Calendar week. 12:01 a.m. Sunday to midnight Saturday. (Should not be confused with the workweek, which may be different.)

Callback. The act of requiring an employee to report to work in an emergency outside the employee's regular work hours, as covered in Rule 10.5.1.

Civil Service Employee. The University of Minnesota civil service staff does professional and/or supervisory, non-academic work and is not currently represented by a union. Job classification numbers begin with 0, 3, 7 or 8 (see also Temp or casual appointment definitions).

Classification. Descriptive title given to a position or a group of positions with similar duties and responsibilities.

Classification Seniority. Classification seniority shall mean length of service (total paid straight-time hours) in a particular classification; an employee accumulates and retains classification seniority in each of the classes in which the employee has worked. Classification seniority for continuing appointments shall be acquired only after the completion of the probationary period in each classification, but shall begin at the date of entry into each classification. Classification seniority for temporary appointments shall be acquired only after the completion of more than one calendar year of service in a 50 percent time or more appointment within the same classification, within the same administrative unit but shall begin at the date of entry into the classification.

Committee. Civil Service Consultative Committee of the University of Minnesota.

Compensatory time. Time off allowed for time worked in excess of forty (40) hours in a work week. Non-exempt employees shall be compensated at time and one-half (also see overtime definition).

Continuing position. A position within a classification of the University Civil Service that is considered by an administrative unit to be a regular, ongoing non-temporary position. Employees must serve a probationary period. Temporary appointments will become continuing appointments with all rights and benefits thereof after more than two calendar years of service in a temporary appointment of 50 percent time or more within the same classification, within the same administrative unit including reclassification of the position. In these cases, a probationary period will be considered to be completed.

Demotion. An employee's change from a position in one classification to a position in another classification assigned to a lower pay range in the same schedule, or, an employee's change from a position in one classification to a position in another classification on a different schedule where the midpoint of the new classification's range is lower than the midpoint of the old classification's range by 4 percent or more.

Discharge, Dismissal. Involuntary termination.

Discretionary increase. Wage and salary increases (incremental, percentage, or lump sum) that may vary in amount from employee to employee (within limits prescribed in the compensation plan) based on performance appraisals.

Domestic partner. Two persons of the same or different sex who are (1) engaged in a committed relationship, and (2) not related by blood closer than permitted under Minnesota marriage laws.

Employee's child. Includes adoptive, biological, step-child, or foster child of the employee or employee's spouse.

Exempt. Classification of work not regulated under the Fair Labor Standards Act. For further information, call the Office of Human Resources.

Flex-time. Work arrangement in which employees choose their own work hours within the limits established by the area manager. Core hours are established and employees are allowed to determine their stop and start times. Flexitime does not alter the total number of hours worked in a week.

Foster parent. One who has undergone a foster care placement proceeding to assume child-rearing responsibilities but not full legal responsibility for a child.

Full-time appointment. One hundred percent time for the period of appointment.

Gestational Surrogacy. A legal agreement between intended parent(s) and a gestational carrier to carry an embryo to term as a means for the intended parent(s) to become parent(s) of a child. Under this policy, both the intended parent(s) and the gestational carrier would be eligible for paid parental leave.

Illness. Includes both mental and physical illness.

Job transfer list. A record of former employees who have passed probation and whose University on-the-job injuries prevent performance of the essential functions of their positions, or who are determined by the Office of Human Resources to be eligible for job transfer under state or federal disability laws, without delinquency or misconduct on their part.

Just cause. A standard or test often applied to determine the appropriateness of disciplinary action. The factors that may be considered in determining just cause include but are not limited to: (1) Forewarning; (2) Reasonableness of the rule or standard that was violated; (3) The presence of a supervisory or other type of investigation to verify employee culpability and the circumstances of the violation; (4) Establishment of proof at a level consistent with the disciplinary action being taken; (5) Prior consistent enforcement of the rule or standard that has been violated; (6) Disciplinary action proportional to the offense.

Layoff list. A record of former employees who have been laid off due to lack of work or funds within the past 24 months, without delinquency or misconduct on their part.

Nondiscretionary increase. Wage and salary increases (incremental, percentage, or lump sum) that are granted to all employees or to specific groups of employees (e.g., all those on a particular schedule or in a particular classification) across the board, without regard to the employee's job performance.

Nonexempt. Classification of work regulated by the provisions of the Fair Labor Standards Act. For further information, call the Office of Human Resources.

Non-public employee. Refer to the Minnesota Public Employee Labor Relations Act 179A. Contact the Office of Human Resources for additional information. These are appointments <36%.

Official employee personnel file. The official employee personnel file is the file maintained by the Office of Human Resources at the respective campuses (Crookston, Duluth, Morris, Rochester and Twin Cities). All disciplinary, performance appraisal, payroll, and similar documents must be filed in this file to be used in any action related to an employee's appointment.

On-call: Employees, at times outside of their scheduled work hours, who are required to be available to respond to telephone calls or return to work (see "return to work" definition) if necessary. On-call work shall follow the practice and procedures as established by the Vice President for Human Resources.

Overtime. Overtime is the work time in excess of 40 hours worked or paid time off per workweek on one or more University jobs (also see work time definition). Full-time V-classifications are not eligible for compensated overtime. Part-time V-classifications are eligible for compensated overtime for hours worked beyond 40 hours per workweek. Exempt employees (non-V) are eligible for compensated overtime for hours worked beyond 40 hours per workweek.

Part-time appointment. An appointment at less than one hundred percent time for the period of the appointment. These are appointments >36%. <http://www.revisor.leg.state.mn.us/stats/179A/03.html>

Performance appraisal plan. A plan shall include the following elements: goals of the performance program, appraisal forms, and rating standards and factors.

Position. A group of current duties assigned or delegated by responsible authority, requiring the full-time or part-time employment of one person.

Position classification plan. The schedule of classifications and revisions adopted by the Board of Regents on September 22, 1945, together with the subsequent amendments and revisions adopted by the Board of Regents.

Probationary period. Part of the selection process during which an employee new to a position is required to demonstrate fitness for the position by actual performance of the position's duties.

Promotion. An employee's change from a position in one classification to a position in another classification that is assigned to a higher pay range on the same schedule, or an employee's change from a position in one classification to a position in another classification on a different schedule where the midpoint of the new classification's range is higher than the midpoint of the old classification's range by 4 percent or more. Probation is required.

Qualifications: Criteria for a specific job for which an employee is hired. Qualifications include required and preferred qualifications. Required qualifications are what you have to have in order to perform the job duties. Preferred qualifications are what would be helpful to have, but which an employee can receive training for if they do not possess them at the time of hire.

Qualified: Possesses the required qualifications for a particular position.

Recall. When a vacancy occurs in an administrative unit and in a classification from which an employee was laid off and the employee is qualified to perform the work, the employee must be notified of their right to return to work.

Reclassification. A change in classification of an individual position by raising it to a higher classification, reducing it to a lower classification, or moving it to another classification at the same level on the basis of significant changes in the kind, difficulty, or responsibility of the work performed. No probation is required unless requested by the supervisor and approved by the Vice President.

Regularly scheduled. Working hours scheduled in a recurring pattern on a continuing basis.

Responsible administrator. The administrator who has administrative authority for the unit, department, college, campus, or central administration for which the employee works.

Return to work. Reporting back to work after a lay-off or leave of absence.

Return to work (from on-call status). An employee who is working in an on-call status and must return to the work place.

Seniority credit. Credit given in personnel processes to the length of service of an employee in a particular kind of work in a specific seniority unit, determined and granted in the manner established by these Rules.

Seniority unit. The unit in which employees earn seniority. This can be a department, a group of departments, an administrative unit, a college, or an entire campus. Seniority units are determined at the collegiate or vice presidential level, with the approval of the Vice President.

Shift differential. Base salary supplements that compensate employees for the inconvenience of working certain hours other than the traditional business hours of 8:00am – 5:00pm.

Straight time pay. Base hourly rate of pay for an employee.

Supervisor. A person who exercises major supervisory functions over another employee or employees. These functions are hiring, evaluating, assigning work, disciplining, and dismissing.

Telecommuting. A work arrangement in which an employee carries out all or some of the duties of the job at home or another alternate work location. The toolkit for implementing this work arrangement can be found at:

<https://hr.umn.edu/Employees/Current-Employees/Working-U-M>

Temporary appointment. Appointment to a posted position that has a specified beginning and ending date. It may be part-time or full-time (<2 years, > 36%). A temporary employee does not serve a probationary period and does not have the rights that accrue to an employee on a continuing appointment (>2 years, > 36%), except as defined in these Rules. Employees on a temporary appointment shall be notified, in writing, of the temporary nature of their appointment. Temporary appointments will become continuing appointments with all rights and benefits thereof after more than two (2) calendar years of service in a temporary appointment of 50 percent time or more within the same position, including reclassifications of that position, within the same administrative unit. In these cases, a probationary period will be considered to be completed. (See Rule 6.5.6)

Temporary or Casual Appointments (0001, 0007, 0011) appointments are not covered under the rules.

- <https://policy.umn.edu/hr#Hiring>
- Technical Consultant Appointments
- <https://hr.umn.edu/Supervisors/Recruiting-and-Hiring/Hiring-Temporary-or-Casual-Employees>

Temporary no-post. A temporary position of 12 (twelve) months or less that has not been posted and is filled by an applicant not referred by the appropriate human resources office. Temporary no-post positions are not covered by Civil Service Rules. (See Rule 1.2)

Termination. Discontinuance of University employment.

Transfer. An employee's change from a position in one administrative unit to a position in the same schedule and pay range in another administrative unit, a change of classification within the same administrative unit when the new position is assigned to the same schedule and pay range as the former position; or an employee's change from a position in one classification to a position in another classification on a different schedule where the difference in the midpoints of the two ranges is less than 4 percent. Probation is required.

Unit seniority. Unit seniority shall mean cumulative length of service (total paid straight-time work hours) in all classifications held within a unit by an employee; an employee retains unit seniority in each of the units in which the employee has worked. For an employee who is hired into a continuing appointment, seniority shall be acquired only after the completion of the probationary period, but shall begin at the date of entry into the class in the unit. For an employee who is hired into a temporary appointment, unit seniority shall be acquired only after the completion of two calendar years of service in a 50 percent time or more appointment, within the same position, including reclassifications of that position, within the same administrative unit. (See Rule 6.6) Unit seniority shall begin on the first day after the three-year anniversary and is not retroactive to the date of entry into the class.

V-class. A designation given to some supervisory and professional classifications that allows full-time employees in those classifications to accrue an extra one-half day of vacation per month in lieu of being paid for overtime. V-class part-time employees shall be paid or receive compensatory time off at the straight-time rate for all hours worked in excess of their appointment percentage up to the total number of hours that would constitute full-time employment. (See Rule 11.2.) In order to be eligible for this designation, the classification must be exempt from the United States Fair Labor Standards Act.

Vacancy. A position opening that exists when a new position is created or when an existing position opens up due to the termination (dismissal, resignation, promotion, etc.) of an employee. A position is not vacant for purposes of permanent shift selection when the incumbent is on approved leave. Adjusting the work shift or the responsibilities of an incumbent's individual position does not create a vacancy.

Vice President. The Vice President for the Office of Human Resources of the University of Minnesota or a designated representative.

Work shift. This term means both a period of work that has a predetermined starting and ending time and the regularly scheduled configuration or pattern of work periods and days off. This configuration may repeat itself on a weekly, biweekly, or longer-term basis.

Work time. Time scheduled for employees to be on work duty; and time spent on authorized paid leaves of absence such as vacation leave, sick leave, compensatory time off, paid military leave, and so forth.

Workweek. A fixed and regularly recurring period of 168 hours; seven consecutive 24-hour periods. It need not coincide with the calendar week but may begin on any day and at any hour of the day. The beginning of the workweek shall be established by the responsible administrator and, once established, it remains fixed. However, it may be changed by the responsible administrator if the change is justifiable for business reasons. Different workweeks may be established for different employees or groups of employees.

Work year. One year at 100 percent time = 2,080 straight-time paid work hours; one year at 75 percent time = 1,560 straight-time paid work hours; one year at 50 percent time = 1,040 straight-time paid work hours.

Finance & Operations Committee
Consent Report – Amendment to Retirement Plans
December 12-13, 2024

The University provides employees with primary retirement plans by employee group. The Faculty Retirement Plan (FRP) is available to faculty and staff in the Academic Professional and Administrative employee group. Two voluntary defined contribution plans are available to all employees: the Optional Retirement Plan and the 457 Deferred Compensation Plan.

Amendments Related to the Setting Every Community Up for the Retirement Enhancement (SECURE) Act 2.0

On December 29, 2022, President Biden signed into law the SECURE 2.0 Act of 2022 (SECURE 2.0). This occurred as part of the passage of the Consolidated Appropriations Act, 2023, a federal government spending package. The bipartisan legislation builds on the Setting Every Community Up for Retirement Enhancement Act of 2019 (SECURE 1.0), retirement legislation signed into law at the end of 2019 and includes reforms that seek to expand retirement coverage and savings.

The House Committee on Ways and Means summarizes the sections we are proposing to include as amendments to the University’s retirement program as follows:

Section 109. Higher Catch-Up Limit for Participants Ages 60–63. Under current law, employees who have attained age 50 are permitted to make catch-up contributions under a retirement plan in excess of the otherwise applicable salary deferral limits. The limit on catch-up contributions for 2023 is \$7,500. The new law increases the limit for employees who have attained ages 60, 61, 62, and 63 to the greater of (1) \$10,000 (indexed) or (2) 150% of the regular catch-up contribution.

Section 115. Withdrawals for Emergency Expenses. Allows retirement plans to permit participants to self-certify to request distributions for unforeseeable or immediate financial needs for necessary personal or family emergency expenses. The distribution is not subject to the 10% additional tax on early distributions. Withdrawals are limited to one per calendar year for the lesser of \$1,000 (this limit is not indexed for inflation) or the vested account balance in excess of \$1,000 from all eligible retirement plans, which includes IRAs. All plans that are part of the group of companies under common control are combined for purposes of the dollar limit. A participant cannot request another withdrawal for the following three calendar years unless they repay the full amount of their withdrawal or make deferral contributions equal to the amount of their withdrawal.

Additional Amendment for Consideration: Allow retirement plan contributions on paychecks received after severance from employment at the University.

The retirement plans were amended effective January 1, 2019, so that compensation shall not include amounts paid after a Participant’s Termination Date. Depending on an employee’s termination date and paycheck date, retirement contributions often cannot be stopped in time to prevent such contributions after termination of employment. It is impossible to administer the current provision and remain in compliance with the governing retirement plan documents. Additionally, the industry standard is to allow contributions to retirement plans after termination as long as the compensation paid would otherwise be eligible.

Summary of amendments by plan for recommended provisions:

Faculty Retirement Plan

Provision	Applicable to this plan?	Recommend Adoption	Rationale for Recommendation	Cost to University	
Withdrawals for emergency expenses of up to \$1,000	Yes	Yes	Provides employees with access to funds in emergency situations	None	Will sign amendment once language is finalized by DOL. The amendment must be signed by the end of 2026 to be effective in 2025.
Allow contributions on paychecks after severance of employment	Yes	Yes	To remain in compliance with governing plan document	Approximately \$260,000 in 2025	Will sign upon Board of Regents approval

Optional Retirement Plan

Provision	Applicable to this plan?	Recommend Adoption	Rationale for Recommendation	Cost to University	Action
Higher Catch-Up Limit for Participants Ages 60–63	Yes	Yes	Provides employees with the ability to contribute an additional \$11,250 in catch-up contributions as they near retirement age	None	Will sign amendment once language is finalized by DOL. The amendment must be signed by the end of 2026 to be effective January 1, 2025.
Withdrawals for emergency expenses of up to \$1,000	Yes	Yes	Provides employees with access to funds in emergency situations, and can serve as an incentive to participate in the ORP	None	Will sign amendment once language is finalized by DOL. The amendment must be signed by the end of 2026 to be effective in 2025.
Allow contributions on paychecks after severance of employment	Yes	Yes	To remain in compliance with governing plan document	None	Will sign upon Board of Regents approval

457 Deferred Compensation Plan

Provision	Applicable to this plan?	Recommend Adoption	Rationale for Recommendation	Cost to University	Action
Higher Catch-Up Limit for Participants Ages 60–63	Yes	Yes	Provides employees with the ability to contribute an additional \$11,250 in catch-up contributions as they near retirement age	None	Will sign amendment once language is finalized by DOL. The amendment must be signed by the end of 2026 to be effective January 1, 2025.
Withdrawals for emergency expenses of up to \$1,000	Yes	Yes	Provides employees with access to funds in emergency situations, and can serve as an incentive to participate in the 457	None	Will sign amendment once language is finalized by DOL. The amendment must be signed by the end of 2026 to be effective in 2025.
Allow contributions on paychecks after severance of employment	Yes	Yes	To remain in compliance with governing plan document	None	Will sign upon Board of Regents approval

The language for the SECURE Act 2.0 amendments for the Faculty Retirement Plan (i.e. emergency withdrawals), and for the Optional Retirement Plan and Section 457 Deferred Compensation Plan (i.e. age 60-63 catch-up changes and emergency withdrawals) are pending guidance from the Department of Labor. The amendments must be officially adopted before the end of 2026 to be effective January 1, 2025. Approval by the Board of Regents will allow us to proceed with operationalizing the provisions for 2025.

The amendment language for allowing contributions on paychecks received after severance of employment is found on the following four pages. This is provided as a courtesy with the understanding that a final review, led by outside legal counsel, will be done to ensure consistency and clarity.

University of Minnesota Faculty Retirement Plan:

**ACTION IN WRITING ADOPTING AMENDMENTS TO
THE UNIVERSITY OF MINNESOTA
FACULTY RETIREMENT PLAN**

WHEREAS, the University of Minnesota (the "University") maintains the University of Minnesota Faculty Retirement Plan, a plan intended to satisfy the requirements of Section 401(a) of the Internal Revenue Code (the "Plan"); and

WHEREAS, Section 8.03 of the Plan permits the University to amend the Plan from time to time, provided that such amendment does not deprive any participant in the Plan ("Participant") of any right or interest to which such Participant is already entitled by reason of contributions already paid by or on behalf of such Participant; and

WHEREAS, the University deems it to be in its best interest to amend the definition of compensation in the Plan to include certain amounts paid after severance from employment; and

WHEREAS, the Board of Regents of the University have previously approved the change to the definition of compensation and authorized the Vice President for Human Resources to execute this Action in Writing.

NOW, THEREFORE, the Vice President for Human Resources hereby executes this Action in Writing to adopt the following amendments to the Plan, to be effective as of the date noted below:

1. *Effective January 1, 2025, the third paragraph of Section 3.07(e)(2) shall be amended to read as follows:*

Compensation shall not include amounts paid after a Participant's Termination of Employment. Notwithstanding the forgoing, an amount does not fail to be Compensation within the meaning of this section merely because it is paid after the Participant's Termination of Employment, provided the Compensation is (i) compensation for services during the Participant's regular working hours, or compensation for services outside the Participant's regular working hours (such as overtime or shift differential), commissions, bonuses, or other similar payments and would have been paid to the Participant prior to a Termination of Employment if the Participant had continued in employment with the University and (ii) is paid by the later of 2 ½ months after Termination of Employment with the University or the end of the Limitation Year that includes the date of the Termination of Employment.

IN WITNESS WHEREOF, the University of Minnesota has executed this Action in

Writing as of the ____ of _____, 2024.

Its: Vice President for Human Resources

University of Minnesota Optional Retirement Plan (ORP):

Section 9 of Adoption Agreement is being amended as follows:

Post-Severance Compensation. The following adjustments apply to Post-Severance Compensation paid within any applicable time period as may be required *(choose (e), (f) or (g).):*

[Note: Under the basic plan document, if the Employer does not elect any adjustments, Post-Severance Compensation includes regular pay, leave cash-outs, and deferred compensation, and excludes disability continuation payments and does not count Deemed Includible Compensation.]

(e) **None.** The Plan includes post-severance regular pay, leave cash-outs, and deferred compensation, and excludes post-severance, disability continuation payments and Deemed Includible Compensation to any Contribution Type except as required under the basic plan document *(Skip to Election 10.)*

(f) **Same for All Contribution Types.** The following adjustments to Post-Severance Compensation apply to all Contribution Types *(Choose one of more of (i) through (o). Choose column (l) for each option elected at (i) through (n).):*

(g) **Adjustments - Different Conditions Apply.** The following adjustments to Post-Severance Compensation apply to the designated Contribution Types *(Choose one or more of (h) through (o). Choose Contribution Type as applicable.):*

(h) **None.** The Plan takes into account Post-Severance Compensation as to the designated Contribution Types as specified under the basic plan document.

University of Minnesota Section 457 Deferred Compensation Plan:

**ACTION IN WRITING ADOPTING AMENDMENTS TO
THE UNIVERSITY OF MINNESOTA
SECTION 457 DEFERRED COMPENSATION PLAN**

WHEREAS, the University of Minnesota (the "University") maintains the University of Minnesota Section 457 Deferred Compensation Plan, a plan intended to satisfy the requirements of Section 457(b) of the Internal Revenue Code (the "Plan"); and

WHEREAS, Section 7 and Section 8.1 of the Plan permits the University to amend the Plan from time to time; and

WHEREAS, the University deems it to be in its best interest to amend the definition of compensation in the Plan to include certain amounts paid after severance from employment; and

WHEREAS, the Board of Regents of the University have previously approved the change to the definition of compensation and authorized the Vice President for Human Resources to execute this Action in Writing.

NOW, THEREFORE, the Vice President for Human Resources hereby executes this Action in Writing to adopt the following amendments to the Plan, to be effective as of the dates specified below:

1. *Effective January 1, 2025, Section 1.2.12 of the Plan is amended to read as follow:*

1.2.12 Includable Compensation – of an Employee for any calendar year, means wages within the meaning of Code Section 3401(a) and all other payments of compensation to the Employee by the University for which the University is required to furnish the Employee a written statement under Code Sections 6041(d), 6051(a)(3) and 6052 (“W-2 wages”). Includable Compensation shall be determined without regard to any rules under Code Section 3401(a) that limit the remuneration included in wages based on the nature or location of the employment or services performed. Elective contributions made by the University on behalf of an Employee that are not includable in the gross income of the Employee under Code Sections 125, 132(f)(4), 402(e)(3), 402(h) and 403(b) shall be included in Includible Compensation. Includible Compensation does not include any amounts paid to an Employee after the Employees Severance From Employment, except that Includible Compensation shall include amounts paid within the later of 2 ½ months after the Employee’s Severance from Employment or the end of the calendar year that includes the date of the Severance from Employment, that would have been included in Includible Compensation if paid before the Employee’s Severance from Employment if they are: (a) regular compensation for services during the Employee’s regular working hours, or compensation for services outside the Employee’s regular working hours (such as overtime or shift differential), commissions, bonuses, or other similar payments, and the payments would have been paid to the Employee if the Employee had continued in employment; or (b) payments for accrued bona fide sick, vacation or other leave, but only if the Employee would have been able to use the leave if employment had continued.

Any payments not described above are not considered Includible Compensation if paid after Severance from Employment, even if they are paid within 2 ½ months following Severance from Employment or by the end of the Limitation Year that includes the date of Severance from Employment. Compensation which exceeds \$345,000 (as adjusted by the Secretary of the Treasury pursuant to Code Section 401(a)(17)(B)) is excluded from Includible Compensation (except as otherwise permitted pursuant to Treasury Regulation Section 1.401(a)(17)-1(d)(4)(ii) (or any successor thereto)).

IN WITNESS WHEREOF, the University of Minnesota has executed this Action in

Writing as of the ____ of _____, 2024.

Its: Vice President for Human Resources

**Capital Budget Amendment: Community University Health Care Center (CUHCC)
New Facility
Minneapolis
Project No. 01-171-24-2886**

1. Basis for Project

The Community University Health Care Center is located off-campus in Minneapolis' East Phillips Neighborhood at the intersection of Franklin Avenue and Bloomington Avenue. The current facility has surpassed its useful life with deficiencies that make renovation infeasible. The entry location is counterintuitive and contributes to less safety for patients and staff. Areas are undersized and lack privacy, such as reception and exam rooms. In addition, CUHCC needs a larger and more functional facility to meet projected growth.

2. Scope of Project

The primary goal of the project is to create a state-of-the-art facility that centers on patient, family, community, and student experience. Fostering a cross-cultural atmosphere is important for community engagement.

The new facility will be constructed on the existing site's current parking lot. Once operational, the existing clinic buildings will be demolished, and the new parking lot will take their place. Throughout all project phases, the clinic will continue to provide services to the community.

3. Campus Plan

The property is not included in the Twin Cities Campus Plan (2021).

4. Environmental Issues

Some soil contamination is known, and soil borings are underway to determine extent. Associated costs for soil remediation are included in the project budget.

5. Cost Estimate

Construction Cost: \$36,875,000
Non-Construction Cost (fees, FFE, Tech): \$8,125,000
Total Project Cost: \$45,000,000

6. Capital Funding

Donor Funds: \$20,000,000
UCare Settlement and OACA Balances: \$15,000,000
University Debt: \$10,000,000
Total Capital Funding: \$45,000,000

7. Capital Budget Approvals

This project was identified as a potential project in the FY 2025 Annual Capital Budget.

8. Annual Operating and Maintenance Cost

The estimated facility operating cost is \$16.24 / GSF / year

9. Time Schedule

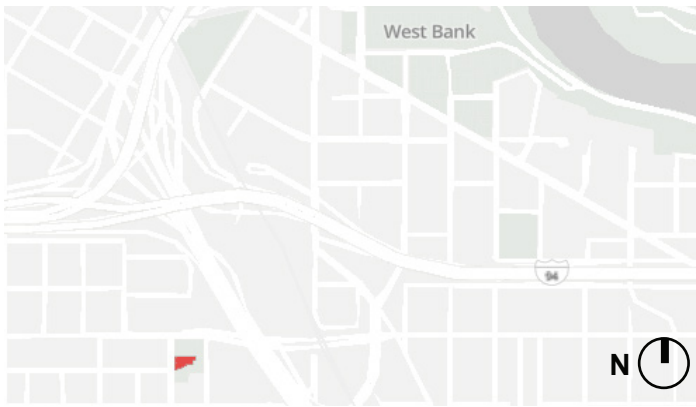
Proposed Design Completion: September, 2025

Proposed Substantial Completion: December 2027

10. Project Team

Architect: HGA

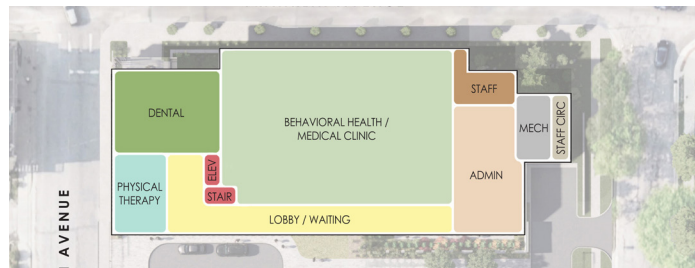
Construction Manager at Risk: JE Dunn



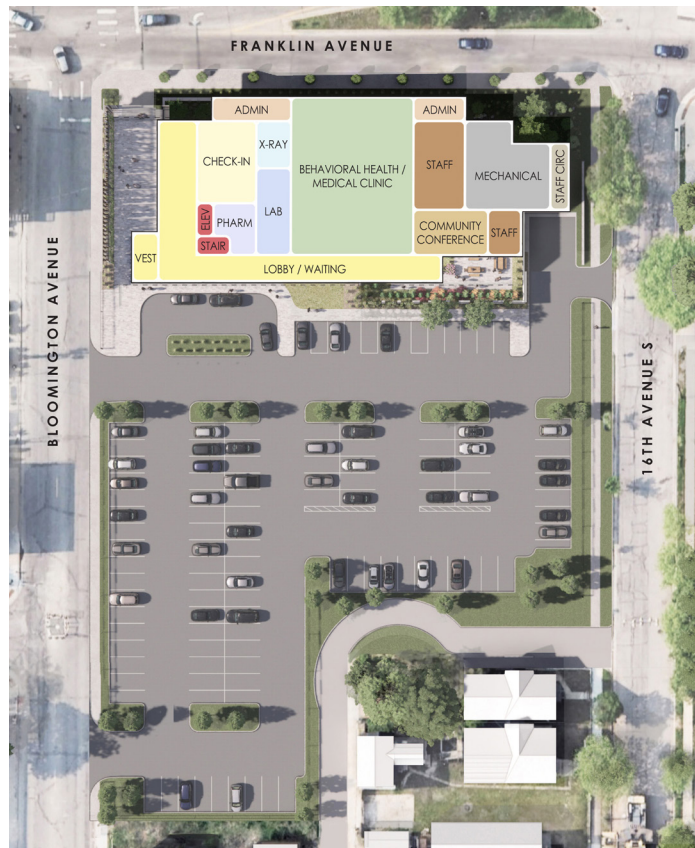
LOCATION MAP



PRELIMINARY EXTERIOR RENDERING



Level 2 Plan



Level 1 Site Plan

PROPOSED DESIGN MODIFICATIONS

Capital Budget Amendment: Eastcliff Renovation and Repair
Campus: Twin Cities
Project No. 02-095-23-2398

1. Basis for Project

This project will implement the recommendations of the Eastcliff Property Task Force, which were approved by the Board of Regents at its July 22, 2024 special meeting. The project will address outdated infrastructure and facility deficiencies throughout the property and is designed to be consistent with State Historic Preservation Office requirements.

2. Scope of Project

The scope of work consists of the items identified in the Eastcliff 10-year Capital Plan approved by the Eastcliff Property Task Force as well as other items that have been identified during design. The work will address deferred maintenance of the home, replace inefficient and outdated components, and increase usability and security:

- **Exterior** – Fence replacement; paver and concrete sidewalk replacement; irrigation system replacement; roof maintenance and repair; trellis repair and vine removal, repointing of rock wall

- **Main House** – Window and terrace storm door replacement; added exits to office and commercial kitchen; multiple fireplace inserts; multiple bathroom renovations; main suite renovation including second level public/private separation; private resident laundry relocation; commercial kitchen modernization and equipment replacement; audio and visual updates

- **Carriage House** – Repair to existing structural concrete floor

- **Landscape Plan** – Revise and update the overall landscape plan for the estate

3. Campus Plan

Eastcliff sits on a 1.6-acre site in a residential area of Ramsey County in St. Paul. The Property is not included in the Twin Cities Campus Plan (2021).

4. Environmental Issues

The project budget includes abatement costs if hazardous materials are encountered; limited hazardous materials are anticipated.

5. Cost Estimate

Construction Cost: \$5,167,000
Non-Construction Cost: \$833,000
Total Project Cost: \$6,000,000

6. Capital Funding

UM Foundation* \$6,000,000
Total Capital Funding \$6,000,000

* Funding for this project includes University funding to be reimbursed by UMF from philanthropic funds.

7. Capital Budget Approvals

This project will implement the recommendations of the Eastcliff Property Task Force, which were approved by the Board of Regents at its July 22, 2024 special meeting.

8. Annual Operating and Maintenance Cost

Current Eastcliff operating/maintenance expenses average approximately \$300,000 annually. These costs will not be significantly impacted. Energy efficiency will be achieved with the new windows and doors.

9. Time Schedule

Proposed Substantial Completion: July 2025, contingent on project start date.

10. Project Team

Architect: Miller Dunwiddie

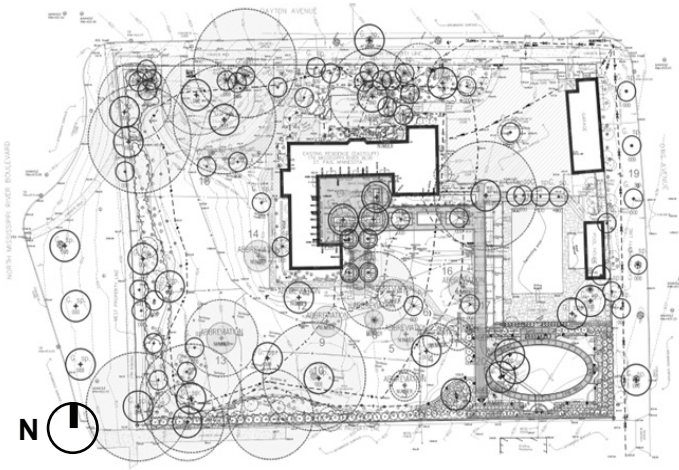
Construction Manager at Risk: McGough Construction



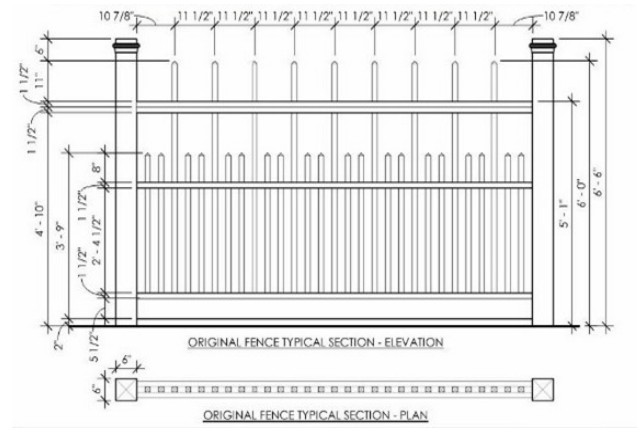
LOCATION MAP



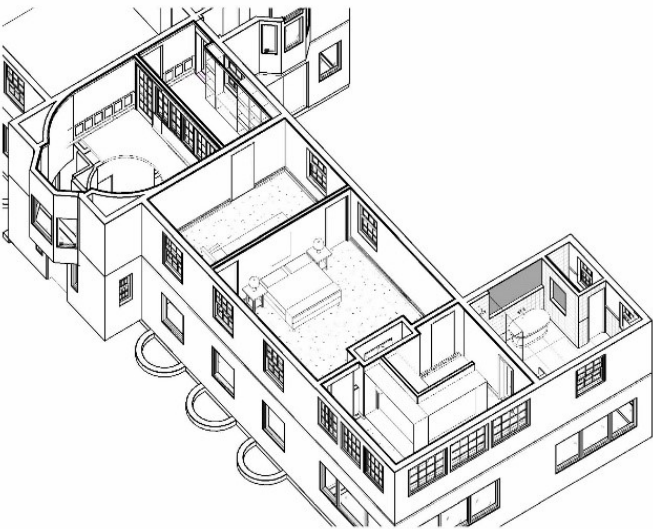
EXTERIOR VIEW



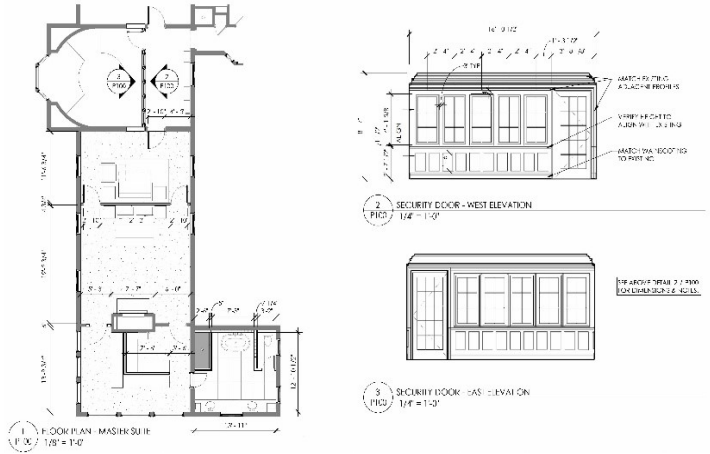
Current Site



Exterior Fence Re-design



Suite Redesign



PROPOSED DESIGN MODIFICATIONS

Purchase of Goods and Services \$5,000,000 and over

To Paciolan LLC for an estimated \$8,600,000 for ticketing software and services for the Department of Intercollegiate Athletics (ICA) on the Twin Cities campus for the period of July 1, 2026 through June 30, 2036.

Through its intuitive interface, Paciolan’s platform supports a seamless experience for students, faculty, and the community, enhancing engagement through digital ticketing, secure payment processing, and marketplace integration. Students and faculty benefit from the platform’s ease of access, while community members enjoy a consistent, convenient ticketing process for University events. Paciolan’s cost-effectiveness also enables the University to allocate more resources toward student and faculty services, while maintaining low transaction costs—a priority amid heightened scrutiny on fees. The University’s extension with Paciolan supports operational efficiency and cost-effectiveness but ensures a safe, inclusive ticketing experience for all.

The funds for this purchase will come from the Department of ICA’s operating budget for ticketing services.

Submitted by: Jase Miller
Associate Director of Business Operations

Approval for this item requested by:

Mark Coyle
Director of Athletics
(Signature on file in Purchasing Services)

10/28/2024

Rationale for Exception to Competitive Bidding

This purchase has not been competitively bid. Following a comprehensive 2018 Request for Proposal process, Paciolan was selected from a competitive pool of proposals for its cost-effective pricing structure, proven performance, and industry expertise. Paciolan's unique transactional fee model, paired with an annual hosting fee, provides a price structure significantly below competitors in our market. Throughout the partnership, Paciolan has continually demonstrated reliability, responsiveness, and value, supporting University operations with a high degree of efficiency and cost control. Transitioning to a new supplier would introduce considerable turnover costs, both financially and operationally. Paciolan's integration within the Department of ICA has strengthened operational controls, with recent internal audits confirming substantial improvements in security, fraud prevention, and reconciliation capabilities.

The University determined the price to be reasonable by comparing it to the previous contract with Paciolan, factoring in a reasonable 3.8% annual increase.

The Director of Purchasing and the University Controller concluded that the process used resulted in a fair and reasonable price for the University.

**AMENDMENT TO LEASE FOR EASTCLIFF
176 NORTH MISSISSIPPI RIVER BOULEVARD
(TWIN CITIES CAMPUS)**

1. Recommended Action

The Vice President of University Services recommends that the appropriate administrative officers receive authorization to execute an amendment to the lease with the State of Minnesota for the use of the University's property at 176 North Mississippi River Boulevard in St. Paul (Eastcliff). Board Chair Mayeron recommends that the Board of Regents approve the recommendation.

2. Description of Leased Premises

The leased premises consists of the buildings and grounds at 176 North Mississippi River Boulevard, including the residence, accessory structures, and the 1.62 acres of land.

3. Basis for Request

In 1958, the Brooks Family donated Eastcliff to the University of Minnesota. Since 1961, eight University presidents have resided there. Its unique characteristics balance private living quarters and public gathering spaces, similar to the role that the Governor's residence plays for the State of Minnesota.

The State of Minnesota has undertaken a major renovation of the Governor's residence. Following the announcement of President Gabel leaving the University and vacating Eastcliff, the University and the State began conversations to determine the viability of leasing this publicly-owned asset to the State for use by Governor Walz and his family during the construction period. The Board of Regents initially approved the lease at their April 2023 Board meeting in order to allow the continued use of a public asset for a public purpose during the University's presidential transition period. The State has requested an amendment to the lease to extend the term by two months as it completes the renovation of the Governor's Residence.

4. Details of Transaction

The original lease commenced July 1, 2023, and continued through September 30, 2024, with three, one-month options for renewal, which brought the full term to December 31, 2024, subject to certain termination rights by the State of Minnesota. The State exercised all three one-month renewal options and has now requested a lease amendment to extend the term two additional months, with a new termination date of February 28, 2025.

5. Lease Costs

The rent for the leased premises will continue to be \$4,400 per month. The State of Minnesota will also continue to be responsible for the direct cost of utilities (electric/gas/water/sewer), snow removal and lawn care, which will continue to be billed by the University on a monthly basis. The State of Minnesota will continue to arrange and pay for their own internet/cable/telephone, custodial, and security systems.

6. Use of Funds Received by the University

The rent received by the University will continue to be used by Facilities Management to cover estimated minimal maintenance and reduced operating costs associated with the use of the property by the State for the lease period. There are no capital costs associated with the rent.



BOARD OF REGENTS DOCKET ITEM SUMMARY

Finance & Operations

December 12, 2024

AGENDA ITEM: Information Items

Review

Review + Action

Action

Discussion

This is a report required by Board policy.

PRESENTERS: Gregg Goldman, Executive Vice President for Finance and Operations

PURPOSE & KEY POINTS

- A. Central Reserves General Contingency Allocations
- B. FY 2024 Annual Financial Report
- C. Annual Security and Fire Safety Reports
- D. Debt Management Advisory Committee Update
- E. Investment Advisory Council Update
- F. MPact 2025 - Finance & Operations Implementation Updates
- G. Reports to the State of Minnesota: Biennial Budget Reporting Requirements

Central Reserves General Contingency Allocations

Allocations from the Central Reserves General Contingency greater than \$250,000 require Board approval. There are no items requiring approval during this period. A current summary of General Contingency allocations for this fiscal year is included in the docket.

FY 2024 Annual Financial Report

The purpose of this item is to provide the annual financial report that presents the financial position and results of operations for the University of Minnesota for FY 2024, with comparative data for FY 2023. The report was issued by CliftonLarsonAllen, LLC, the University's independent external auditor, on October 25, 2024 with an unmodified (or "clean") report. The accompanying materials include:

- The FY24 Annual Financial Report Summary highlights the University's financial results related to assets, liabilities, net position, revenues, and expenses for FY24 with comparative results for FY23 and provides additional detailed information regarding significant fluctuations of activity between fiscal years 2024 and 2023.
- The FY24 Annual Financial Report is the complete financial report for the University, including the Independent Auditors' Report, Management's Discussion and Analysis, Consolidated Financial Statements as of and for the Years Ended June 30, 2024 and 2023, Notes to the

Consolidated Financial Statements, other Required Supplementary Information, and Financial Statements by campus.

Annual Security and Fire Safety Reports

The purpose of this item is to provide the committee with the 2024 Annual Security and Fire Safety Reports for each campus.

The reports for each campus are available below:

- [Crookston](#)
- [Duluth](#)
- [Morris](#)
- [Rochester](#)
- [Twin Cities](#)

These reports are produced in compliance with the Clery Act and contain three years of crime statistics for crimes occurring on each campus, in campus residential buildings, public property immediately adjacent to campus, and for non-campus properties owned or controlled by the University and officially recognized student organizations.

In addition to crime statistics, the reports detail how to report crimes occurring on a University campus; how to report the occurrence of dating violence, domestic violence, sexual assault, and stalking; and what to expect when a report of these crimes is made to the University.

The reports also include information on the primary prevention and awareness programs available. These programs—which include information on safe and positive options for bystander intervention—are aimed at preventing crimes before they occur and at educating those in our community about the resources and support available if they witness or become the victim of a crime.

Debt Management Advisory Committee Update

The purpose of this item is to provide a summary of the Debt Management Advisory Committee (DMAC) meeting held on November 18, 2024. The summary of the meeting is included in the docket. Highlights include:

- Introduction of Gregg Goldman, new EVP and Treasurer, to the committee
- An update on capital markets from the University's debt advisors
- A review of 2025 State Operating Budget request and 2025 State Capital Request
- An update on University debt capacity
- A brief update on University of Minnesota Health activities

Investment Advisory Council Update

The purpose of this item is to provide a report on the quarterly meeting of the Investment Advisory Committee held on November 13, 2024. The agenda for the meeting included:

- CEF Performance and Portfolio Overview
- Manager Recommendation: World Carbon Fund
- Growth Portfolio Annual Review

- Manager Presentation - Rally Ventures

MPact 2025 Finance & Operations Implementation Updates

The purpose of this item is to provide updates on several plans required by the MPact 2025 Systemwide Strategic Plan (MPact 2025). The four plans listed below fall under Commitment 3: MNintersections or Commitment 5: Fiscal Stewardship.

Innovative Financing to support Strategic Objectives Plan - Action Item 5.3

The University continues to pursue innovative approaches to financing long-term capital projects, which leverage the strength of the University's balance sheet and capitalize on existing financial tools currently in use at the University.

- Long-Term Capital Financing Program: Financed with \$500 million in bond proceeds

In February 2022, the Board approved a new strategy for financing capital projects, which included the creation of an internal loan program financed by the sale of \$500 million of University of Minnesota general obligation bonds. The bonds were sold on April 11, 2022, as 30-year interest-only bonds at an interest rate of 4.048percent. The proceeds are invested until needed to finance capital projects.

During FY23 and FY24, the Board approved the first use of proceeds from the Long-Term Capital Financing Program to fund previously approved capital projects and new projects included in the FY24 annual capital budget.

In 2024, \$43.2 million of low-cost financing from the Long-Term Capital Financing Program (details below) went towards capital improvement projects, including the Masonic Institute for the Developing Brain, Lind Hall Renovation, the Institute for Child Development, and Murphy Hall Media Lab. Additionally, the Board has authorized low-cost financing from the Long-Term Capital Financing Program for a downtown Rochester land acquisition for the Rochester campus and FAARM land acquisitions in Mower County. Funds for these two projects will be transferred in 2025.

- Resolution Related to Issuance and Sale of Debt

In June 2023, the Board approved a resolution authorizing the issuance and sale of debt for the purpose of refunding existing outstanding debt. The resolution provides the administration with authority for one year to refund eligible outstanding debt, should markets present an opportunity to realize savings to the University. In February and March 2024, the University sold new bonds (Series 2024A Bonds and Series 2024B Bonds) to refinance the outstanding bonds, pursuant to the Board resolution. The sale and refinancing resulted in total net present value savings of \$13.85 million, which translates to debt service savings of about \$1.1 million per year.

- Approval of Use of UMore Park Funds

In September 2023, the Board approved the use of the UMore Legacy Fund (the Fund) as part of the financing for the Future of Advanced Agricultural Research in Minnesota (FAARM) project. At the time, the Fund held approximately \$13.2 million from commercial activities at UMore Park, generated primarily from mining lease royalty payments and the sale of 435 acres for residential development in 2021. The Board approved the

recommendation to use money from the Fund to finance costs associated with the design and development of FAARM, including land acquisition, predesign, schematic designs, site preparation and infrastructure, construction, and acquisition of equipment. The approval also allows the Fund to pay debt service if debt is used to finance costs for FAARM.

As of June 30, 2024, the UMore Legacy Fund has grown to about \$43.3 million through additional land sales at UMore Park. In FY25 the University will begin utilizing annual distributions from the fund to finance FAARM land purchases, thereby relieving pressure on the operating budget for financing those acquisitions.

Enterprise Risk Management Plan - Action Item 5.4

The Enterprise Risk Management (ERM) Plan initiative was launched with the goal of enhancing enterprise risk management.

All key deliverables in the annual ERM plan from 2022 to 2024 have been met. Risk profiles were created and updated, governance teams have been developed, and executive ownership was assigned for all risks on the Institution Risk Profile. The ERM group completed three pilot risks assessments and mitigation plans based on the consistent framework and tools it created.

A task group was formed in 2021 to assess the current risk management framework and the need for a comprehensive ERM program. In 2022 an RFP was issued for a consultant and Baker Tilly was selected in spring of 2023. Since that time, the ERM group has created and iteratively improved ERM's governance structure, framework, and processes. Improvements continue to be made as the program matures.

Regular updates to the Board have occurred over the last three years. In May 2024, Katharine Bonneson, Associate Vice President of Health, Safety, and Risk Management and Matt Reiersen of Baker Tilly provided the Audit & Compliance Committee with updates and facilitated discussion on the ERM program, its progress, and next steps.

In June 2024, the Annual Report on Institutional Risk and Financial Reports were included in the Information Items of the Audit & Compliance Committee docket. This report combines two previous Board reports—the Annual Insurance and Risk Management report and the Controller's Semi-Annual report—plus an Enterprise Risk Management section, consolidated into one report anchored within the Enterprise Risk Management (ERM) framework. This was the second time these reports have been combined. The combined report included an overview of key risks assessed by the ERM program, the management and funding of risk, and internal controls in the University's financial reporting.

In fall 2024, the updated Institution Risk Profile was presented for consultation and feedback to the Executive Oversight Compliance Committee (EOCC).

At the September 2024 Audit & Compliance Committee meeting, the committee received an update on the direction of the ERM program, specifically on key risk areas of focus.

Program progress in FY24 included the launch of the public-facing ERM website, micro risk analysis for University programs and engagement with key stakeholders across the University. The website is available at: hsrm.umn.edu.

The next official update to the Audit & Compliance Committee on ERM is expected during fall of 2025.

Safety Plan - Action Item 5.4

The University of Minnesota Safety Plan development process began in 2021, with the detailed departmental safety plans, along with broader efforts like MSafe and the creation of the University Senate Safety Committee.

The Safety Plan was introduced in December 2021 as a roadmap for high-level programs, policies, protocols, and plans to assess and improve campus safety, in the broadest sense, in alignment with MPact 2025.

In 2022, the plan was updated to include actions and tactics developed by each campus that support the five safety goals.

The 2023 safety plan updates featured progress on actions to support the five safety goals and key accomplishments by campus. Each campus reviewed their plans and updated metrics. An updated plan was posted online.

The 2024 safety plan contains progress updates and accomplishments by campus over the past year. The updated plans will be posted online this winter.

Land Retention, Acquisition, and Use Strategy Plan - Action Item 5.3 and Climate Action Plan – Action Item 3.2

The University's real estate strategy is grounded in supporting the University's mission in a manner that recognizes its long-term vision and fiscal responsibility to the people of the State of Minnesota. Acquisition and sale of property have a significant impact on the future of the University and are important components of building comprehensive long-range capital facilities and land-holding strategies to drive strategic growth.

In September 2021, the Board began discussing principles to guide strategic property acquisitions and sales. A set of guiding principles was presented to the Board for feedback. This discussion was used to refine the drafted principles, which were then consulted with the University community. The feedback from the Board and the University community was used to propose amendments to the Board of Regents Policy: *Property and Facility Use*. The suggested edits were brought to the Board for review in February 2022. The focus of the proposed amendments included:

- Incorporating new strategic real estate principles to guide acquisition and disposition of real estate.
- Clarifying the priority for use of property and facilities.
- Retitling the policy to reflect the expanded focus, with real estate added to property and facility use.

In May 2022, the Board approved amendments to the Board of Regents Policy: *Property and Facility Use*, including retitling the policy to *Real Estate and Facilities*.

Following approval of the updated policy, each campus began to incorporate the guiding principles into developing its campus plans. The campus plans are being completed on a

staggered schedule, along with a coordinated approach to completing three additional plans: Climate Action Plans, Facility and Utility Condition Assessments, and Utility/Energy Plans.

Following the *Real Estate and Facilities* policy update, in September 2022, the Board approved a resolution directing the President to establish a Strategic Property Planning Workgroup. The workgroup was formed and tasked with using the guiding principles to identify and prioritize the acquisition and disposition of properties for consideration by the Board. The workgroup held its first meeting that fall and continues to meet monthly.

In addition, the resolution created an Eastcliff Property Task Force. The task force was charged with considering the retention or disposition of Eastcliff in alignment with the guiding principles. Initial recommendations were presented in December 2022.

With the news that Eastcliff would be vacant, the University and the State began conversations to determine the viability of leasing to the State for use by Governor Walz and his family during the construction period of the Governor's Residence. During an April 2023 special meeting of the Board, the University was presented with a proposal to lease Eastcliff to the State of Minnesota as a temporary Governor's Residence. The transaction was approved by the Board and allowed for continued use of a public asset for a public purpose during the University's presidential transition period.

In May 2023, the Finance & Operations Committee agenda included an MPact 2025 Sustainability Update, presented by Chief Sustainability Officer Shane Stennes and Heidi Roop, Assistant Professor of Climate Science and Director of the Climate Adaptation Partnership. This presentation provided an in-depth look at the impacts of climate change and considerations as each campus develops its individual plans. The Twin Cities Plan was also included for discussion.

In June 2023, the Board discussed the University's ongoing strategic property work and the campus and climate action planning efforts. A presentation to the Board included an update on the Strategic Property Planning Workgroup's efforts, summarized related transactions, and previewed anticipated real estate activity resulting from the workgroup's charge. In addition, the update included a discussion of the Duluth Campus Planning, which outlined recommendations for the future of the campus and its coordinated climate action plan.

The Board was presented with the draft of the Duluth Campus Plan for review and action in fall 2023. In September, the Board approved the Rochester Campus Plan, and the Crookston Campus Plan and Climate Action Plan is scheduled to be reviewed by the Board in December, followed by Morris in 2025.

Reports to the State of Minnesota: Biennial Budget Reporting Requirements

The purpose of this item is to provide the committee with the following report that has been submitted to the Minnesota Legislature as required by Minnesota State Statute 2024:

- Biennial Budget Reporting Requirements

Central Reserves General Contingency Allocations Finance & Operations Committee December 2024

Recipient	Amount	Running Balance	Purpose
1 Fiscal Year 2025 (7/1/2024-6/30/2025)			
2 Carryforward from FY24 to FY25		\$1,791,621	
3 FY25 General Contingency Allocation	\$1,000,000	\$2,791,621	
4 New FY25 items this reporting period:			
5 n/a		\$2,791,621	
6 Current Balance		\$2,791,621	
7 Commitments (to be transferred in future periods)			
8 Capital Project Management	(\$100,000)	\$2,691,621	Dentistry amalgam waste project: install onsite mercury amalgam separator in the Dental Simulation Lab.
9 Board of Regents	(\$67,000)	\$2,624,621	FY25 portion of the contract with Cambridge Hill Partners for consulting services for the Board of Regents.
10 Board of Regents	(\$404,330)	\$2,220,291	Presidential Search: expenses incurred in FY23 and FY24 related to the search for a new University President. This includes direct expenses such as search firm fees, travel and meeting costs, costs for multiple candidate interviews, and transition costs, and indirect expenses related to University employee time to staff the search. Approved by Board of Regents, September, 2024.
11 Projected Balance with Commitments		\$2,220,291	

* Items \$250,000 or more subject to Board approval.

University of Minnesota: Biennial Budget Reporting Requirements

Minnesota Statutes 2024, Section 135A.031, Subdivision 7

Table of Contents

Introduction	3
Subdivision 7(1): Expenditures	4
Subdivision 7(2): Instructional Expenditures by FYE Student	6
Subdivision 7(3): Revenues	7
Subdivision 7(4): Allocation Method	7
Subdivision 7(6): Tuition History and Comparisons	12
Subdivision 7(7): Graduation Rates	12
Subdivision 7(8): Under-Represented Students	12
Subdivision 7(9): Support of Research/Technology Commercialization	13
Subdivision 7(10): Consulting Contracts	15
Subdivision 7(11): Aggregate Data	16
11-i: Student Demographics	16
11-ii: Student Enrollment by Legislative District	16
11-iii: Student Debt.....	16
11-iv: Mandatory Student Fees	17
11-v: Employee Headcount & Demographics.....	18
11-vi: Facilities	18
11-vii: Administrative Costs	21
11-viii: University Operating Budget	24
Appendix Tables	25
Appendix A: Subdivision 7(6) – Tuition History and Comparisons	26
Appendix B: Subdivision 7(7) – Graduation Rates	34
Appendix C: Subdivision 7(8) – Under-represented students	75
Appendix D: Subdivision 7(11)-i Student Demographics.....	77
Appendix E: Subdivision 7(11)-ii Student Enrollment by Legislative District.....	80
Appendix F: Subdivision 7(11)-v Employee Headcounts and Demographics.....	86

Introduction

The following tables and paragraphs are provided by the University of Minnesota in response to reporting requirements under Minnesota Statutes, Section 135A,031, Subdivision 7. Expenditure and revenue data are either directly from the audited Financial Statements or a query from the general ledger for the years indicated. In some cases, the tables include adjusting information to make the displays clearer for the general reader. While not all nuances or definitions of the data can be footnoted in a report like this, there are a few points that are important to understand when reviewing the following tables:

- In the audited financial statements for the University, adjustments are made to certain revenues and expenditures related to scholarship/student aid spending, to reflect accrual accounting requirements for institutions of higher education. Specifically, in each year, the total amount of revenue recorded in the ledger for tuition, auxiliary and other sales revenues generated from student payments, are reduced equal to the amount of scholarships that were used to pay those “bills “. Similarly, that same scholarship expenditure is also then eliminated. This set of adjustments has the impact of reducing recorded revenues and expenditures in the exact same amount, and results in a more accurate display of net activity. An example of the resulting flow of transactions may be helpful:
 1. A gift received by a University department for scholarships - \$10,000 is recorded by the University as gift revenue
 2. Tuition is charged to student (before financial aid awards) - \$10,000 is recorded as gross tuition revenue by the University, and as tuition owed by the student
 3. The gift revenue is spent by the department when scholarships are awarded for merit aid - \$10,000 is recorded as scholarship expenditure when tuition is billed to the student and then credited to his/her student finance account
 4. Tuition revenue earned in step 3 is spent by department - \$10,000 is recorded as instructional salaries/supplies expenditures

In this example, the \$10,000 scholarship expense (noted in step 3) is offset against the \$10,000 gross tuition revenue (noted in step 2), to eliminate “double counting” of the same \$10,000 – as both gift and tuition revenue, and as both scholarship and salaries/supplies expenditures. What remains in the totals are the original gift revenue received and the final expenditure for salaries/supplies.

- A second point to note is that the audited financial statements do not report the expenditures for capital assets. Rather, the annual depreciation of capital asset purchases is reported as the expense, rather than the actual asset purchase. Therefore, the “Depreciation” line of table 7-1 represents the annual expense for capital assets.

Additional descriptive information, as requested in the legislation or to clarify data presented in the tables, is included in the subdivision sections below as appropriate.

Subdivision 7(1): Expenditures

University of Minnesota, Fiscal Years 2019 to 2023

Table 7-1i: Expenditures by Functional Area

	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Instruction	\$801,626	\$843,735	\$799,352	\$783,386	\$831,791
Research	\$720,614	\$776,095	\$780,587	\$849,632	\$953,072
Public Services	\$243,734	\$276,017	\$315,145	\$255,884	\$299,880
Academic Support	\$401,418	\$465,292	\$408,166	\$400,483	\$493,082
Student Services	\$122,009	\$140,212	\$126,115	\$117,508	\$143,828
Institutional Support	\$238,655	\$293,619	\$257,104	\$256,692	\$305,875
Scholarships & Fellowships*	\$64,524	\$68,496	\$71,212	\$82,042	\$64,370
Auxiliary Enterprises	\$269,780	\$340,786	\$272,172	\$284,376	\$318,143
Operations/Maintenance of Plant	\$268,839	\$314,976	\$236,706	\$224,701	\$280,675
Depreciation	\$214,336	\$215,954	\$236,456	\$247,070	\$245,832
Other (net)	\$1,070	(\$388)	\$1,477	\$0	\$21
Total	\$3,346,605	\$3,734,794	\$3,504,492	\$3,501,774	\$3,936,569

*Due to the methodology required by the audited financial statements for the elimination of tuition and other revenues supported by scholarships, and the corresponding elimination of scholarship expenditures, the following scholarship amounts are excluded – all dollars in thousands: \$315,125 (FY19); \$332,152 (FY20); \$333,374 (FY21); \$372,121 (FY22); and \$363,611 (FY23).

Table 7-1ii: Expenditures by Object of Expenditure

	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Salaries	\$1,772,668	\$1,832,217	\$1,710,723	\$1,836,262	\$1,986,788
Fringe Benefits*	\$311,128	\$619,045	\$630,614	\$323,268	\$553,402
Student Aid**	\$54,009	\$56,351	\$70,624	\$81,103	\$64,370
Purchased Services	\$417,116	\$394,180	\$316,362	\$376,629	\$437,575
Supplies	\$229,553	\$264,645	\$251,114	\$261,430	\$284,500
Repairs, Maintenance	\$178,327	\$187,006	\$112,985	\$151,626	\$148,668
Depreciation	\$214,336	\$215,954	\$236,456	\$247,070	\$245,832
Grants to Other Organizations	\$112,837	\$103,084	\$117,906	\$165,423	\$151,579
Other Expense	\$56,631	\$62,312	\$57,708	\$58,963	\$63,855
Total	\$3,346,605	\$3,734,794	\$3,504,492	\$3,501,774	\$3,936,569

*Effective FY15 and fiscal years going forward, the University is required to record an adjustment for GASB 68/71 (net pension liability) for its percentage share participation in state pension plans (MSRS and PERA). This adjustment affects the fringe benefits line item in Table 7-1ii.

**Due to the methodology required by the audited financial statements for the elimination of tuition and other revenues supported by scholarships, and the corresponding elimination of scholarship expenditures, the following scholarship amounts are excluded – all dollars in thousands: \$315,125 (FY19); \$332,152 (FY20); \$333,374 (FY21); \$372,121 (FY22); and \$363,611 (FY23).

In this reporting period eight categories of spending in the table above had a material change, and can be explained by the following factors:

Technical Accounting Adjustments:

- Fringe benefits decreased \$307.3 million or 49% from FY21 to FY22 and then increased \$230.1 million or 71% from FY22 to FY23, which resulted from GASB related changes (explained in the footnote to the table). Excluding that adjustment in FY22, fringe expenditures increased 3%, and excluding that adjustment in FY23, fringe expenditures increased 7%.

Post-Pandemic Spending Pattern Changes:

- Student aid increased \$10.5 million or 15% from FY21 to FY22 as a result of federal COVID-19 relief funds specifically directed by law to student aid (Higher Education Emergency Relief Funds - CARES and ARA).
 - Student aid then decreased \$16.7 million or 21% from FY22 to FY23 driven by the end of federal pandemic-related support that was paid out over the previous two years.
 - Purchased services increased \$60.3 million or 19% from FY21 to FY22 and \$61.0 million or 16% from FY22 to FY23 due to the gradual return to pre-pandemic levels of on-campus activities, coupled with investments in technology and the large initiative (requiring consultant support) to restructure how administrative services related to finance, human resources, some aspects of technology, and marketing/communications are delivered across the campuses.
 - Repairs and maintenance expenses increased \$38.6 million or 34% from FY21 to FY22 due to modest increases spread broadly across the institution coming off a year (FY21) of abnormally low project demand during the pandemic.
 - Grants to other organizations increased \$47.5 million or 40% from FY21 to FY22 driven by modest increases spread across the institution as activities grew to normal levels after the pandemic, and a \$33.0 million increase in subcontracts (pass through of research awards to partner organizations) in the School of Public Health, the primary related to an award from LEIDOS Corporation via the National Institute of Health to lead a national clinical trials/research project.
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Subdivision 7(2): Instructional Expenditures by FYE Student

University of Minnesota, Fiscal Years 2018 to 2022

Below are the direct instructional costs (salaries, supplies etc. directly associated with delivering instruction; excludes overhead or indirect costs) per full-year equivalent student, using data provided through annual IPEDS reporting. This provides direct instructional costs using IPEDS data, but not associated indirect costs. The use of the instruction function code as required by IPEDS and other federal reporting requirements is the same base data used for the University's broader cost of mission study.

<i>Undergraduate</i>	2017-18	2018-19	2019-20	2020-21	2021-22
UM - Crookston	\$6,858	\$6,989	\$7,253	\$7,185	\$7,071
UM - Duluth	6,547	\$6,886	\$7,151	\$7,092	\$7,549
UM - Morris	\$10,576	\$11,183	\$12,215	\$11,967	\$12,266
UM - Rochester	\$8,235	\$6,092	\$5,950	\$5,726	\$5,676
UM - Twin Cities	\$11,642	\$12,037	\$12,263	\$11,957	\$12,648

<i>Graduate/Professional</i>	2017-18	2018-19	2019-20	2020-21	2021-22
UM - Duluth	\$13,229	\$13,902	\$14,358	\$14,381	\$16,507
UM - Twin Cities	\$25,102	\$26,029	\$26,147	\$25,127	\$25,596

Two points should be noted when viewing these data:

1. These costs represent the direct instructional costs on each campus. No attempt in this analysis was made to allocate the indirect or support costs of instruction.
2. Given the limitations of the IPEDS data, the University was unable to distinguish between lower division and upper division coursework at the undergraduate level.

Subdivision 7(3): Revenues

University of Minnesota, Fiscal Years 2019 to 2023

	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
O&M State Appropriation	\$580,198	\$601,078	\$602,818	\$621,968	\$621,968
Tuition (gross)*	\$1,001,400	\$1,038,753	\$1,005,306	\$1,015,281	\$1,025,125
State Specials	\$94,224	\$94,183	\$94,161	\$106,041	\$94,387
Sales, Fees, Misc. Income	\$400,481	\$352,308	\$394,592	\$398,878	\$428,570
Indirect Cost Recovery	\$165,142	\$168,678	\$178,379	\$195,589	\$222,154
Auxiliary Enterprises	\$389,488	\$343,669	\$245,875	\$403,805	\$416,755
Federal Appropriations	\$19,610	\$15,276	\$24,880	\$14,634	\$15,646
Gifts & Endowment Income	\$287,380	\$261,972	\$262,445	\$285,295	\$338,569
Restricted Grants/Contracts	\$394,486	\$479,626	\$474,486	\$519,831	\$513,495
Sponsored Grants	\$600,939	\$606,229	\$682,091	\$722,256	\$772,940
Scholarship Adjustment*	\$(315,125)	\$(332,152)	\$(333,374)	\$(372,121)	\$(363,611)
Total	\$3,618,223	\$3,629,620	\$3,631,659	\$3,911,457	\$4,085,998

*For this display of revenues, tuition represents gross tuition charges. It has not been reduced to “net tuition” after scholarship expenditures (and the same is true for other sources which are paid by scholarships, such as auxiliary room and board charges). Instead, the “Scholarship Adjustment” line has been included to result in a total revenue amount that aligns with the total expenditure lines in the tables under Subdivisions 7(1) and 7(2).

Subdivision 7(4): Allocation Method

University of Minnesota, Fiscal Years 2024 and 2025 Combined

Allocation of the recurring state appropriations from the current biennium (FY24 plus FY25):

Unit	O&M Appropriation	General Fund State Special Appropriation	Health Care Access Fund Allocation	Cigarette Tax Allocation
UM - Crookston	\$30,971,956			
UM - Duluth	\$130,662,738	\$12,905,892		
UM - Morris	\$56,234,436			
UM - Rochester	\$19,224,825			\$900,000

UM - Twin Cities Academic:

Academic Clinical Affairs	\$68,791,386	\$12,948,422		\$7,226,602
Ag Experiment Station	\$6,967,611	\$4,294,658		
Biological Sciences	\$49,529,587	\$719,602		

Unit	O&M Appropriation	General Fund State Special Appropriation	Health Care Access Fund Allocation	Cigarette Tax Allocation
Carlson School of Management	\$21,150,642	\$1,613,052		
Continuing and Professional Studies	\$11,312,869			
Dentistry	\$27,276,489	\$200,000		\$288,000
Design	\$14,408,480	\$902,888		
Education & Human Dev	\$45,350,515	\$1,975,314		
Food, Ag, Nat. Resource Sciences	\$77,905,999	\$43,906,108		
Humphrey School of Public Affairs	\$13,568,149	\$183,884		
Law	\$29,887,881			
Liberal Arts	\$100,327,982			
Medicine	\$189,416,112	\$1,231,612	\$4,314,000	\$29,795,676
MN Extension	\$29,062,303	\$31,671,472		
Nursing	\$12,487,577			\$1,036,000
Pharmacy	\$21,461,208			\$2,888,000
Public Health	\$22,413,964	\$681,486		
Science & Engineering	\$125,249,455	\$2,280,000		
Veterinary Medicine	\$39,235,623	\$6,001,250		\$720,000
Total Twin Cities Academic	\$905,803,831	\$108,609,748	\$4,314,000	\$41,954,278

President's Office	\$768,794			
TC Intercollegiate Athletics	\$13,667,341			
Research & Innovation	\$51,704,590	\$1,407,366		

Executive VP & Provost:

Executive VP & Provost	\$26,174,743	\$1,970,994		
Academic Health Sciences	\$910,153			\$1,645,722
Undergraduate Education	\$10,480,322			
Equity & Diversity	\$2,212,099			
Graduate School	\$3,158,731			
Global Programs	\$1,503,456			
Student Affairs	\$5,909,046			
Total Executive VP & Provost	\$50,348,550	\$1,970,994		\$1,645,722

Sr. VP Finance & Operations:

Auxiliary Services	\$1,397,181			
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Special Allocations:

Unit	O&M Appropriation	General Fund State Special Appropriation	Health Care Access Fund Allocation	Cigarette Tax Allocation
Unallocated Initiatives	\$31,800,997			
State Designated	\$1,952,000			
Graduate Assistant Support	\$7,107,145			
American Indian Scholarships	\$8,064,000			
U/Mayo Partnership		\$15,982,000		
Debt Service Pool	\$32,334,864			
New Building Operations	\$570,546			
Utility Reserve	\$1,974,207			
Total Special Allocations	\$83,803,759	\$15,982,000		

Total Allocations	\$1,344,588,000	\$140,876,000	\$4,314,000	\$44,500,000
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Allocation of state appropriations to the units within the University is done in accordance with state law for the restricted state specials, and as part of the internal budget development process for the remainder. The allocation of the Operations & Maintenance appropriation is not determined by formula, but instead is a set of discrete leadership decisions made every year as part of a comprehensive review under a base +/-, or "incremental budgeting" process. The budget model of the University incorporates the base +/- process for unrestricted state appropriations, and revenue and expense forecasting for all other funding sources. Decisions are made in the context of an all-funds resource review of each budgeting unit, incorporating an analysis of available revenues from tuition, sales, clinical income and so forth before determining final reallocation expectations and the distribution of unrestricted state appropriations. The model is transparent, responsive, supportive of the values of the institution, allows for long-term financial investments, and addresses the overhead needs of the University while providing reliable, stable, and predictable incentives for sound financial planning and strong fiscal management.

Subdivision 7(5): Reallocations

University of Minnesota

Internal reallocation of resources from lower priority to higher priority items is an important and consistent part of the University’s budgeting process. Each year, most units are required to reallocate to pay for a portion of known cost increases related to compensation, facilities, programmatic expansions, and so forth. Reallocation is considered one resource available to balance the annual budget, in addition to projected revenue increases from state appropriations, tuition, gifts, research grants, endowment earnings, sales income and so on. The most significant reallocations each year are achieved in the “O&M” budget: spending supported by the pool of unrestricted resources that includes the Operations and Maintenance state appropriation and tuition. During the budget process, each Twin Cities college, greater MN campus and major support unit is required to propose actions and discuss impacts in response to potential reallocation targets. Leadership then considers those plans, the projected revenue increases from all sources, and the projected costs and desirable investments in each unit before finalizing the required reallocation. Incremental revenue increases and final reallocation targets are considered in total as available to fund the increased costs and investments within each unit. As a result, individual revenue changes or reallocation decisions are not directly aligned with a specific cost or investment increase: the combined resource changes pay for the combined cost increases/initiatives.

As included in the FY24 annual approved operating budget, \$18.5 million was reallocated to balance the “O&M” budget (operations & maintenance appropriation plus tuition):

Unit Type	Direct Mission Activities	Operations/Administrative Activities	Assigned: Final Not Yet Reported	Total
Campuses/Colleges, Auxiliaries	\$5.2 million	\$4.9 million	\$5.6 million	\$15.7 million
Twin Cities/System Support Units	\$0.0 million	\$2.8 million	\$0.0 million	\$2.8 million
Total	\$5.2 million	\$7.7 million	\$5.6 million	\$18.5 million

Because the University’s total revenues grew in FY24, most major units, whether academic or support, did receive additional revenues or remained stable. Individual departments within those units experienced increases or decreases in resources depending on their unique circumstances. The reallocation process in FY24 resulted in a redistribution of \$18.5 million of existing resources to higher priority initiatives and cost increases within units. An itemized list of all reallocations implemented in FY24 will be finalized by the University Budget Office over the next several months. The planned categorical breakdown of reallocations initially identified as spending reductions in either “Direct Mission” activities or “operations and administrative” activities is included in the table above. Amounts in the “Not Yet Reported” column will be identified within those same categories as the information is processed.

As part of the FY24 approved budget, many reallocations were implemented across a variety of functions. Examples include:

- Elimination of positions and reduction of staff costs without eliminating positions – Of the \$12.9 million initially identified expense reductions, \$9.6 million (74%) was planned through a reduction in compensation costs. In many cases the reduction of positions results in reassignment of existing work

to others or restructuring processes to try and eliminate work and gain efficiencies. Technical actions units take to achieve these changes include a combination of the following:

- Eliminating open faculty and staff positions through natural attrition
 - Sharing positions between units
 - Hiring replacement employees at lesser salaries than previous employees
 - Reducing appointments (portion of FTE) for continuing positions
- Reduction of general operating budgets throughout – decreased spending on supply purchases, project management costs, temporary/consulting services, travel and conferences, technology solutions (through leveraging existing tools in other University units), consumable lab materials, equipment, lease arrangements, and so forth.

As included in the FY25 annual approved budget, \$17.5 million was reallocated to balance the “O&M” budget (operations and maintenance appropriation plus tuition):

Unit Type	Direct Mission Activities	Operations or Administrative Activities	Shift Expenses to Growth in Other Funds	Assigned: Final Not Yet Reported	Total
Campuses/Colleges, Auxiliaries	\$6.8 million	\$4.3 million	\$1.3 million	\$2.5 million	\$14.9 million
Twin Cities/System Support Units	\$0.1 million	\$2.5 million	\$0.0 million	\$0.0 million	\$2.6 million
Total	\$6.9 million	\$6.8 million	\$1.3 million	\$2.5 million	\$17.5 million

During the FY25 fiscal year, actual implementation of the planned reallocations will be tracked and final results will be summarized. At the time the FY25 budget was approved, total revenues for the University across all funding sources were projected to increase by roughly 3%. As in every year, individual departments within units will experience increases or decreases in resources depending on their unique circumstances and will face unanticipated cost increases so final reallocations will likely exceed those planned in the approved budget for some of those units.

The primary mechanisms to reduce expenditures in FY25 will be the same as described above for FY24. Specific examples of planned reallocations as part of the FY25 approved budget (specified as of this date) include:

- Elimination of positions – instructors, mechanics, business analysts, faculty, career development administrators and other student service personnel, special assistants, program administrators; and so forth.
- Reduction of staff costs without eliminating positions – replacing retiring faculty with assistant professor appointments; phased faculty retirements; replacing positions through attrition at lower salaries throughout; reducing staff hours; and so forth.
- Reduction of general operating budgets throughout – decreased spending on video service, marketing events, outreach activities, leases, office supplies, conferences, and so forth.

Subdivision 7(6): Tuition History and Comparisons

University of Minnesota

The University of Minnesota establishes a peer group for each of its campuses, except for the Rochester campus which is still in its formative stage and fulfills an important but unique mission. We expect an established Rochester peer group for the next reporting cycle. For each campus, 10 years of tuition and fee data is provided as reported to IPEDS for the University of Minnesota campuses and their peer groups, at the undergraduate level. Provided as well are separate resident and non-resident tuition and fee rate comparisons.

Tables can be found in Appendix A labeled [Subdivision 7\(6\) – Tuition History and Comparisons](#).

Subdivision 7(7): Graduation Rates

University of Minnesota

Appendix tables show four, five, and six-year graduation rates by campus, by gender and by race/ethnicity, for the most recent eight reporting years in the Integrated Postsecondary Education Data System (IPEDS). These data are arrayed by entering year cohort, taking the first time – full time cohort of freshman students on each campus and then showing the number and percent of the cohort graduating four, five, and six years later. Following IPEDS reporting rules, only new freshman starting and graduating from the campus are counted in these totals. Transfer students, even students that may start at one University of Minnesota campus and finish at another, are not counted in these graduation totals. The University reports on retention and graduation annually through its Plan, Performance, and Accountability report, the latest of which can be found at: <https://conservancy.umn.edu/handle/11299/174174>.

Tables can be found in Appendix B labeled [Subdivision 7\(7\) – Graduation Rates](#).

Subdivision 7(8): Under-Represented Students

University of Minnesota

Beyond gender and diversity measures, the University has studied and concentrated on ensuring that traditionally under-represented lower-income and first-generation students are enrolled and retained. Attached tables detail enrollment changes of the past five years for both Pell eligible students and first-generation students on each of our campuses. The tables can be found in Appendix C labeled [Subdivision 7\(8\) – Under-represented students](#).

Subdivision 7(9): Support of Research/Technology Commercialization

University of Minnesota

The research, discovery, and impact mission of the University provides for the generation, preservation, and translation of knowledge, understanding, and artistry that benefit students, researchers, industry, and communities across the state, the nation, and the world. In addition, we remain ever cognizant of the degree to which the *research and discovery* mission is tightly coupled to the *teaching* and *outreach* missions of the institution as well. It is the *synergies* across our tripartite mission that make us one of the top public research universities in the world.

The University's Twin Cities campus posted \$1.32 billion in R&D spending in FY23, the latest available figure. The well-respected NSF HERD survey, which compares research expenditures at US colleges and universities, consistently ranks the Twin Cities campus among the top 15 US public research institutions. The survey requires the University to report Twin Cities alone, but when all UMN campuses' R&D expenditures were combined, the FY21 total was \$1.35 billion.

Sources for total R&D spending during FY23 (Twin Cities) as reported to the National Science Foundation for the Higher Education R&D (HERD) Survey:

U.S. Federal Government	\$ 702,483
State and Local Government	\$ 76,395
Business	\$ 55,081
Nonprofit Organizations	\$ 40,764
Institutional Funds (research plus overhead)	\$ 386,198
All Other (such as foreign governments, gifts, etc.)	\$ 59,262
Total Reported FY21	\$ 1,320,183
<i>(Dollars in Thousands)</i>	

University of Minnesota Technology Commercialization facilitates the transfer of University technology and ideas to licensee companies--both established and startup--for the development of new products and services that benefit the public good, foster economic growth, and generate revenue to support the University's mission.

Over the past five years, the University's Technology Commercialization (TC) office has experienced a positive growth trend in nearly every important measure of technology transfer success, including: new licenses, new U.S. patents and number of start-ups (see [2023 Annual Report on Technology Commercialization](#)). The University's technology transfer work has been recognized for its excellence in several national and global rankings:

- According to AUTM, the tech transfer trade group, U of M was among the top 20 U.S. public research universities in fiscal 2022 based on five key measures.
- The University of Minnesota was ranked 17th in the world among universities granted U.S. utility patents according to the [National Academy of Inventors, based on 2023 statistics](#).
- A 2022 report by the think tank Heartland Forward ranked the University of Minnesota Twin Cities first for technology transfer within the 20-state heartland region, and fifth among all U.S. public universities.

The University holds over 2,300 patents and more than 3,600 current licenses for UMN technology in medicine and health, biotechnology, chemistry, engineering, agriculture, and other fields important to society and the economy. Since 2006, the University has spun out more than 260 startup companies. UMN is

consistently ranked within the top 10-20 US public universities by five key measures of the [AUTM](#) licensing survey.

Systemwide Strategic Plan (SWSP): Research and Discovery

Research and discovery are key components of the University of Minnesota MPACT 2025 systemwide strategic plan, and with respect to Commitments 2 and 3, “Discovery, Innovation, and Impact” and “MNtersections”.

Thanks to MPact 2025 and unprecedented collaboration, the research enterprise has clear goals, priorities, and assessment metrics. While action for improved administrative efficiencies is underway, growth *requires* investment in research administration and related support services. Faculty development, doctoral student stipends, expeditious grant and contract processing, and compliance and safety monitoring all merit increased support. The University must ensure appropriate resources are allocated if it aims to sustain its core research mission. Increased investment is necessary if improvements in University ranking and impact metrics are to be realized.

At the same time we must ensure research integrity and that the University research remains in compliance with all relevant ethical and regulatory standards. To operationalize these strategic priorities, we craft an internal control structure that ensures good fiscal stewardship (Commitment 5 of the Systemwide Strategic Plan) while minimizing administrative burden; we seek to both protect and reduce administrative burden for our researchers so that they are free to engage in the advancement of scholarship and discovery.

Finally, mindful of our responsibility to translate our discoveries to the public as quickly as possible to advance the common weal, we work with researchers to facilitate the dissemination and development of their findings, which in some instances may include pursuing commercialization of inventions and technologies. This latter activity has the potential to generate income for the University, as well as the academic unit(s) of the inventor(s), although annual “profits” are not guaranteed, and indeed are extremely volatile in magnitude when accrued.

Subdivision 7(10): Consulting Contracts

University of Minnesota, Fiscal Years 2023 and 2024

In some circumstances each fiscal year, hiring consultants to perform work for the University is the most effective and most efficient way to achieve business goals. Generally, this is done in the following circumstances when the work involved:

- addresses a one-time or nonrecurring need
- is to be completed over a defined time period
- requires a skill set or expertise that is not needed at the University on an ongoing basis and is therefore not currently held by existing University employees
- requires a skill set or expertise that is not currently available through reassigning existing University employees
- is less expensive purchased from experts in the field outside the University compared to hiring, training, and maintaining a position or group of positions as University employees

In the last two completed fiscal years, two consulting contracts met the required reporting characteristics (exceeding \$500,000 and for “management, investment and financial advisory services, project management, computer/technology advisory services and construction project management).

FY23 - Consultant/Supplier	Value of Contract	Description of Work
Experis US Inc.	\$504,560	Consulting services as Scrum Master to provide overall guidance for adherence with Agile principles and practices through guidance and coaching to achieve problem solving and continuous improvement of SAFe implementation.
Iceberg Technology Group	\$754,200	Consulting services as Project Manager for the Office of Human Resources to support the implementation of Positioned for Excellence, Alignment and Knowledge Initiative: a project to restructure and improve a set of administrative functions resulting in effective and consistent quality services.

FY24 - Consultant/Supplier	Value of Contract	Description of Work
None	NA	NA

(note-contracts reported in the fiscal year the contract is first initiated)

Subdivision 7(11): Aggregate Data

University of Minnesota

11-i: Student Demographics

Official University census enrollments, by campus, displayed by ethnicity and gender consistent with subdivision 7(7) of this report. These data may be found in Appendix D labeled [Subdivision 7\(11\)-i Student Demographics](#).

11-ii: Student Enrollment by Legislative District

Three tables in this section display University official student headcount, by home location (i.e., the student's original address at the time of initial application to the University), and our best attempt to match home location zip code data to congressional districts, and state senate and house districts. Where zip code data overlap with two or more legislative districts, a proportionality algorithm was used to assign students to districts.

Note that there are "Unknown" categories at the bottom of each table. These represent students where zip code data was not present in the data files. "Minnesota unknowns" are students that we can identify as being from Minnesota but cannot accurately place in a legislative district. A high majority of these students are likely College in Schools students, where we collect data through an alternate process to our standard admissions systems. This data may be found in Appendix E labeled [Subdivision 7\(11\)-ii Student Enrollment by Legislative District](#).

11-iii: Student Debt

As reported to the Office of Higher Education and displayed on its web site (http://www.ohe.state.mn.us/sPages/grad_debt.cfm):

Graduate Median Debt by Academic Award Received – weighted average of the cumulative median debt for graduates by award level. Graduates with no debt are not included in the calculation.

	Sub Baccalaureate Certificate	Bachelor's Degree	Master's Degree	Doctoral Degree	First Professional Degree
2018	\$ 21,523	\$ 23,546	\$ 39,164	\$ 58,565	\$ 169,967
2019	\$ 16,162	\$ 23,228	\$ 39,823	\$ 58,507	\$ 173,069
2020	\$ 23,752	\$ 23,634	\$ 39,922	\$ 56,101	\$ 172,692
2021	\$ 16,257	\$ 22,593	\$ 39,552	\$ 71,061	\$ 176,549
2022	\$ 21,113	\$ 22,519	\$ 40,232	\$ 72,199	\$ 166,935

Percent of Graduates with Debt by Academic Award Received:

	Sub Baccalaureate Certificate	Bachelor's Degree	Master's Degree	Doctoral Degree	First Professional Degree
2018	5%	60%	45%	30%	84%
2019	7%	59%	45%	26%	80%
2020	8%	59%	43%	27%	79%
2021	6%	57%	44%	25%	79%
2022	6%	56%	40%	26%	74%

11-iv: Mandatory Student Fees

	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
Crookston	\$1,540	\$1,678	\$1,576	\$1,692	\$1,648
Duluth	\$1,350	\$1,486	\$1,382	\$1,430	\$1,488
Morris	\$1,172	\$1,254	\$1,254	\$1,264	\$1,316
Rochester	\$1,336	\$750	\$656	\$656	\$656
Twin Cities	\$1,635	\$1,709	\$1,709	\$1,722	\$1,853

The fees in the table above represent totals for the full academic year and are charged to all students unless granted a specific waiver. The activities and items funded by these fees varies by campus but generally fall within three categories:

1. **Student Services Fees:** as allowed by Board of Regents Policy – [Tuition and Fees](#). Each campus has its own autonomous review and recommendation process, and each is governed by a student-majority committee appointed by the student association on that campus. Recommendations from the committees are submitted to the Provost and the President for potential inclusion in the President’s annual operating budget, ultimately approved by the Board of Regents. On all campuses these fees provide funds for student clubs and organizations, student unions/centers, health services and recreational sports. In addition, for Crookston and Morris these fees encompass their campus “athletic fees” in support of intercollegiate athletics.
2. **Campus/Collegiate/Durable Goods Fees:** as allowed by Board of Regents Policy on Tuition and Fees – Subdivision 2. Fees.
 - a) **Campus/Collegiate Fees** - Campus/collegiate fees are campus- and college-wide fees that may be assessed to all students enrolled on a campus or in a college for goods and services that directly benefit students but that are not part of actual classroom instruction. Allowable goods and services include advising, career services, computer labs, special equipment, orientation activities, and other goods or activities intended to enhance the student experience outside of actual classroom instruction. Each campus shall assess no more than one campus-wide fee and each college shall assess no more than one college-wide fee.
 - b) **Durable Goods Fees** - Durable goods fees may be charged by a campus or a college to their enrolled students (or any cohort or subset of their enrolled students) for educational materials and equipment that will be owned by, potentially owned by, or assigned to a specific student for their use during the entire term. Durable goods fees may not be charged for services, or for use of any equipment owned and retained by the University, except for computer or other specialized equipment assigned for a full term to a specific student.”

Where these fees differ by college (on the Duluth and Twin Cities Campuses) the amounts in the table above represent an average of the undergraduate programs for six or more credits.

3. Other Required Fees: charged only on two campuses. They include a transportation fee and an Athletics/Athletics Facilities fee on the Duluth Campus, and the MN Student Association fee, the capital enhancement fee, the stadium fee and a transportation fee on the Twin Cities Campus.

11-v: **Employee Headcount & Demographics**

Official University of Minnesota employee headcounts are taken on the 9th payroll period annually (usually late October). The tables provided do not include undergraduate student employees, graduate student employees, or other fellows or professionals in training. These data may be found in Appendix F labeled [Subdivision 7\(11\)-v Employee Headcounts and Demographics](#).

11-vi: **Facilities**

1. Physical Space Overview

University of Minnesota facilities comprise approximately thirty-two million gross square feet (GSF) across five campuses and eighteen remote sites located throughout the state of Minnesota. These 900 plus buildings are home to the classrooms, research labs, clinics, office, and libraries needed to deliver the University's mission. While impressive due to magnitude and reach, the facility portfolio requires significant ongoing renewal to keep buildings safe and reliable for students, faculty, staff, and visitors. More than fifty percent of buildings are 50 years old or more. The backlog of already deferred renewal and projected upkeep for the next 10 years is \$3.34 billion and \$2.65 billion, respectively for a combined total of \$5.99 billion.

Managing this magnitude of need across a large and diverse portfolio starts with a thorough understanding of what is owned, what condition it is in, and what level and type of resources are needed to keep it functioning. To this end, the University employs a third-party Facility Condition Assessment (FCA) advisor to evaluate the condition and quality of facilities and infrastructure, culminating in prioritized recommendations for renewal.

Multiple funding strategies are used to address facility renewal. HEAPR is the primary source, followed by other stand-alone state investments in major facility renovation projects. In addition, the University invests its own funds through major renewal projects, repair & replacement funds from the operating budget, utility infrastructure renewal projects from self-assessed utility charges, and self-generated auxiliary funds that are reinvested in auxiliary-supported buildings (note – auxiliary activities are those that generate income from sales of goods and services to the “public”, such as housing, food service, bookstores, parking, athletics and so forth). Furthermore, the University seeks renewal cost avoidance by investing its own funds in the demolition of obsolete facilities.

Combined, these sources of funding fall well short of needs. During the past ten years (2015 – 2024), enterprise renewal investments from all sources had an impact averaging \$99 million per year (approximately the same as the last report due in large part to ongoing unpredictability and lack of State bonding in 2021, 2022 and 2024). This level of reinvestment translates to approximately \$3 per square foot, whereas the FCA has identified a target of approximately \$8 per square foot to simply maintain existing condition. The University's mission will be compromised without continued, sustained investment in buildings and infrastructure.

2. Square Footage by Campus and by DEED Economic Development Region:

Campus	City	County	DEED Econ Dev Region	Bldg Count	GSF
Twin Cities – Minneapolis Campus	Minneapolis	Hennepin	11-7 County TC	195	20,945,328
Twin Cities – St. Paul Campus	St. Paul	Ramsey	11-7 County TC	158	4,335,716
Subtotal Twin Cities Campus	-	-	-	353	25,281,044

Duluth Campus	Duluth	St. Louis	03-Arrowhead	105	3,388,893
Morris Campus	Morris	Stevens	04-West Central	37	1,000,464
Crookston Campus	Crookston	Polk	01-Northwest	38	713,130
Rochester Campus	Rochester	Olmsted	10-Southeast	-	-
Subtotal System Campuses	-	-	-	180	5,102,488

North Central Research Outreach Center	Grand Rapids	Itasca	03-Arrowhead	29	111,791
Southwest Central Research Outreach Center	Lamberton	Redwood	08-Southwest	16	62,447
West Central Research Outreach Center	Morris	Stevens	04-West Central	37	146,063
Northwest Research Outreach Center	Crookston	Polk	01-Northwest	24	145,644
Southern Research Outreach Center	Waseca	Waseca	09-S Central	31	225,395
UMORE-Rosemount Real Estate	Rosemount	Dakota	11-7 County TC	36	320,360
UMORE-Rosemount Research Outreach Center	Rosemount	Dakota	11-7 County TC	61	219,187
Horticultural Research Center	Excelsior	Hennepin	11-7 County TC	15	41,780
MN Landscape Arboretum	Chanhausen	Carver	11-7 County TC	31	165,493
Lake Itasca Biological Station and Laboratories	Park Rapids	Hubbard	02-Headwaters	59	70,369
Cloquet Forestry Center	Cloquet	Carlton	03-Arrowhead	25	58,817
Cedar Creek Ecosystem Reserve	Bethel	Anoka	11-7 County TC	25	37,664
MN Poultry Testing Lab	Willmar	Kandiyohi	06E-SW Central	1	11,894
Obrien Observatory	St Croix	Washington	11-7 County TC	1	1,245
West Metro Equine Campus	Long Lake	Hennepin	11-7 County TC	1	4,602
Soudan Underground Lab	Soudan	St Louis	03-Arrowhead	1	53,168
Magnusson Research Farm	Roseau	Roseau	01-Northwest	1	2,400
Hubachek Wilderness Center	Ely	St Louis	03-Arrowhead	26	17,260
Other Rochester Properties	Rochester	Olmsted	10-Southeast	1	36,701
Sand Plain	Becker	Sherburne	07W-Central	1	16,155
Subtotal Remote Locations	-	-	-	422	1,748,435

GRAND TOTAL	-	-	-	955	32,131,967
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Note: UM Space Data Export: 2024-11-01; MN Economic Development Regions:
<https://apps.deed.state.mn.us/assets/lmi/areamap/edr.shtml>

3. A) Facility Condition by Campus – Sq. Footage by Condition Category

Campus	Excellent	Good	Fair	Below Average	Poor	Critical	Grand Total
Crookston	0.62%	0.71%	0.20%	0.64%	0.26%	0.12%	2.54%
Duluth	0.48%	0.88%	1.99%	3.29%	1.07%	1.00%	8.71%
Morris	0.72%	0.15%	0.23%	0.68%	1.25%	0.44%	3.48%
Twin Cities	9.80%	8.54%	15.01%	22.38%	5.27%	21.46%	82.46%
Research Outreach Centers	0.17%	0.49%	0.47%	1.22%	0.18%	0.28%	2.81%
Grand Total	11.79%	10.76%	17.91%	28.21%	8.02%	23.30%	100.00%

B) Deferred Renewal by Campus and Condition Category

Campus	Excellent	Good	Fair	Below Average	Poor	Critical	Grand Total
Crookston	\$1,642	\$7,365	\$5,191	\$20,405	\$9,898	\$13,039	\$57,539
Duluth	\$1,290	\$4,038	\$24,575	\$121,823	\$54,316	\$70,444	\$276,485
Morris	\$1,951	\$348	\$2,875	\$26,798	\$74,773	\$29,687	\$136,431
Twin Cities	\$20,107	\$36,344	\$199,696	\$700,926	\$278,170	\$1,580,013	\$2,815,256
Research Outreach Centers	\$520	\$2,048	\$7,466	\$30,659	\$7,933	\$9,216	\$57,842
Grand Total	\$25,510	\$50,143	\$239,802	\$900,610	\$425,090	\$1,702,398	\$3,343,553

(Dollars in Thousands)

C) Ten-Year Renewal Need by Campus and Condition Category

Campus	Excellent	Good	Fair	Below Average	Poor	Critical	Grand Total
Crookston	\$3,091	\$17,838	\$10,102	\$41,435	\$29,906	\$15,474	\$117,846
Duluth	\$2,782	\$19,450	\$79,704	\$215,997	\$87,706	\$126,390	\$532,028
Morris	\$8,225	\$478	\$8,946	\$45,607	\$110,260	\$44,983	\$218,500
Twin Cities	\$50,670	\$151,515	\$590,863	\$1,303,272	\$419,990	\$2,478,961	\$4,995,271
Research Outreach Centers	\$1,679	\$10,244	\$18,413	\$64,991	\$14,080	\$22,605	\$132,013
Grand Total	\$66,448	\$199,525	\$708,028	\$1,671,303	\$661,942	\$2,688,413	\$5,995,658

(Dollars in Thousands)

4. Capital Bonding Requested and Received (2023 session)

Project Name	Project Total	University/Non-State Investment	Request	Received
Higher Ed Asset Preservation & Replacement	\$200.0	-	\$200.0	\$43.4
Chemistry Undergraduate Teaching Laboratories	\$138.9	\$46.3	\$92.6	\$92.6
Agricultural Research and Education Complex	\$120.0	\$60.0	\$60.0	-
Academic Health Center Duluth - Design	\$18.0	\$6.0	\$12.0	-
UMC Heating Plant and Utility Infrastructure	\$5.0	\$1.7	\$3.3	-
UMM Multi-Ethnic Resource Center	\$5.0	\$1.7	\$3.3	-
Total	\$486.9	\$115.6	\$371.3	\$136.0

(Dollars in Millions)

Note: There was no bonding bill in 2021, 2022 or 2024

11-vii: Administrative Costs

In 2012 the University of Minnesota developed a “cost benchmarking analysis” for the purpose of defining and categorizing the University’s costs to build a shared understanding of University expenditures and improve the University’s ability to set spending benchmarks and monitor changes in spending over time. The analysis was conducted and reported on annually through FY21. In part, it was created to answer questions related to “administrative costs” at the University. Prior to this analysis, there was no shared definition of those costs, so there was no accepted and standard way to answer questions related to them. Through a consultative process involving stakeholders throughout the institution, the analysis was shaped in a way to define mission related spending separately from all other spending on support functions and basic infrastructure. Within the analysis, categories of spending were identified as the following:

- Direct Mission Delivery – the expenses of the ‘doers’ of the mission
- Mission Support & Facilities (MS&F) – the expenses to ‘support’ the delivery of mission activities
- Leadership & Oversight (L&O) – the expenses for the ‘leadership, direction, control and management’ of the mission

The annual results of the analysis were primarily used in the following ways:

- to direct units on where to focus reductions in their internal reallocations (MS&F and L&O)
- to report to the Board of Regents annually on total expenditures by category and changes across three fiscal years
- to understand and monitor spending patterns in individual University units
- to respond to questions on University spending

Expenditures by Expense Category – Previously Reported

In past years, the Leadership & Oversight category of expenditures from the previous analysis was determined to best correspond to the request for total administrative costs at the University for purposes of responding to the statutory reporting requirements of M.S. 135A in coordination with the MN State system. It was the category of information that most closely aligned with what the MN State System reports as administrative expense. In FY21, the last completed year under the previous definitions for cost benchmarking analysis, the totals associated with that category of spending were as follows:

- Total Leadership & Oversight expenditures = \$310.0 million
- Total Leadership & Oversight expenditures as a percent of total expenditures = 8.3%
- Total Leadership & Oversight headcount = 2,065 (fall 2020 point in time)
- Total Leadership & Oversight headcount as a percent of total headcount = 7.6%

Revised Methodology

With adoption of the strategic plan “Mpack 2025”, the University committed to implementing a new fiscal stewardship goal to “define and establish an administrative cost benchmark”: an updated definition that better reflects what people could agree best represents administrative expenses. The previous definitions for expenditure categories were reviewed and determined to be confusing and inadequate for purposes of creating the required benchmark metric:

- the Mission Support & Facilities category (mentioned above) was determined to be too broad, including expenses for things that no one defined as administrative (facility costs, advisors, librarians etc.), and
- the Leadership & Oversight category (mentioned above) included supervisors for those functions that no one considered administrative (previous bullet plus academic dept. chairs, nursing supervisors etc.) and did not include non-supervisory staff for functions that everyone did consider administrative (finance, human resources, clerical etc.)

Updated Expenditure Categories and Definitions

A survey was conducted, internal consultative meetings and forums were held, and a revised set of definitions to categorize all expenditures was approved prior to the calculation of results for the FY20-FY22 time period. The updated expenditure categories and corresponding definitions are as follows:

- **Mission:** activities that directly provide instruction, research, and public service (the “doers” of the mission).
- **Operations:** activities that supplement and directly contribute to mission delivery (the “doers” of activities that round out the missions and create the full “campus experience”).
- **Administration:** activities that conduct “business” and provide the organizational framework, processes, and direction to all University undertakings (the “doers” of activities that enable the strategic, compliant and efficient conduct of mission and operations).

Expenses in all three categories occur throughout the organization (in academic and support units) and are supported by multiple funding sources. The benchmarking analysis focuses on current operating funds, including sponsored research activity. The intent is to categorize expenditures that relate to the regular ongoing operations of the University supported by annual revenues. As a result, it excludes non-current and agency funds, internal service organization (ISO) funds, and other cross-unit charges (except for transfers for facility projects).

FY22 and FY23 Administration Expenditures Under New Definitions:

	Total Admin. Expenditures	Admin. Expenditures as % of Total Expenditures
FY22	\$449,877,239	10.8%
FY23	\$509,282,516	11.4%

11-viii: University Operating Budget

The Board of Regents of the University of Minnesota approves the annual operating budget for the institution in June of each year. Those documents can be accessed from the University Budget Office web site (http://finance.umn.edu/budget_anops.html). For the current biennium, the approved revenue and expenditure estimates (including “internal sales”) were as follows at the time the FY25 budget was approved (June of 2024):

	Estimated FY 2024	Budget Plan FY 2025
Revenues:		
Operations & Maintenance Appropriation	\$686,558,000	\$676,294,000
Gross Tuition	\$1,044,306,142	\$1,086,526,660
State Special Appropriations	\$106,138,000	\$103,445,000
Indirect Cost Recovery	\$236,362,696	\$236,990,918
Federal Appropriations	\$18,322,333	\$19,800,000
Grants & Contracts (non-sponsored)	\$370,016,883	\$384,817,558
Private Practice	\$158,882,781	\$165,238,092
Gifts & Endowment Income	\$342,536,501	\$357,950,644
Auxiliary Enterprise Revenue	\$429,257,301	\$457,159,026
Internal Sales	\$282,555,620	\$293,857,845
Sales, Fees, Misc. Unrestricted	\$453,561,847	\$471,704,321
Sponsored Grants (revenue = reimbursed expenses)	\$790,000,000	\$830,000,000
Total Revenue	\$4,918,498,104	\$5,083,784,063
Expenditures:		
Instruction	\$922,684,357	\$951,174,979
Research	\$416,123,411	\$428,972,458
Public Service	\$238,922,795	\$246,300,247
Academic Support	\$665,924,524	\$686,486,923
Student Services	\$167,833,906	\$173,016,277
Institutional Support	\$333,099,255	\$343,384,685
Operations & Maintenance of Plant	\$372,709,518	\$384,218,033
Scholarships/Fellowships	\$413,676,738	\$421,281,889
Auxiliary Enterprises	\$397,415,842	\$409,687,238
Sponsored Grants	\$790,000,000	\$830,000,000
Total Expenditures	\$4,718,390,347	\$4,874,522,728

Appendix Tables

Appendix A: Subdivision 7(6) – Tuition History and Comparisons

In-State Tuition and Fees Averages, All Undergraduates

Crookston Comparison Group

Source: IPEDS

Unit ID	Institution Name	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
151333	Indiana University-Kokomo	\$6,811	\$6,941	\$7,073	\$7,207	\$7,344	\$7,527	\$7,715	\$7,827	\$7,941	\$8,179
170639	Lake Superior State University	\$10,253	\$10,580	\$11,019	\$11,427	\$11,895	\$12,255	\$12,744	\$13,200	\$13,728	\$14,266
219259	Northern State University	\$7,563	\$7,887	\$7,887	\$8,280	\$8,497	\$8,750	\$8,750	\$8,845	\$8,845	\$8,845
178624	Northwest Missouri State University	\$6,525	\$6,767	\$7,343	\$7,657	\$7,839	\$8,238	\$8,500	\$8,852	\$9,502	\$10,181
207306	Northwestern Oklahoma State University	\$5,821	\$6,112	\$6,691	\$7,066	\$7,396	\$7,666	\$7,883	\$7,883	\$5,970	\$5,970
175078	Southwest Minnesota State University	\$8,074	\$8,336	\$8,347	\$8,610	\$8,612	\$8,874	\$9,058	\$9,482	\$10,122	\$10,304
196033	SUNY College of Agriculture and Technology at Cobleskill	\$7,609	\$7,719	\$7,929	\$8,139	\$8,654	\$8,884	\$8,591	\$8,676	\$8,676	\$8,676
221768	The University of Tennessee-Martin	\$8,024	\$8,326	\$9,088	\$9,236	\$9,512	\$9,748	\$9,748	\$9,912	\$9,912	\$10,194
174075	University of Minnesota-Crookston	\$11,468	\$11,646	\$11,700	\$11,814	\$11,822	\$12,116	\$12,014	\$12,514	\$13,010	\$13,120
215284	University of Pittsburgh-Johnstown	\$13,374	\$13,374	\$13,624	\$13,876	\$13,876	\$14,156	\$14,090	\$14,352	\$14,646	\$14,646
240462	University of Wisconsin-Platteville	\$7,491	\$7,488	\$7,484	\$7,536	\$7,796	\$7,623	\$7,873	\$7,844	\$7,862	\$8,315
240471	University of Wisconsin-River Falls	\$7,751	\$7,937	\$7,981	\$8,013	\$8,025	\$8,037	\$8,063	\$8,088	\$8,135	\$8,606

In-State Tuition and Fees Averages, All Undergraduates

Duluth Comparison Group

Source: IPEDS

Unit ID	Institution Name	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
110422	California Polytechnic State University-San Luis Obispo	\$8,918	\$9,001	\$9,075	\$9,432	\$9,816	\$9,943	\$10,071	\$10,195	\$10,319	\$11,075
217819	College of Charleston	\$10,981	\$11,322	\$11,805	\$12,422	\$12,838	\$12,939	\$12,978	\$12,978	\$12,978	\$12,978
173920	Minnesota State University-Mankato	\$7,574	\$7,836	\$7,858	\$8,164	\$8,184	\$8,438	\$8,566	\$9,146	\$9,444	\$9,490
219356	South Dakota State University	\$7,713	\$8,172	\$8,172	\$8,441	\$8,764	\$9,114	\$9,200	\$9,299	\$9,299	\$9,299
149231	Southern Illinois University-Edwardsville	\$9,084	\$9,442	\$9,796	\$10,214	\$10,836	\$11,265	\$11,495	\$11,496	\$11,748	\$12,025
167987	University of Massachusetts-Dartmouth	\$11,681	\$12,588	\$13,188	\$13,571	\$13,921	\$14,358	\$14,408	\$14,408	\$14,854	\$15,208
171137	University of Michigan-Dearborn	\$10,952	\$11,304	\$12,032	\$12,637	\$13,110	\$13,529	\$13,552	\$13,816	\$14,320	\$14,944
174233	University of Minnesota-Duluth	\$12,802	\$13,082	\$13,139	\$13,344	\$13,366	\$13,680	\$13,576	\$13,850	\$14,126	\$14,318
199139	University of North Carolina at Charlotte	\$6,277	\$6,532	\$6,763	\$6,832	\$6,853	\$6,905	\$7,096	\$7,188	\$7,214	\$7,214
154095	University of Northern Iowa	\$7,749	\$7,817	\$8,309	\$8,699	\$8,938	\$8,938	\$8,938	\$9,053	\$9,411	\$9,728
172699	Western Michigan University	\$10,685	\$11,029	\$11,493	\$11,943	\$12,483	\$13,017	\$13,017	\$13,434	\$14,623	\$15,298
237011	Western Washington University	\$8,965	\$8,611	\$7,653	\$7,933	\$8,121	\$8,343	\$8,508	\$8,703	\$8,967	\$9,286

In-State Tuition and Fees Averages, All Undergraduates

Morris Comparison Group

Source: IPEDS

Unit ID	Institution Name	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
168546	Albion College	\$37,300	\$39,128	\$41,040	\$43,050	\$45,590	\$48,090	\$50,590	\$53,090	\$54,930	\$55,746
153144	Coe College	\$37,320	\$39,080	\$41,000	\$42,430	\$44,050	\$45,580	\$47,210	\$48,822	\$50,664	\$52,576
173300	Concordia College at Moorhead	\$34,114	\$35,464	\$36,878	\$38,378	\$39,878	\$41,566	\$43,266	\$28,016	\$28,916	\$30,020
213668	Lycoming College	\$34,706	\$35,900	\$37,162	\$38,618	\$40,090	\$41,626	\$42,714	\$43,962	\$45,274	\$47,450
167288	Massachusetts College of Liberal Arts	\$8,975	\$9,475	\$9,875	\$10,135	\$10,559	\$10,930	\$11,306	\$11,306	\$11,590	\$11,884
163912	St. Mary's College of Maryland	\$13,824	\$13,895	\$14,192	\$14,496	\$14,806	\$15,124	\$15,124	\$15,124	\$15,184	\$15,236
196219	SUNY at Purchase College	\$7,933	\$8,267	\$8,298	\$8,498	\$8,698	\$8,953	\$8,953	\$8,953	\$8,953	\$8,953
161226	University of Maine at Farmington	\$9,217	\$9,217	\$9,217	\$9,458	\$9,118	\$9,344	\$9,572	\$9,590	\$9,890	\$10,989
174251	University of Minnesota-Morris	\$12,583	\$12,846	\$12,846	\$13,072	\$13,314	\$13,578	\$13,578	\$13,848	\$14,120	\$14,287
199111	University of North Carolina Asheville	\$6,392	\$6,605	\$6,977	\$7,145	\$7,145	\$7,231	\$7,244	\$7,319	\$7,380	\$7,461
233897	University of Virginia's College at Wise	\$8,868	\$9,220	\$9,539	\$9,825	\$10,119	\$10,252	\$10,836	\$11,162	\$11,498	\$11,656

In-State Tuition and Fees Averages, All Undergraduates

Twin Cities Comparison Group

Source: IPEDS

Unit ID	Institution Name	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
204796	Ohio State University-Main Campus	\$10,037	\$10,037	\$10,037	\$10,592	\$10,726	\$11,084	\$11,518	\$11,936	\$12,485	\$12,859
214777	Pennsylvania State University-Main Campus	\$17,502	\$17,514	\$17,900	\$18,436	\$18,454	\$18,450	\$18,450	\$18,898	\$19,835	\$20,234
228778	The University of Texas at Austin	\$9,830	\$9,806	\$10,092	\$10,398	\$10,610	\$10,824	\$11,448	\$11,752	\$11,698	\$11,678
110635	University of California-Berkeley	\$12,972	\$13,431	\$13,509	\$14,170	\$14,184	\$14,253	\$14,312	\$14,226	\$14,395	\$14,850
110662	University of California-Los Angeles	\$12,705	\$12,763	\$12,920	\$13,261	\$13,226	\$13,240	\$13,249	\$13,258	\$13,401	\$13,747
134130	University of Florida	\$6,313	\$6,381	\$6,381	\$6,381	\$6,381	\$6,381	\$6,381	\$6,381	\$6,381	\$6,381
145637	University of Illinois Urbana-Champaign	\$16,759	\$17,086	\$17,184	\$17,293	\$17,281	\$17,274	\$17,213	\$17,634	\$17,782	\$18,060
170976	University of Michigan-Ann Arbor	\$14,336	\$14,729	\$15,310	\$15,761	\$16,225	\$16,540	\$16,948	\$17,193	\$17,786	\$18,309
174066	University of Minnesota-Twin Cities	\$13,560	\$13,790	\$14,142	\$14,417	\$14,693	\$15,027	\$15,027	\$15,254	\$15,859	\$16,488
236948	University of Washington-Seattle Campus	\$12,394	\$11,839	\$10,753	\$10,974	\$11,207	\$11,465	\$11,745	\$12,076	\$12,242	\$12,643
240444	University of Wisconsin-Madison	\$10,410	\$10,415	\$10,488	\$10,533	\$10,555	\$10,725	\$10,742	\$10,720	\$10,796	\$11,205

Non-Resident Tuition and Fees Averages, All Undergraduates

Crookston Comparison Group

Source: IPEDS

Unit ID	Institution Name	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
151333	Indiana University-Kokomo	\$18,081	\$18,379	\$18,683	\$19,038	\$19,400	\$19,978	\$20,574	\$20,934	\$21,301	\$22,043
170639	Lake Superior State University	\$15,317	\$15,788	\$11,019	\$11,427	\$11,895	\$12,255	\$12,744	\$13,200	\$13,728	\$14,266
219259	Northern State University	\$10,042	\$10,469	\$10,803	\$11,210	\$11,470	\$11,821	\$11,821	\$11,947	\$11,947	\$11,947
178624	Northwest Missouri State University	\$11,526	\$11,823	\$12,399	\$12,908	\$13,162	\$14,020	\$14,458	\$14,919	\$15,569	\$16,623
207306	Northwestern Oklahoma State University	\$12,271	\$12,562	\$13,538	\$14,183	\$14,513	\$14,783	\$15,001	\$15,001	\$11,664	\$11,664
175078	Southwest Minnesota State University	\$8,074	\$8,336	\$8,347	\$8,610	\$8,612	\$8,874	\$9,058	\$9,482	\$10,122	\$10,304
196033	SUNY College of Agriculture and Technology at Cobleskill	\$16,759	\$17,569	\$17,779	\$17,789	\$18,434	\$18,794	\$18,501	\$18,586	\$18,586	\$18,586
221768	The University of Tennessee-Martin	\$21,968	\$22,270	\$14,848	\$14,996	\$15,552	\$15,788	\$15,788	\$15,952	\$15,952	\$16,234
174075	University of Minnesota-Crookston	\$11,468	\$11,646	\$11,700	\$11,814	\$11,822	\$12,116	\$12,014	\$12,514	\$13,010	\$13,120
215284	University of Pittsburgh-Johnstown	\$24,190	\$24,190	\$24,646	\$25,120	\$25,120	\$25,624	\$25,558	\$25,992	\$26,520	\$26,520
240462	University of Wisconsin-Platteville	\$15,064	\$15,338	\$15,334	\$15,386	\$15,646	\$15,473	\$16,148	\$16,483	\$16,800	\$17,274
240471	University of Wisconsin-River Falls	\$15,324	\$15,510	\$15,554	\$15,586	\$15,598	\$15,610	\$15,636	\$15,661	\$16,128	\$16,887

Non-Resident Tuition and Fees Averages, All Undergraduates

Duluth Comparison Group

Source: IPEDS

Unit ID	Institution Name	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
110422	California Polytechnic State University-San Luis Obispo	\$20,078	\$20,161	\$20,235	\$21,312	\$21,696	\$23,833	\$25,971	\$28,105	\$28,229	\$30,995
217819	College of Charleston	\$27,971	\$28,866	\$29,963	\$30,810	\$32,020	\$33,269	\$33,308	\$34,438	\$35,798	\$36,858
173920	Minnesota State University-Mankato	\$15,053	\$15,580	\$15,602	\$16,216	\$16,235	\$16,730	\$16,984	\$18,200	\$18,814	\$18,860
219356	South Dakota State University	\$10,485	\$11,053	\$11,403	\$11,689	\$12,128	\$12,589	\$12,675	\$12,809	\$12,809	\$12,809
149231	Southern Illinois University-Edwardsville	\$11,244	\$11,306	\$11,194	\$11,134	\$10,836	\$11,265	\$11,495	\$11,496	\$11,748	\$12,025
167987	University of Massachusetts-Dartmouth	\$24,619	\$26,173	\$27,473	\$28,285	\$29,141	\$30,103	\$30,153	\$30,153	\$30,992	\$31,750
171137	University of Michigan-Dearborn	\$23,150	\$23,520	\$24,272	\$24,871	\$25,338	\$26,645	\$27,520	\$28,048	\$29,584	\$31,360
174233	University of Minnesota-Duluth	\$16,467	\$17,032	\$17,485	\$18,462	\$18,484	\$18,880	\$18,776	\$19,148	\$19,516	\$19,762
199139	University of North Carolina at Charlotte	\$19,448	\$19,703	\$19,934	\$20,266	\$20,287	\$20,339	\$20,530	\$20,622	\$21,338	\$21,876
154095	University of Northern Iowa	\$17,647	\$18,005	\$18,851	\$19,241	\$19,480	\$21,222	\$21,222	\$19,753	\$20,565	\$21,272
172699	Western Michigan University	\$24,917	\$25,713	\$26,851	\$14,699	\$15,373	\$16,041	\$16,041	\$16,768	\$18,254	\$19,098
237011	Western Washington University	\$20,407	\$20,963	\$21,567	\$22,445	\$23,535	\$24,690	\$25,266	\$25,930	\$26,873	\$27,853

Non-Resident Tuition and Fees Averages, All Undergraduates

Morris Comparison Group

Source: IPEDS

Unit ID	Institution Name	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
168546	Albion College	\$37,300	\$39,128	\$41,040	\$43,050	\$45,590	\$48,090	\$50,590	\$53,090	\$54,930	\$55,746
153144	Coe College	\$37,320	\$39,080	\$41,000	\$42,430	\$44,050	\$45,580	\$47,210	\$48,822	\$50,664	\$52,576
173300	Concordia College at Moorhead	\$34,114	\$35,464	\$36,878	\$38,378	\$39,878	\$41,566	\$43,266	\$28,016	\$28,916	\$30,020
213668	Lycoming College	\$34,706	\$35,900	\$37,162	\$38,618	\$40,090	\$41,626	\$42,714	\$43,962	\$45,274	\$47,450
167288	Massachusetts College of Liberal Arts	\$17,920	\$18,420	\$18,820	\$19,080	\$19,504	\$19,875	\$20,251	\$20,251	\$20,535	\$20,829
163912	St. Mary's College of Maryland	\$28,674	\$28,745	\$29,340	\$29,948	\$30,568	\$31,200	\$31,200	\$31,200	\$31,260	\$31,312
196219	SUNY at Purchase College	\$17,583	\$18,117	\$18,148	\$18,148	\$18,478	\$18,863	\$18,863	\$18,863	\$18,863	\$18,863
161226	University of Maine at Farmington	\$18,305	\$18,305	\$18,305	\$19,026	\$18,598	\$19,514	\$20,282	\$20,780	\$21,650	\$23,079
174251	University of Minnesota-Morris	\$12,583	\$12,846	\$14,846	\$15,092	\$15,342	\$15,632	\$15,632	\$15,940	\$16,250	\$16,437
199111	University of North Carolina Asheville	\$21,263	\$22,219	\$23,372	\$23,868	\$23,868	\$24,579	\$24,592	\$24,667	\$24,728	\$24,809
233897	University of Virginia's College at Wise	\$24,502	\$25,454	\$26,239	\$27,055	\$27,846	\$28,661	\$29,798	\$30,672	\$31,592	\$32,540

Non-Resident Tuition and Fees Averages, All Undergraduates

Twin Cities Comparison Group

Source: IPEDS

Unit ID	Institution Name	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
204796	Ohio State University-Main Campus	\$26,537	\$27,365	\$28,229	\$29,696	\$30,742	\$32,061	\$33,502	\$35,019	\$36,742	\$38,365
214777	Pennsylvania State University-Main Campus	\$30,452	\$31,346	\$32,382	\$33,664	\$34,858	\$35,514	\$35,514	\$36,746	\$38,651	\$40,188
228778	The University of Texas at Austin	\$34,836	\$34,676	\$35,682	\$36,744	\$37,580	\$38,326	\$40,032	\$40,996	\$41,070	\$42,778
110635	University of California-Berkeley	\$35,850	\$38,139	\$40,191	\$42,184	\$43,176	\$44,007	\$44,066	\$43,980	\$44,467	\$45,627
110662	University of California-Los Angeles	\$35,583	\$37,471	\$39,602	\$41,275	\$42,218	\$42,994	\$43,003	\$43,012	\$43,473	\$44,524
134130	University of Florida	\$28,591	\$28,659	\$28,659	\$28,659	\$28,659	\$28,659	\$28,659	\$28,659	\$28,659	\$28,659
145637	University of Illinois Urbana-Champaign	\$32,621	\$33,222	\$34,011	\$34,719	\$35,397	\$36,213	\$36,720	\$37,632	\$38,362	\$39,192
170976	University of Michigan-Ann Arbor	\$43,377	\$45,002	\$47,004	\$49,142	\$51,082	\$52,997	\$54,097	\$55,097	\$57,273	\$60,107
174066	University of Minnesota-Twin Cities	\$20,810	\$22,210	\$23,806	\$26,603	\$30,371	\$33,325	\$33,325	\$33,818	\$35,099	\$36,402
236948	University of Washington-Seattle Campus	\$33,513	\$34,143	\$34,791	\$35,538	\$36,588	\$38,166	\$39,114	\$39,906	\$40,740	\$41,997
240444	University of Wisconsin-Madison	\$26,660	\$29,665	\$32,738	\$34,783	\$36,805	\$37,785	\$38,630	\$38,608	\$39,427	\$40,603

Appendix B: Subdivision 7(7) – Graduation Rates.

University of Minnesota, Crookston Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	4-Year Degree N	4-Year Degree %
Fall 2010	American Indian/Alaska Native	4	1	25
Fall 2010	Asian	3	1	33.3
Fall 2010	Black/African American	22	9	40.9
Fall 2010	Hispanic/Latino	5	2	40
Fall 2010	Native Hawaiian/Other Pacific Islander	1	0	0
Fall 2010	Race and ethnicity unknown	2	0	0
Fall 2010	Two or more races	3	1	33.3
Fall 2010	US Nonresident	12	3	25
Fall 2010	White	198	89	44.9
Fall 2010	TOTAL	250	106	42.4
Fall 2011	American Indian/Alaska Native	2	0	0
Fall 2011	Asian	3	1	33.3
Fall 2011	Black/African American	8	3	37.5
Fall 2011	Hispanic/Latino	11	3	27.3
Fall 2011	Race and ethnicity unknown	3	2	66.7
Fall 2011	Two or more races	6	1	16.7
Fall 2011	US Nonresident	12	5	41.7
Fall 2011	White	194	83	42.8
Fall 2011	TOTAL	239	98	41
Fall 2012	Asian	4	2	50
Fall 2012	Black/African American	14	1	7.1
Fall 2012	Hispanic/Latino	8	2	25
Fall 2012	Native Hawaiian/Other Pacific Islander	1	0	0
Fall 2012	Race and ethnicity unknown	1	0	0
Fall 2012	Two or more races	6	1	16.7
Fall 2012	US Nonresident	6	3	50
Fall 2012	White	172	81	47.1
Fall 2012	TOTAL	212	90	42.5
Fall 2013	American Indian/Alaska Native	1	0	0
Fall 2013	Black/African American	6	1	16.7
Fall 2013	Hispanic/Latino	6	0	0
Fall 2013	Native Hawaiian/Other Pacific Islander	2	0	0
Fall 2013	Race and ethnicity unknown	4	1	25
Fall 2013	Two or more races	7	1	14.3
Fall 2013	US Nonresident	3	0	0
Fall 2013	White	151	74	49
Fall 2013	TOTAL	180	77	42.8
Fall 2014	Asian	4	2	50
Fall 2014	Black/African American	26	0	0
Fall 2014	Hispanic/Latino	10	0	0
Fall 2014	Native Hawaiian/Other Pacific Islander	1	0	0
Fall 2014	Race and ethnicity unknown	1	0	0
Fall 2014	Two or more races	7	1	14.3
Fall 2014	US Nonresident	2	0	0
Fall 2014	White	180	86	47.8
Fall 2014	TOTAL	231	89	38.5

University of Minnesota, Crookston Campus
First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	4-Year Degree N	4-Year Degree %
Fall 2015	American Indian/Alaska Native	1	0	0
Fall 2015	Asian	4	3	75
Fall 2015	Black/African American	16	3	18.8
Fall 2015	Hispanic/Latino	13	3	23.1
Fall 2015	Native Hawaiian/Other Pacific Islander	1	0	0
Fall 2015	Race and ethnicity unknown	2	1	50
Fall 2015	Two or more races	7	2	28.6
Fall 2015	US Nonresident	10	4	40
Fall 2015	White	153	72	47.1
Fall 2015	TOTAL	207	88	42.5
Fall 2016	American Indian/Alaska Native	3	1	33.3
Fall 2016	Asian	1	1	100
Fall 2016	Black/African American	12	0	0
Fall 2016	Hispanic/Latino	6	1	16.7
Fall 2016	Race and ethnicity unknown	4	3	75
Fall 2016	Two or more races	8	4	50
Fall 2016	US Nonresident	8	0	0
Fall 2016	White	138	67	48.6
Fall 2016	TOTAL	180	77	42.8
Fall 2017	Asian	3	0	0
Fall 2017	Black/African American	11	2	18.2
Fall 2017	Hispanic/Latino	10	1	10
Fall 2017	Race and ethnicity unknown	1	1	100
Fall 2017	Two or more races	9	1	11.1
Fall 2017	US Nonresident	11	1	9.1
Fall 2017	White	142	69	48.6
Fall 2017	TOTAL	187	75	40.1
Fall 2018	Asian	5	0	0
Fall 2018	Black/African American	12	0	0
Fall 2018	Hispanic/Latino	11	5	45.5
Fall 2018	Race and ethnicity unknown	4	2	50
Fall 2018	Two or more races	12	3	25
Fall 2018	US Nonresident	9	4	44.4
Fall 2018	White	152	63	41.4
Fall 2018	TOTAL	205	77	37.6
Fall 2019	American Indian/Alaska Native	2	0	0
Fall 2019	Asian	2	1	50
Fall 2019	Black/African American	16	3	18.8
Fall 2019	Hispanic/Latino	10	1	10
Fall 2019	Native Hawaiian/Other Pacific Islander	1	0	0
Fall 2019	Race and ethnicity unknown	6	3	50
Fall 2019	Two or more races	13	3	23.1
Fall 2019	US Nonresident	13	4	30.8
Fall 2019	White	143	57	39.9
Fall 2019	TOTAL	206	72	35

University of Minnesota, Crookston Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	5-Year Degree N	5-Year Degree %
Fall 2010	American Indian/Alaska Native	4	1	25
Fall 2010	Asian	3	1	33.3
Fall 2010	Black/African American	22	11	50
Fall 2010	Hispanic/Latino	5	2	40
Fall 2010	Native Hawaiian/Other Pacific Islander	1	0	0
Fall 2010	Race and ethnicity unknown	2	0	0
Fall 2010	Two or more races	3	1	33.3
Fall 2010	US Nonresident	12	6	50
Fall 2010	White	198	106	53.5
Fall 2010	TOTAL	250	128	51.2
Fall 2011	American Indian/Alaska Native	2	0	0
Fall 2011	Asian	3	1	33.3
Fall 2011	Black/African American	8	4	50
Fall 2011	Hispanic/Latino	11	5	45.5
Fall 2011	Race and ethnicity unknown	3	3	100
Fall 2011	Two or more races	6	1	16.7
Fall 2011	US Nonresident	12	6	50
Fall 2011	White	194	106	54.6
Fall 2011	TOTAL	239	126	52.7
Fall 2012	Asian	4	2	50
Fall 2012	Black/African American	14	3	21.4
Fall 2012	Hispanic/Latino	8	2	25
Fall 2012	Native Hawaiian/Other Pacific Islander	1	0	0
Fall 2012	Race and ethnicity unknown	1	0	0
Fall 2012	Two or more races	6	1	16.7
Fall 2012	US Nonresident	6	3	50
Fall 2012	White	172	90	52.3
Fall 2012	TOTAL	212	101	47.6
Fall 2013	American Indian/Alaska Native	1	0	0
Fall 2013	Black/African American	6	1	16.7
Fall 2013	Hispanic/Latino	6	0	0
Fall 2013	Native Hawaiian/Other Pacific Islander	2	0	0
Fall 2013	Race and ethnicity unknown	4	2	50
Fall 2013	Two or more races	7	3	42.9
Fall 2013	US Nonresident	3	0	0
Fall 2013	White	151	83	55
Fall 2013	TOTAL	180	89	49.4
Fall 2014	Asian	4	4	100
Fall 2014	Black/African American	26	2	7.7
Fall 2014	Hispanic/Latino	10	2	20
Fall 2014	Native Hawaiian/Other Pacific Islander	1	0	0
Fall 2014	Race and ethnicity unknown	1	0	0
Fall 2014	Two or more races	7	1	14.3
Fall 2014	US Nonresident	2	0	0
Fall 2014	White	180	107	59.4
Fall 2014	TOTAL	231	116	50.2
Fall 2015	American Indian/Alaska Native	1	0	0
Fall 2015	Asian	4	3	75
Fall 2015	Black/African American	16	3	18.8
Fall 2015	Hispanic/Latino	13	4	30.8

University of Minnesota, Crookston Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	5-Year Degree N	5-Year Degree %
Fall 2015	Native Hawaiian/Other Pacific Islander	1	0	0
Fall 2015	Race and ethnicity unknown	2	1	50
Fall 2015	Two or more races	7	3	42.9
Fall 2015	US Nonresident	10	5	50
Fall 2015	White	153	93	60.8
Fall 2015	TOTAL	207	112	54.1
Fall 2016	American Indian/Alaska Native	3	2	66.7
Fall 2016	Asian	1	1	100
Fall 2016	Black/African American	12	0	0
Fall 2016	Hispanic/Latino	6	2	33.3
Fall 2016	Race and ethnicity unknown	4	4	100
Fall 2016	Two or more races	8	5	62.5
Fall 2016	US Nonresident	8	0	0
Fall 2016	White	138	80	58
Fall 2016	TOTAL	180	94	52.2
Fall 2017	Asian	3	0	0
Fall 2017	Black/African American	11	2	18.2
Fall 2017	Hispanic/Latino	10	1	10
Fall 2017	Race and ethnicity unknown	1	1	100
Fall 2017	Two or more races	9	1	11.1
Fall 2017	US Nonresident	11	1	9.1
Fall 2017	White	142	86	60.6
Fall 2017	TOTAL	187	92	49.2
Fall 2018	Asian	5	0	0
Fall 2018	Black/African American	12	1	8.3
Fall 2018	Hispanic/Latino	11	6	54.5
Fall 2018	Race and ethnicity unknown	4	2	50
Fall 2018	Two or more races	12	5	41.7
Fall 2018	US Nonresident	9	4	44.4
Fall 2018	White	152	78	51.3
Fall 2018	TOTAL	205	96	46.8
Fall 2019	American Indian/Alaska Native	2	0	0
Fall 2019	Asian	2	0	0
Fall 2019	Black/African American	16	0	0
Fall 2019	Hispanic/Latino	10	0	0
Fall 2019	Native Hawaiian/Other Pacific Islander	1	0	0
Fall 2019	Race and ethnicity unknown	6	0	0
Fall 2019	Two or more races	13	0	0
Fall 2019	US Nonresident	13	0	0
Fall 2019	White	143	0	0
Fall 2019	TOTAL	206	0	0

University of Minnesota, Crookston Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	6-Year Degree N	6-Year Degree %
Fall 2010	American Indian/Alaska Native	4	1	25
Fall 2010	Asian	3	1	33.3
Fall 2010	Black/African American	22	13	59.1
Fall 2010	Hispanic/Latino	5	2	40
Fall 2010	Native Hawaiian/Other Pacific Islander	1	0	0
Fall 2010	Race and ethnicity unknown	2	0	0
Fall 2010	Two or more races	3	1	33.3
Fall 2010	US Nonresident	12	6	50
Fall 2010	White	198	112	56.6
Fall 2010	TOTAL	250	136	54.4
Fall 2011	American Indian/Alaska Native	2	0	0
Fall 2011	Asian	3	1	33.3
Fall 2011	Black/African American	8	4	50
Fall 2011	Hispanic/Latino	11	5	45.5
Fall 2011	Race and ethnicity unknown	3	3	100
Fall 2011	Two or more races	6	1	16.7
Fall 2011	US Nonresident	12	7	58.3
Fall 2011	White	194	107	55.2
Fall 2011	TOTAL	239	128	53.6
Fall 2012	Asian	4	2	50
Fall 2012	Black/African American	14	3	21.4
Fall 2012	Hispanic/Latino	8	2	25
Fall 2012	Native Hawaiian/Other Pacific Islander	1	0	0
Fall 2012	Race and ethnicity unknown	1	0	0
Fall 2012	Two or more races	6	1	16.7
Fall 2012	US Nonresident	6	3	50
Fall 2012	White	172	90	52.3
Fall 2012	TOTAL	212	101	47.6
Fall 2013	American Indian/Alaska Native	1	0	0
Fall 2013	Black/African American	6	1	16.7
Fall 2013	Hispanic/Latino	6	0	0
Fall 2013	Native Hawaiian/Other Pacific Islander	2	0	0
Fall 2013	Race and ethnicity unknown	4	2	50
Fall 2013	Two or more races	7	3	42.9
Fall 2013	US Nonresident	3	0	0
Fall 2013	White	151	84	55.6
Fall 2013	TOTAL	180	90	50
Fall 2014	Asian	4	4	100
Fall 2014	Black/African American	26	2	7.7
Fall 2014	Hispanic/Latino	10	2	20
Fall 2014	Native Hawaiian/Other Pacific Islander	1	0	0
Fall 2014	Race and ethnicity unknown	1	0	0
Fall 2014	Two or more races	7	1	14.3
Fall 2014	US Nonresident	2	0	0
Fall 2014	White	180	108	60
Fall 2014	TOTAL	231	117	50.6
Fall 2015	American Indian/Alaska Native	1	0	0
Fall 2015	Asian	4	3	75
Fall 2015	Black/African American	16	4	25

University of Minnesota, Crookston Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	6-Year Degree N	6-Year Degree %
Fall 2015	Hispanic/Latino	13	5	38.5
Fall 2015	Native Hawaiian/Other Pacific Islander	1	0	0
Fall 2015	Race and ethnicity unknown	2	1	50
Fall 2015	Two or more races	7	3	42.9
Fall 2015	US Nonresident	10	6	60
Fall 2015	White	153	94	61.4
Fall 2015	TOTAL	207	116	56
Fall 2016	American Indian/Alaska Native	3	2	66.7
Fall 2016	Asian	1	1	100
Fall 2016	Black/African American	12	0	0
Fall 2016	Hispanic/Latino	6	2	33.3
Fall 2016	Race and ethnicity unknown	4	4	100.0
Fall 2016	Two or more races	8	5	62.5
Fall 2016	US Nonresident	8	0	0.0
Fall 2016	White	138	82	59.4
Fall 2016	TOTAL	180	96	53.3
Fall 2017	Asian	3	0	0.0
Fall 2017	Black/African American	11	2	18.2
Fall 2017	Hispanic/Latino	10	1	10.0
Fall 2017	Race and ethnicity unknown	1	1	100
Fall 2017	Two or more races	9	1	11.1
Fall 2017	US Nonresident	11	1	9.1
Fall 2017	White	142	87	61.3
Fall 2017	TOTAL	187	93	49.7
Fall 2018	Asian	5	0	0
Fall 2018	Black/African American	12	0	0
Fall 2018	Hispanic/Latino	11	0	0
Fall 2018	Race and ethnicity unknown	4	0	0
Fall 2018	Two or more races	12	0	0
Fall 2018	US Nonresident	9	0	0
Fall 2018	White	152	0	0
Fall 2018	TOTAL	205	0	0
Fall 2019	American Indian/Alaska Native	2	0	0
Fall 2019	Asian	2	0	0
Fall 2019	Black/African American	16	0	0
Fall 2019	Hispanic/Latino	10	0	0
Fall 2019	Native Hawaiian/Other Pacific Islander	1	0	0
Fall 2019	Race and ethnicity unknown	6	0	0
Fall 2019	Two or more races	13	0	0
Fall 2019	US Nonresident	13	0	0
Fall 2019	White	143	0	0
Fall 2019	TOTAL	206	0	0

University of Minnesota, Duluth Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	4-Year Degree N	4-Year Degree %
Fall 2010	American Indian/Alaska Native	10	4	40
Fall 2010	Asian	66	20	30.3
Fall 2010	Black/African American	32	5	15.6
Fall 2010	Hispanic/Latino	34	14	41.2
Fall 2010	Native Hawaiian/Other Pacific Islander	4	0	0
Fall 2010	Race and ethnicity unknown	5	2	40
Fall 2010	Two or more races	51	14	27.5
Fall 2010	US Nonresident	17	8	47.1
Fall 2010	White	2097	746	35.6
Fall 2010	TOTAL	2316	813	35.1
Fall 2011	American Indian/Alaska Native	9	3	33.3
Fall 2011	Asian	77	22	28.6
Fall 2011	Black/African American	38	3	7.9
Fall 2011	Hispanic/Latino	46	13	28.3
Fall 2011	Native Hawaiian/Other Pacific Islander	2	1	50
Fall 2011	Race and ethnicity unknown	10	2	20
Fall 2011	Two or more races	47	12	25.5
Fall 2011	US Nonresident	15	6	40
Fall 2011	White	1851	685	37
Fall 2011	TOTAL	2095	747	35.7
Fall 2012	American Indian/Alaska Native	7	0	0
Fall 2012	Asian	59	10	16.9
Fall 2012	Black/African American	48	6	12.5
Fall 2012	Hispanic/Latino	51	11	21.6
Fall 2012	Race and ethnicity unknown	15	7	46.7
Fall 2012	Two or more races	55	24	43.6
Fall 2012	US Nonresident	19	3	15.8
Fall 2012	White	1618	604	37.3
Fall 2012	TOTAL	1872	665	35.5
Fall 2013	American Indian/Alaska Native	4	1	25
Fall 2013	Asian	59	11	18.6
Fall 2013	Black/African American	46	18	39.1
Fall 2013	Hispanic/Latino	44	16	36.4
Fall 2013	Native Hawaiian/Other Pacific Islander	1	1	100
Fall 2013	Race and ethnicity unknown	4	1	25
Fall 2013	Two or more races	70	20	28.6
Fall 2013	US Nonresident	31	14	45.2
Fall 2013	White	1787	685	38.3
Fall 2013	TOTAL	2046	767	37.5
Fall 2014	American Indian/Alaska Native	10	4	40
Fall 2014	Asian	79	21	26.6
Fall 2014	Black/African American	46	15	32.6
Fall 2014	Hispanic/Latino	56	19	33.9
Fall 2014	Native Hawaiian/Other Pacific Islander	4	1	25
Fall 2014	Race and ethnicity unknown	20	6	30
Fall 2014	Two or more races	71	25	35.2
Fall 2014	US Nonresident	35	18	51.4
Fall 2014	White	1866	820	43.9
Fall 2014	TOTAL	2187	929	42.5

University of Minnesota, Duluth Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	4-Year Degree N	4-Year Degree %
Fall 2015	American Indian/Alaska Native	4	1	25
Fall 2015	Asian	78	22	28.2
Fall 2015	Black/African American	55	20	36.4
Fall 2015	Hispanic/Latino	60	11	18.3
Fall 2015	Race and ethnicity unknown	8	3	37.5
Fall 2015	Two or more races	53	17	32.1
Fall 2015	US Nonresident	18	9	50
Fall 2015	White	1711	805	47
Fall 2015	TOTAL	1987	888	44.7
Fall 2016	American Indian/Alaska Native	14	3	21.4
Fall 2016	Asian	88	30	34.1
Fall 2016	Black/African American	51	13	25.5
Fall 2016	Hispanic/Latino	74	20	27
Fall 2016	Native Hawaiian/Other Pacific Islander	4	1	25
Fall 2016	Race and ethnicity unknown	16	3	18.8
Fall 2016	Two or more races	70	24	34.3
Fall 2016	US Nonresident	30	14	46.7
Fall 2016	White	1774	797	44.9
Fall 2016	TOTAL	2121	905	42.7
Fall 2017	American Indian/Alaska Native	9	4	44.4
Fall 2017	Asian	108	40	37
Fall 2017	Black/African American	38	11	28.9
Fall 2017	Hispanic/Latino	80	29	36.3
Fall 2017	Native Hawaiian/Other Pacific Islander	2	1	50
Fall 2017	Race and ethnicity unknown	10	5	50
Fall 2017	Two or more races	75	32	42.7
Fall 2017	US Nonresident	21	8	38.1
Fall 2017	White	1913	916	47.9
Fall 2017	TOTAL	2256	1046	46.4
Fall 2018	American Indian/Alaska Native	6	3	50
Fall 2018	Asian	106	27	25.5
Fall 2018	Black/African American	52	13	25
Fall 2018	Hispanic/Latino	71	28	39.4
Fall 2018	Native Hawaiian/Other Pacific Islander	1	0	0
Fall 2018	Race and ethnicity unknown	41	16	39
Fall 2018	Two or more races	80	26	32.5
Fall 2018	US Nonresident	26	11	42.3
Fall 2018	White	1825	919	50.4
Fall 2018	TOTAL	2208	1043	47.2
Fall 2019	American Indian/Alaska Native	9	1	11.1
Fall 2019	Asian	96	40	41.7
Fall 2019	Black/African American	45	14	31.1
Fall 2019	Hispanic/Latino	68	21	30.9
Fall 2019	Native Hawaiian/Other Pacific Islander	1	1	100
Fall 2019	Race and ethnicity unknown	50	28	56
Fall 2019	Two or more races	78	26	33.3
Fall 2019	US Nonresident	17	8	47.1
Fall 2019	White	1664	839	50.4

University of Minnesota, Duluth Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	4-Year Degree N	4-Year Degree %
Fall 2019	TOTAL	2028	978	48.2

University of Minnesota, Duluth Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	5-Year Degree N	5-Year Degree %
Fall 2010	American Indian/Alaska Native	10	7	70.0
Fall 2010	Asian	66	38	57.6
Fall 2010	Black/African American	32	14	43.8
Fall 2010	Hispanic/Latino	34	19	55.9
Fall 2010	Native Hawaiian/Other Pacific Islander	4	2	50.0
Fall 2010	Race and ethnicity unknown	5	4	80.0
Fall 2010	Two or more races	51	22	43.1
Fall 2010	US Nonresident	17	9	52.9
Fall 2010	White	2097	1185	56.5
Fall 2010	TOTAL	2316	1300	56.1
Fall 2011	American Indian/Alaska Native	9	4	44.4
Fall 2011	Asian	77	32	41.6
Fall 2011	Black/African American	38	16	42.1
Fall 2011	Hispanic/Latino	46	16	34.8
Fall 2011	Native Hawaiian/Other Pacific Islander	2	1	50.0
Fall 2011	Race and ethnicity unknown	10	5	50.0
Fall 2011	Two or more races	47	20	42.6
Fall 2011	US Nonresident	15	8	53.3
Fall 2011	White	1851	1073	58.0
Fall 2011	TOTAL	2095	1175	56.1
Fall 2012	American Indian/Alaska Native	7	0	0.0
Fall 2012	Asian	59	20	33.9
Fall 2012	Black/African American	48	15	31.3
Fall 2012	Hispanic/Latino	51	20	39.2
Fall 2012	Race and ethnicity unknown	15	10	66.7
Fall 2012	Two or more races	55	33	60.0
Fall 2012	US Nonresident	19	6	31.6
Fall 2012	White	1618	914	56.5
Fall 2012	TOTAL	1872	1018	54.4
Fall 2013	American Indian/Alaska Native	4	1	25.0
Fall 2013	Asian	59	22	37.3
Fall 2013	Black/African American	46	26	56.5
Fall 2013	Hispanic/Latino	44	24	54.5
Fall 2013	Native Hawaiian/Other Pacific Islander	1	1	100.0
Fall 2013	Race and ethnicity unknown	4	3	75.0
Fall 2013	Two or more races	70	33	47.1
Fall 2013	US Nonresident	31	21	67.7
Fall 2013	White	1787	1055	59.0
Fall 2013	TOTAL	2046	1186	58
Fall 2014	American Indian/Alaska Native	10	4	40.0
Fall 2014	Asian	79	32	40.5
Fall 2014	Black/African American	46	20	43.5
Fall 2014	Hispanic/Latino	56	24	42.9
Fall 2014	Native Hawaiian/Other Pacific Islander	4	2	50.0
Fall 2014	Race and ethnicity unknown	20	8	40.0
Fall 2014	Two or more races	71	39	54.9
Fall 2014	US Nonresident	35	19	54.3
Fall 2014	White	1866	1133	60.7
Fall 2014	TOTAL	2187	1281	58.6

University of Minnesota, Duluth Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	5-Year Degree N	5-Year Degree %
Fall 2015	American Indian/Alaska Native	4	2	50.0
Fall 2015	Asian	78	39	50.0
Fall 2015	Black/African American	55	31	56.4
Fall 2015	Hispanic/Latino	60	21	35.0
Fall 2015	Race and ethnicity unknown	8	4	50.0
Fall 2015	Two or more races	53	23	43.4
Fall 2015	US Nonresident	18	9	50.0
Fall 2015	White	1711	1102	64.4
Fall 2015	TOTAL	1987	1231	62
Fall 2016	American Indian/Alaska Native	14	5	35.7
Fall 2016	Asian	88	45	51.1
Fall 2016	Black/African American	51	26	51.0
Fall 2016	Hispanic/Latino	74	38	51.4
Fall 2016	Native Hawaiian/Other Pacific Islander	4	4	100.0
Fall 2016	Race and ethnicity unknown	16	8	50.0
Fall 2016	Two or more races	70	30	42.9
Fall 2016	US Nonresident	30	19	63.3
Fall 2016	White	1774	1089	61.4
Fall 2016	TOTAL	2121	1264	59.6
Fall 2017	American Indian/Alaska Native	9	4	44.4
Fall 2017	Asian	108	50	46.3
Fall 2017	Black/African American	38	15	39.5
Fall 2017	Hispanic/Latino	80	48	60.0
Fall 2017	Native Hawaiian/Other Pacific Islander	2	2	100.0
Fall 2017	Race and ethnicity unknown	10	5	50.0
Fall 2017	Two or more races	75	46	61.3
Fall 2017	US Nonresident	21	10	47.6
Fall 2017	White	1913	1218	63.7
Fall 2017	TOTAL	2256	1398	62
Fall 2018	American Indian/Alaska Native	6	5	83.3
Fall 2018	Asian	106	43	40.6
Fall 2018	Black/African American	52	26	50.0
Fall 2018	Hispanic/Latino	71	39	54.9
Fall 2018	Native Hawaiian/Other Pacific Islander	1	0	0.0
Fall 2018	Race and ethnicity unknown	41	23	56.1
Fall 2018	Two or more races	80	31	38.8
Fall 2018	US Nonresident	26	14	53.8
Fall 2018	White	1825	1194	65.4
Fall 2018	TOTAL	2208	1375	62.3
Fall 2019	American Indian/Alaska Native	9	0	0.0
Fall 2019	Asian	96	0	0.0
Fall 2019	Black/African American	45	0	0.0
Fall 2019	Hispanic/Latino	68	0	0.0
Fall 2019	Native Hawaiian/Other Pacific Islander	1	0	0.0
Fall 2019	Race and ethnicity unknown	50	0	0.0
Fall 2019	Two or more races	78	0	0.0
Fall 2019	US Nonresident	17	0	0.0
Fall 2019	White	1664	0	0.0

University of Minnesota, Duluth Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	5-Year Degree N	5-Year Degree %
Fall 2019	TOTAL	2028	0	0

University of Minnesota, Duluth Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	6-Year Degree N	6-Year Degree %
Fall 2010	American Indian/Alaska Native	10	7	70.0
Fall 2010	Asian	66	44	66.7
Fall 2010	Black/African American	32	15	46.9
Fall 2010	Hispanic/Latino	34	20	58.8
Fall 2010	Native Hawaiian/Other Pacific Islander	4	2	50.0
Fall 2010	Race and ethnicity unknown	5	4	80.0
Fall 2010	Two or more races	51	27	52.9
Fall 2010	US Nonresident	17	9	52.9
Fall 2010	White	2097	1248	59.5
Fall 2010	TOTAL	2316	1376	59.4
Fall 2011	American Indian/Alaska Native	9	5	55.6
Fall 2011	Asian	77	35	45.5
Fall 2011	Black/African American	38	19	50.0
Fall 2011	Hispanic/Latino	46	18	39.1
Fall 2011	Native Hawaiian/Other Pacific Islander	2	1	50.0
Fall 2011	Race and ethnicity unknown	10	7	70.0
Fall 2011	Two or more races	47	20	42.6
Fall 2011	US Nonresident	15	8	53.3
Fall 2011	White	1851	1128	60.9
Fall 2011	TOTAL	2095	1241	59.2
Fall 2012	American Indian/Alaska Native	7	0	0.0
Fall 2012	Asian	59	24	40.7
Fall 2012	Black/African American	48	18	38.3
Fall 2012	Hispanic/Latino	51	24	47.1
Fall 2012	Race and ethnicity unknown	15	10	66.7
Fall 2012	Two or more races	55	36	65.5
Fall 2012	US Nonresident	19	8	42.1
Fall 2012	White	1618	981	60.6
Fall 2012	TOTAL	1872	1101	58.8
Fall 2013	American Indian/Alaska Native	4	1	25.0
Fall 2013	Asian	59	29	49.2
Fall 2013	Black/African American	46	26	56.5
Fall 2013	Hispanic/Latino	44	26	59.1
Fall 2013	Native Hawaiian/Other Pacific Islander	1	1	100.0
Fall 2013	Race and ethnicity unknown	4	4	100.0
Fall 2013	Two or more races	70	39	55.7
Fall 2013	US Nonresident	31	21	67.7
Fall 2013	White	1787	1112	62.2
Fall 2013	TOTAL	2046	1259	61.5
Fall 2014	American Indian/Alaska Native	10	4	40.0
Fall 2014	Asian	79	37	46.8
Fall 2014	Black/African American	46	22	47.8
Fall 2014	Hispanic/Latino	56	31	55.4
Fall 2014	Native Hawaiian/Other Pacific Islander	4	2	50.0
Fall 2014	Race and ethnicity unknown	20	8	40.0
Fall 2014	Two or more races	71	41	57.7
Fall 2014	US Nonresident	35	19	54.3
Fall 2014	White	1866	1181	63.3
Fall 2014	TOTAL	2187	1345	61.5

University of Minnesota, Duluth Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	6-Year Degree N	6-Year Degree %
Fall 2015	American Indian/Alaska Native	4	2	50.0
Fall 2015	Asian	78	41	52.6
Fall 2015	Black/African American	55	32	58.2
Fall 2015	Hispanic/Latino	60	23	38.3
Fall 2015	Race and ethnicity unknown	8	4	50.0
Fall 2015	Two or more races	53	27	50.9
Fall 2015	US Nonresident	18	10	55.6
Fall 2015	White	1711	1146	67.0
Fall 2015	TOTAL	1987	1285	64.7
Fall 2016	American Indian/Alaska Native	14	6	42.9
Fall 2016	Asian	88	47	53.4
Fall 2016	Black/African American	51	29	56.9
Fall 2016	Hispanic/Latino	74	38	51.4
Fall 2016	Native Hawaiian/Other Pacific Islander	4	4	100.0
Fall 2016	Race and ethnicity unknown	16	8	50.0
Fall 2016	Two or more races	70	32	45.7
Fall 2016	US Nonresident	30	19	63.3
Fall 2016	White	1774	1137	64.1
Fall 2016	TOTAL	2121	1320	62.2
Fall 2017	American Indian/Alaska Native	9	4	44.4
Fall 2017	Asian	108	51	47.2
Fall 2017	Black/African American	38	18	47.4
Fall 2017	Hispanic/Latino	80	50	62.5
Fall 2017	Native Hawaiian/Other Pacific Islander	2	2	100.0
Fall 2017	Race and ethnicity unknown	10	5	50.0
Fall 2017	Two or more races	75	46	61.3
Fall 2017	US Nonresident	21	13	61.9
Fall 2017	White	1913	1265	66.1
Fall 2017	TOTAL	2256	1454	64.5
Fall 2018	American Indian/Alaska Native	6	0	0.0
Fall 2018	Asian	106	0	0.0
Fall 2018	Black/African American	52	0	0.0
Fall 2018	Hispanic/Latino	71	0	0.0
Fall 2018	Native Hawaiian/Other Pacific Islander	1	0	0.0
Fall 2018	Race and ethnicity unknown	41	0	0.0
Fall 2018	Two or more races	80	0	0.0
Fall 2018	US Nonresident	26	0	0.0
Fall 2018	White	1825	0	0.0
Fall 2018	TOTAL	2208	0	0
Fall 2019	American Indian/Alaska Native	9	0	0.0
Fall 2019	Asian	96	0	0.0
Fall 2019	Black/African American	45	0	0.0
Fall 2019	Hispanic/Latino	68	0	0.0
Fall 2019	Native Hawaiian/Other Pacific Islander	1	0	0.0
Fall 2019	Race and ethnicity unknown	50	0	0.0
Fall 2019	Two or more races	78	0	0.0
Fall 2019	US Nonresident	17	0	0.0
Fall 2019	White	1664	0	0.0

University of Minnesota, Duluth Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	6-Year Degree N	6-Year Degree %
Fall 2019	TOTAL	2028	0	0

University of Minnesota, Morris Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	4-Year Degree N	4-Year Degree %
Fall 2010	American Indian/Alaska Native	32	10	31.3
Fall 2010	Asian	14	8	57.1
Fall 2010	Black/African American	12	5	41.7
Fall 2010	Hispanic/Latino	15	4	26.7
Fall 2010	Race and ethnicity unknown	2	2	100.0
Fall 2010	Two or more races	42	20	47.6
Fall 2010	US Nonresident	6	1	16.7
Fall 2010	White	295	161	54.6
Fall 2010	TOTAL	418	211	50.5
Fall 2011	American Indian/Alaska Native	25	7	28.0
Fall 2011	Asian	16	4	25.0
Fall 2011	Black/African American	5	2	40.0
Fall 2011	Hispanic/Latino	12	2	16.7
Fall 2011	Race and ethnicity unknown	3	1	33.3
Fall 2011	Two or more races	47	21	44.7
Fall 2011	US Nonresident	9	4	44.4
Fall 2011	White	345	188	54.5
Fall 2011	TOTAL	462	229	49.6
Fall 2012	American Indian/Alaska Native	23	6	26.1
Fall 2012	Asian	17	4	23.5
Fall 2012	Black/African American	9	3	33.3
Fall 2012	Hispanic/Latino	13	5	38.5
Fall 2012	Race and ethnicity unknown	2	1	50.0
Fall 2012	Two or more races	52	22	42.3
Fall 2012	US Nonresident	12	3	25.0
Fall 2012	White	281	168	59.8
Fall 2012	TOTAL	409	212	51.8
Fall 2013	American Indian/Alaska Native	23	5	21.7
Fall 2013	Asian	12	7	58.3
Fall 2013	Black/African American	11	5	45.5
Fall 2013	Hispanic/Latino	18	5	27.8
Fall 2013	Two or more races	53	18	34.0
Fall 2013	US Nonresident	8	3	37.5
Fall 2013	White	343	175	51.0
Fall 2013	TOTAL	468	218	46.6
Fall 2014	American Indian/Alaska Native	25	9	36.0
Fall 2014	Asian	21	9	42.9
Fall 2014	Black/African American	4	1	25.0
Fall 2014	Hispanic/Latino	19	8	42.1
Fall 2014	Two or more races	58	20	34.5
Fall 2014	US Nonresident	11	5	45.5
Fall 2014	White	273	137	50.2
Fall 2014	TOTAL	411	189	46
Fall 2015	American Indian/Alaska Native	29	11	37.9
Fall 2015	Asian	18	8	44.4
Fall 2015	Black/African American	13	3	23.1
Fall 2015	Hispanic/Latino	19	6	31.6
Fall 2015	Two or more races	40	17	42.5
Fall 2015	US Nonresident	22	9	40.9

University of Minnesota, Morris Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	4-Year Degree N	4-Year Degree %
Fall 2015	White	273	135	49.5
Fall 2015	TOTAL	414	189	45.7
Fall 2016	American Indian/Alaska Native	25	6	24.0
Fall 2016	Asian	9	6	66.7
Fall 2016	Black/African American	8	1	12.5
Fall 2016	Hispanic/Latino	22	8	36.4
Fall 2016	Race and ethnicity unknown	3	1	33.3
Fall 2016	Two or more races	50	27	54.0
Fall 2016	US Nonresident	14	3	21.4
Fall 2016	White	242	126	52.1
Fall 2016	TOTAL	373	178	47.7
Fall 2017	American Indian/Alaska Native	29	9	31.0
Fall 2017	Asian	19	9	47.4
Fall 2017	Black/African American	12	5	41.7
Fall 2017	Hispanic/Latino	19	5	26.3
Fall 2017	Race and ethnicity unknown	2	0	0.0
Fall 2017	Two or more races	58	19	32.8
Fall 2017	US Nonresident	6	0	0.0
Fall 2017	White	207	117	56.5
Fall 2017	TOTAL	352	164	46.6
Fall 2018	American Indian/Alaska Native	34	8	23.5
Fall 2018	Asian	9	5	55.6
Fall 2018	Black/African American	8	5	62.5
Fall 2018	Hispanic/Latino	24	16	66.7
Fall 2018	Race and ethnicity unknown	4	3	75.0
Fall 2018	Two or more races	55	24	43.6
Fall 2018	US Nonresident	10	3	30.0
Fall 2018	White	224	121	54.0
Fall 2018	TOTAL	368	185	50.3
Fall 2019	American Indian/Alaska Native	28	8	28.6
Fall 2019	Asian	6	2	33.3
Fall 2019	Black/African American	11	2	18.2
Fall 2019	Hispanic/Latino	25	9	36.0
Fall 2019	Race and ethnicity unknown	4	3	75.0
Fall 2019	Two or more races	64	28	43.8
Fall 2019	US Nonresident	4	0	0.0
Fall 2019	White	175	91	52.0
Fall 2019	TOTAL	317	143	45.1

University of Minnesota, Morris Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	5-Year Degree N	5-Year Degree %
Fall 2010	American Indian/Alaska Native	32	14	43.8
Fall 2010	Asian	14	10	71.4
Fall 2010	Black/African American	12	6	50.0
Fall 2010	Hispanic/Latino	15	5	33.3
Fall 2010	Race and ethnicity unknown	2	2	100.0
Fall 2010	Two or more races	42	27	64.3
Fall 2010	US Nonresident	6	1	16.7
Fall 2010	White	295	195	66.1
Fall 2010	TOTAL	418	260	62.2
Fall 2011	American Indian/Alaska Native	25	10	40.0
Fall 2011	Asian	16	6	37.5
Fall 2011	Black/African American	5	2	40.0
Fall 2011	Hispanic/Latino	12	3	25.0
Fall 2011	Race and ethnicity unknown	3	1	33.3
Fall 2011	Two or more races	47	26	55.3
Fall 2011	US Nonresident	9	5	55.6
Fall 2011	White	345	212	61.4
Fall 2011	TOTAL	462	265	57.4
Fall 2012	American Indian/Alaska Native	23	11	47.8
Fall 2012	Asian	17	7	41.2
Fall 2012	Black/African American	9	5	55.6
Fall 2012	Hispanic/Latino	13	5	38.5
Fall 2012	Race and ethnicity unknown	2	1	50.0
Fall 2012	Two or more races	52	30	57.7
Fall 2012	US Nonresident	12	5	41.7
Fall 2012	White	281	198	70.5
Fall 2012	TOTAL	409	262	64.1
Fall 2013	American Indian/Alaska Native	23	9	39.1
Fall 2013	Asian	12	7	58.3
Fall 2013	Black/African American	11	6	54.5
Fall 2013	Hispanic/Latino	18	8	44.4
Fall 2013	Two or more races	53	29	54.7
Fall 2013	US Nonresident	8	3	37.5
Fall 2013	White	343	207	60.3
Fall 2013	TOTAL	468	269	57.5
Fall 2014	American Indian/Alaska Native	25	12	48.0
Fall 2014	Asian	21	12	57.1
Fall 2014	Black/African American	4	2	50.0
Fall 2014	Hispanic/Latino	19	11	57.9
Fall 2014	Two or more races	58	26	44.8
Fall 2014	US Nonresident	11	5	45.5
Fall 2014	White	273	171	62.6
Fall 2014	TOTAL	411	239	58.2
Fall 2015	American Indian/Alaska Native	29	14	48.3
Fall 2015	Asian	18	8	44.4
Fall 2015	Black/African American	13	5	38.5
Fall 2015	Hispanic/Latino	19	9	47.4
Fall 2015	Two or more races	40	24	60.0
Fall 2015	US Nonresident	22	12	54.5

University of Minnesota, Morris Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	5-Year Degree N	5-Year Degree %
Fall 2015	White	273	163	59.7
Fall 2015	TOTAL	414	235	56.8
Fall 2016	American Indian/Alaska Native	25	9	36.0
Fall 2016	Asian	9	6	66.7
Fall 2016	Black/African American	8	1	12.5
Fall 2016	Hispanic/Latino	22	11	50.0
Fall 2016	Race and ethnicity unknown	3	1	33.3
Fall 2016	Two or more races	50	30	60.0
Fall 2016	US Nonresident	14	3	21.4
Fall 2016	White	242	148	61.2
Fall 2016	TOTAL	373	209	56
Fall 2017	American Indian/Alaska Native	29	14	48.3
Fall 2017	Asian	19	10	52.6
Fall 2017	Black/African American	12	7	58.3
Fall 2017	Hispanic/Latino	19	5	26.3
Fall 2017	Race and ethnicity unknown	2	1	50.0
Fall 2017	Two or more races	58	31	53.4
Fall 2017	US Nonresident	6	1	16.7
Fall 2017	White	207	138	66.7
Fall 2017	TOTAL	352	207	58.8
Fall 2018	American Indian/Alaska Native	34	14	41.2
Fall 2018	Asian	9	6	66.7
Fall 2018	Black/African American	8	7	87.5
Fall 2018	Hispanic/Latino	24	17	70.8
Fall 2018	Race and ethnicity unknown	4	3	75.0
Fall 2018	Two or more races	55	27	49.1
Fall 2018	US Nonresident	10	3	30.0
Fall 2018	White	224	143	63.8
Fall 2018	TOTAL	368	220	59.8
Fall 2019	American Indian/Alaska Native	28	0	0.0
Fall 2019	Asian	6	0	0.0
Fall 2019	Black/African American	11	0	0.0
Fall 2019	Hispanic/Latino	25	0	0.0
Fall 2019	Race and ethnicity unknown	4	0	0.0
Fall 2019	Two or more races	64	0	0.0
Fall 2019	US Nonresident	4	0	0.0
Fall 2019	White	175	0	0.0
Fall 2019	TOTAL	317	0	0

University of Minnesota, Morris Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	6-Year Degree N	6-Year Degree %
Fall 2010	American Indian/Alaska Native	32	17	53.1
Fall 2010	Asian	14	10	71.4
Fall 2010	Black/African American	12	6	50.0
Fall 2010	Hispanic/Latino	15	5	33.3
Fall 2010	Race and ethnicity unknown	2	2	100.0
Fall 2010	Two or more races	42	27	64.3
Fall 2010	US Nonresident	6	2	33.3
Fall 2010	White	295	198	67.1
Fall 2010	TOTAL	418	267	63.9
Fall 2011	American Indian/Alaska Native	25	10	40.0
Fall 2011	Asian	16	6	37.5
Fall 2011	Black/African American	5	2	40.0
Fall 2011	Hispanic/Latino	12	3	25.0
Fall 2011	Race and ethnicity unknown	3	1	33.3
Fall 2011	Two or more races	47	26	55.3
Fall 2011	US Nonresident	9	5	55.6
Fall 2011	White	345	218	63.2
Fall 2011	TOTAL	462	271	58.7
Fall 2012	American Indian/Alaska Native	23	11	47.8
Fall 2012	Asian	17	7	41.2
Fall 2012	Black/African American	9	5	55.6
Fall 2012	Hispanic/Latino	13	6	46.2
Fall 2012	Race and ethnicity unknown	2	1	50.0
Fall 2012	Two or more races	52	32	61.5
Fall 2012	US Nonresident	12	5	41.7
Fall 2012	White	281	203	72.2
Fall 2012	TOTAL	409	270	66
Fall 2013	American Indian/Alaska Native	23	9	39.1
Fall 2013	Asian	12	7	58.3
Fall 2013	Black/African American	11	6	54.5
Fall 2013	Hispanic/Latino	18	8	44.4
Fall 2013	Two or more races	53	30	56.6
Fall 2013	US Nonresident	8	4	50.0
Fall 2013	White	343	209	60.9
Fall 2013	TOTAL	468	273	58.3
Fall 2014	American Indian/Alaska Native	25	12	48.0
Fall 2014	Asian	21	12	57.1
Fall 2014	Black/African American	4	2	50.0
Fall 2014	Hispanic/Latino	19	11	57.9
Fall 2014	Two or more races	58	27	46.6
Fall 2014	US Nonresident	11	5	45.5
Fall 2014	White	273	177	64.8
Fall 2014	TOTAL	411	246	59.9
Fall 2015	American Indian/Alaska Native	29	14	48.3
Fall 2015	Asian	18	8	44.4
Fall 2015	Black/African American	13	5	38.5
Fall 2015	Hispanic/Latino	19	10	52.6
Fall 2015	Two or more races	40	24	60.0
Fall 2015	US Nonresident	22	12	54.5

University of Minnesota, Morris Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	6-Year Degree N	6-Year Degree %
Fall 2015	White	273	166	60.8
Fall 2015	TOTAL	414	239	57.7
Fall 2016	American Indian/Alaska Native	25	9	36.0
Fall 2016	Asian	9	6	66.7
Fall 2016	Black/African American	8	1	12.5
Fall 2016	Hispanic/Latino	22	11	50.0
Fall 2016	Race and ethnicity unknown	3	1	33.3
Fall 2016	Two or more races	50	31	62.0
Fall 2016	US Nonresident	14	4	28.6
Fall 2016	White	242	153	63.5
Fall 2016	TOTAL	373	216	58.1
Fall 2017	American Indian/Alaska Native	29	15	51.7
Fall 2017	Asian	19	10	52.6
Fall 2017	Black/African American	12	7	58.3
Fall 2017	Hispanic/Latino	19	6	31.6
Fall 2017	Race and ethnicity unknown	2	1	50.0
Fall 2017	Two or more races	58	36	62.1
Fall 2017	US Nonresident	6	1	16.7
Fall 2017	White	207	142	68.6
Fall 2017	TOTAL	352	218	61.9
Fall 2018	American Indian/Alaska Native	34	0	0.0
Fall 2018	Asian	9	0	0.0
Fall 2018	Black/African American	8	0	0.0
Fall 2018	Hispanic/Latino	24	0	0.0
Fall 2018	Race and ethnicity unknown	4	0	0.0
Fall 2018	Two or more races	55	0	0.0
Fall 2018	US Nonresident	10	0	0.0
Fall 2018	White	224	0	0.0
Fall 2018	TOTAL	368	0	0
Fall 2019	American Indian/Alaska Native	28	0	0.0
Fall 2019	Asian	6	0	0.0
Fall 2019	Black/African American	11	0	0.0
Fall 2019	Hispanic/Latino	25	0	0.0
Fall 2019	Race and ethnicity unknown	4	0	0.0
Fall 2019	Two or more races	64	0	0.0
Fall 2019	US Nonresident	4	0	0.0
Fall 2019	White	175	0	0.0
Fall 2019	TOTAL	317	0	0

University of Minnesota, Rochester Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	4-Year Degree N	4-Year Degree %
Fall 2010	Asian	1	1	100.0
Fall 2010	Black/African American	3	0	0.0
Fall 2010	Hispanic/Latino	4	2	50.0
Fall 2010	Race and ethnicity unknown	1	0	0.0
Fall 2010	Two or more races	6	4	66.7
Fall 2010	White	77	38	49.4
Fall 2010	TOTAL	92	45	48.9
Fall 2011	Asian	7	2	28.6
Fall 2011	Black/African American	10	6	60.0
Fall 2011	Hispanic/Latino	6	2	33.3
Fall 2011	Race and ethnicity unknown	3	1	33.3
Fall 2011	Two or more races	3	3	100.0
Fall 2011	US Nonresident	1	1	100.0
Fall 2011	White	81	49	60.5
Fall 2011	TOTAL	111	64	57.7
Fall 2012	Asian	6	2	33.3
Fall 2012	Black/African American	4	2	50.0
Fall 2012	Hispanic/Latino	3	3	100.0
Fall 2012	Race and ethnicity unknown	1	0	0.0
Fall 2012	Two or more races	3	1	33.3
Fall 2012	US Nonresident	1	1	100.0
Fall 2012	White	122	63	51.6
Fall 2012	TOTAL	140	72	51.4
Fall 2013	Asian	14	13	92.9
Fall 2013	Black/African American	9	4	44.4
Fall 2013	Hispanic/Latino	4	0	0.0
Fall 2013	Two or more races	4	3	75.0
Fall 2013	US Nonresident	1	0	0.0
Fall 2013	White	123	65	52.8
Fall 2013	TOTAL	155	85	54.8
Fall 2014	Asian	9	4	44.4
Fall 2014	Black/African American	3	1	33.3
Fall 2014	Hispanic/Latino	3	0	0.0
Fall 2014	Two or more races	5	2	40.0
Fall 2014	US Nonresident	1	0	0.0
Fall 2014	White	91	51	56.0
Fall 2014	TOTAL	112	58	51.8
Fall 2015	Asian	11	1	9.1
Fall 2015	Black/African American	5	1	20.0
Fall 2015	Hispanic/Latino	6	2	33.3
Fall 2015	Two or more races	2	0	0.0
Fall 2015	US Nonresident	1	1	100.0
Fall 2015	White	63	33	52.4
Fall 2015	TOTAL	88	38	43.2
Fall 2016	Asian	27	14	51.9
Fall 2016	Black/African American	14	7	50.0
Fall 2016	Hispanic/Latino	8	5	62.5
Fall 2016	Two or more races	4	1	25.0

University of Minnesota, Rochester Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	4-Year Degree N	4-Year Degree %
Fall 2016	US Nonresident	1	1	100.0
Fall 2016	White	91	51	56.0
Fall 2016	TOTAL	145	79	54.5
Fall 2017	Asian	26	16	61.5
Fall 2017	Black/African American	16	15	93.8
Fall 2017	Hispanic/Latino	13	8	61.5
Fall 2017	Race and ethnicity unknown	2	1	50.0
Fall 2017	Two or more races	5	3	60.0
Fall 2017	White	126	56	44.4
Fall 2017	TOTAL	188	99	52.7
Fall 2018	American Indian/Alaska Native	1	0	0.0
Fall 2018	Asian	30	16	53.3
Fall 2018	Black/African American	10	8	80.0
Fall 2018	Hispanic/Latino	12	5	41.7
Fall 2018	Race and ethnicity unknown	3	2	66.7
Fall 2018	Two or more races	8	5	62.5
Fall 2018	US Nonresident	1	0	0.0
Fall 2018	White	104	54	51.9
Fall 2018	TOTAL	169	90	53.3
Fall 2019	American Indian/Alaska Native	2	1	50.0
Fall 2019	Asian	23	14	60.9
Fall 2019	Black/African American	11	8	72.7
Fall 2019	Hispanic/Latino	13	8	61.5
Fall 2019	Two or more races	11	7	63.6
Fall 2019	White	103	56	54.4
Fall 2019	TOTAL	163	94	57.7

University of Minnesota, Rochester Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	5-Year Degree N	5-Year Degree %
Fall 2010	Asian	1	1	100.0
Fall 2010	Black/African American	3	2	66.7
Fall 2010	Hispanic/Latino	4	2	50.0
Fall 2010	Race and ethnicity unknown	1	0	0.0
Fall 2010	Two or more races	6	4	66.7
Fall 2010	White	77	41	53.2
Fall 2010	TOTAL	92	50	54.3
Fall 2011	Asian	7	2	28.6
Fall 2011	Black/African American	10	7	70.0
Fall 2011	Hispanic/Latino	6	2	33.3
Fall 2011	Race and ethnicity unknown	3	1	33.3
Fall 2011	Two or more races	3	3	100.0
Fall 2011	US Nonresident	1	1	100.0
Fall 2011	White	81	51	63.0
Fall 2011	TOTAL	111	67	60.4
Fall 2012	Asian	6	2	33.3
Fall 2012	Black/African American	4	4	100.0
Fall 2012	Hispanic/Latino	3	3	100.0
Fall 2012	Race and ethnicity unknown	1	0	0.0
Fall 2012	Two or more races	3	2	66.7
Fall 2012	US Nonresident	1	1	100.0
Fall 2012	White	122	69	56.6
Fall 2012	TOTAL	140	81	57.9
Fall 2013	Asian	14	13	92.9
Fall 2013	Black/African American	9	4	44.4
Fall 2013	Hispanic/Latino	4	2	50.0
Fall 2013	Two or more races	4	3	75.0
Fall 2013	US Nonresident	1	1	100.0
Fall 2013	White	123	68	55.3
Fall 2013	TOTAL	155	91	58.7
Fall 2014	Asian	9	5	55.6
Fall 2014	Black/African American	3	1	33.3
Fall 2014	Hispanic/Latino	3	0	0.0
Fall 2014	Two or more races	5	2	40.0
Fall 2014	US Nonresident	1	0	0.0
Fall 2014	White	91	53	58.2
Fall 2014	TOTAL	112	61	54.5
Fall 2015	Asian	11	2	18.2
Fall 2015	Black/African American	5	2	40.0
Fall 2015	Hispanic/Latino	6	2	33.3
Fall 2015	Two or more races	2	0	0.0
Fall 2015	US Nonresident	1	1	100.0
Fall 2015	White	63	34	54.0
Fall 2015	TOTAL	88	41	46.6
Fall 2016	Asian	27	17	63.0
Fall 2016	Black/African American	14	7	50.0
Fall 2016	Hispanic/Latino	8	5	62.5
Fall 2016	Two or more races	4	1	25.0

University of Minnesota, Rochester Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	5-Year Degree N	5-Year Degree %
Fall 2016	US Nonresident	1	1	100.0
Fall 2016	White	91	54	59.3
Fall 2016	TOTAL	145	85	58.6
Fall 2017	Asian	26	18	69.2
Fall 2017	Black/African American	16	15	93.8
Fall 2017	Hispanic/Latino	13	9	69.2
Fall 2017	Race and ethnicity unknown	2	1	50.0
Fall 2017	Two or more races	5	3	60.0
Fall 2017	White	126	61	48.4
Fall 2017	TOTAL	188	107	56.9
Fall 2018	American Indian/Alaska Native	1	0	0.0
Fall 2018	Asian	30	18	60.0
Fall 2018	Black/African American	10	9	90.0
Fall 2018	Hispanic/Latino	12	6	50.0
Fall 2018	Race and ethnicity unknown	3	2	66.7
Fall 2018	Two or more races	8	5	62.5
Fall 2018	US Nonresident	1	0	0.0
Fall 2018	White	104	55	52.9
Fall 2018	TOTAL	169	95	56.2
Fall 2019	American Indian/Alaska Native	2	0	0.0
Fall 2019	Asian	23	0	0.0
Fall 2019	Black/African American	11	0	0.0
Fall 2019	Hispanic/Latino	13	0	0.0
Fall 2019	Two or more races	11	0	0.0
Fall 2019	White	103	0	0.0
Fall 2019	TOTAL	163	0	0

University of Minnesota, Rochester Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	6-Year Degree N	6-Year Degree %
Fall 2010	Asian	1	1	100.0
Fall 2010	Black/African American	3	2	66.7
Fall 2010	Hispanic/Latino	4	2	50.0
Fall 2010	Race and ethnicity unknown	1	0	0.0
Fall 2010	Two or more races	6	4	66.7
Fall 2010	White	77	42	54.5
Fall 2010	TOTAL	92	51	55.4
Fall 2011	Asian	7	2	28.6
Fall 2011	Black/African American	10	7	70.0
Fall 2011	Hispanic/Latino	6	2	33.3
Fall 2011	Race and ethnicity unknown	3	1	33.3
Fall 2011	Two or more races	3	3	100.0
Fall 2011	US Nonresident	1	1	100.0
Fall 2011	White	81	52	64.2
Fall 2011	TOTAL	111	68	61.3
Fall 2012	Asian	6	2	33.3
Fall 2012	Black/African American	4	4	100.0
Fall 2012	Hispanic/Latino	3	3	100.0
Fall 2012	Race and ethnicity unknown	1	0	0.0
Fall 2012	Two or more races	3	2	66.7
Fall 2012	US Nonresident	1	1	100.0
Fall 2012	White	122	70	57.4
Fall 2012	TOTAL	140	82	58.6
Fall 2013	Asian	14	13	92.9
Fall 2013	Black/African American	9	4	44.4
Fall 2013	Hispanic/Latino	4	2	50.0
Fall 2013	Two or more races	4	3	75.0
Fall 2013	US Nonresident	1	1	100.0
Fall 2013	White	123	68	55.3
Fall 2013	TOTAL	155	91	58.7
Fall 2014	Asian	9	5	55.6
Fall 2014	Black/African American	3	1	33.3
Fall 2014	Hispanic/Latino	3	0	0.0
Fall 2014	Two or more races	5	2	40.0
Fall 2014	US Nonresident	1	0	0.0
Fall 2014	White	91	53	58.2
Fall 2014	TOTAL	112	61	54.5
Fall 2015	Asian	11	2	18.2
Fall 2015	Black/African American	5	2	40.0
Fall 2015	Hispanic/Latino	6	2	33.3
Fall 2015	Two or more races	2	0	0.0
Fall 2015	US Nonresident	1	1	100.0
Fall 2015	White	63	34	54.0
Fall 2015	TOTAL	88	41	46.6
Fall 2016	Asian	27	17	63.0
Fall 2016	Black/African American	14	7	50.0
Fall 2016	Hispanic/Latino	8	5	62.5
Fall 2016	Two or more races	4	1	25.0

University of Minnesota, Rochester Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	6-Year Degree N	6-Year Degree %
Fall 2016	US Nonresident	1	1	100.0
Fall 2016	White	91	54	59.3
Fall 2016	TOTAL	145	85	58.6
Fall 2017	Asian	26	18	69.2
Fall 2017	Black/African American	16	15	93.8
Fall 2017	Hispanic/Latino	13	9	69.2
Fall 2017	Race and ethnicity unknown	2	1	50.0
Fall 2017	Two or more races	5	3	60.0
Fall 2017	White	126	61	48.4
Fall 2017	TOTAL	188	107	56.9
Fall 2018	American Indian/Alaska Native	1	0	0.0
Fall 2018	Asian	30	0	0.0
Fall 2018	Black/African American	10	0	0.0
Fall 2018	Hispanic/Latino	12	0	0.0
Fall 2018	Race and ethnicity unknown	3	0	0.0
Fall 2018	Two or more races	8	0	0.0
Fall 2018	US Nonresident	1	0	0.0
Fall 2018	White	104	0	0.0
Fall 2018	TOTAL	169	0	0
Fall 2019	American Indian/Alaska Native	2	0	0.0
Fall 2019	Asian	23	0	0.0
Fall 2019	Black/African American	11	0	0.0
Fall 2019	Hispanic/Latino	13	0	0.0
Fall 2019	Two or more races	11	0	0.0
Fall 2019	White	103	0	0.0
Fall 2019	TOTAL	163	0	0

University of Minnesota, Twin Cities Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	4-Year Degree N	4-Year Degree %
Fall 2010	American Indian/Alaska Native	14	7	50.0
Fall 2010	Asian	460	239	52.0
Fall 2010	Black/African American	191	75	39.3
Fall 2010	Hispanic/Latino	140	74	52.9
Fall 2010	Native Hawaiian/Other Pacific Islander	5	1	20.0
Fall 2010	Race and ethnicity unknown	30	13	43.3
Fall 2010	Two or more races	152	83	54.6
Fall 2010	US Nonresident	244	143	58.6
Fall 2010	White	4074	2588	63.5
Fall 2010	TOTAL	5310	3223	60.7
Fall 2011	American Indian/Alaska Native	11	5	45.5
Fall 2011	Asian	489	253	51.7
Fall 2011	Black/African American	155	70	45.2
Fall 2011	Hispanic/Latino	151	83	55.0
Fall 2011	Native Hawaiian/Other Pacific Islander	4	1	25.0
Fall 2011	Race and ethnicity unknown	19	10	52.6
Fall 2011	Two or more races	186	114	61.3
Fall 2011	US Nonresident	310	173	55.8
Fall 2011	White	4026	2668	66.3
Fall 2011	TOTAL	5351	3377	63.1
Fall 2012	American Indian/Alaska Native	13	6	46.2
Fall 2012	Asian	551	322	58.4
Fall 2012	Black/African American	148	74	50.0
Fall 2012	Hispanic/Latino	162	97	59.9
Fall 2012	Native Hawaiian/Other Pacific Islander	8	4	50.0
Fall 2012	Race and ethnicity unknown	20	9	45.0
Fall 2012	Two or more races	194	112	57.7
Fall 2012	US Nonresident	283	175	61.8
Fall 2012	White	4119	2777	67.4
Fall 2012	TOTAL	5498	3576	65
Fall 2013	American Indian/Alaska Native	6	2	33.3
Fall 2013	Asian	514	336	65.4
Fall 2013	Black/African American	174	78	44.8
Fall 2013	Hispanic/Latino	173	109	63.0
Fall 2013	Native Hawaiian/Other Pacific Islander	1	1	100.0
Fall 2013	Race and ethnicity unknown	8	7	87.5
Fall 2013	Two or more races	207	120	58.0
Fall 2013	US Nonresident	283	171	60.4
Fall 2013	White	4164	2956	71.0
Fall 2013	TOTAL	5530	3780	68.4
Fall 2014	American Indian/Alaska Native	15	7	46.7
Fall 2014	Asian	547	363	66.4
Fall 2014	Black/African American	184	101	54.9
Fall 2014	Hispanic/Latino	182	118	64.8
Fall 2014	Native Hawaiian/Other Pacific Islander	1	1	100.0
Fall 2014	Race and ethnicity unknown	19	14	73.7
Fall 2014	Two or more races	211	144	68.2
Fall 2014	US Nonresident	336	224	66.7
Fall 2014	White	4025	2945	73.2

University of Minnesota, Twin Cities Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	4-Year Degree N	4-Year Degree %
Fall 2014	TOTAL	5520	3917	71
Fall 2015	American Indian/Alaska Native	9	9	100.0
Fall 2015	Asian	544	358	65.8
Fall 2015	Black/African American	200	103	51.5
Fall 2015	Hispanic/Latino	207	125	60.4
Fall 2015	Native Hawaiian/Other Pacific Islander	4	4	100.0
Fall 2015	Race and ethnicity unknown	28	17	60.7
Fall 2015	Two or more races	236	159	67.4
Fall 2015	US Nonresident	311	210	67.5
Fall 2015	White	4216	3137	74.4
Fall 2015	TOTAL	5755	4122	71.6
Fall 2016	American Indian/Alaska Native	16	7	43.8
Fall 2016	Asian	627	437	69.7
Fall 2016	Black/African American	196	120	61.2
Fall 2016	Hispanic/Latino	223	145	65.0
Fall 2016	Native Hawaiian/Other Pacific Islander	5	3	60.0
Fall 2016	Race and ethnicity unknown	48	37	77.1
Fall 2016	Two or more races	236	161	68.2
Fall 2016	US Nonresident	342	226	66.1
Fall 2016	White	4163	3110	74.7
Fall 2016	TOTAL	5856	4246	72.5
Fall 2017	American Indian/Alaska Native	9	5	55.6
Fall 2017	Asian	642	459	71.5
Fall 2017	Black/African American	224	145	64.7
Fall 2017	Hispanic/Latino	284	203	71.5
Fall 2017	Native Hawaiian/Other Pacific Islander	4	4	100.0
Fall 2017	Race and ethnicity unknown	67	47	70.1
Fall 2017	Two or more races	267	187	70.0
Fall 2017	US Nonresident	371	249	67.1
Fall 2017	White	4311	3282	76.1
Fall 2017	TOTAL	6179	4581	74.1
Fall 2018	American Indian/Alaska Native	10	8	80.0
Fall 2018	Asian	661	497	75.2
Fall 2018	Black/African American	264	164	62.1
Fall 2018	Hispanic/Latino	271	179	66.1
Fall 2018	Native Hawaiian/Other Pacific Islander	2	1	50.0
Fall 2018	Race and ethnicity unknown	164	122	74.4
Fall 2018	Two or more races	239	163	68.2
Fall 2018	US Nonresident	270	194	71.9
Fall 2018	White	4079	3149	77.2
Fall 2018	TOTAL	5960	4477	75.1
Fall 2019	American Indian/Alaska Native	14	6	42.9
Fall 2019	Asian	746	562	75.3
Fall 2019	Black/African American	256	186	72.7
Fall 2019	Hispanic/Latino	262	169	64.5
Fall 2019	Native Hawaiian/Other Pacific Islander	3	2	66.7
Fall 2019	Race and ethnicity unknown	147	107	72.8
Fall 2019	Two or more races	290	195	67.2

University of Minnesota, Twin Cities Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	4-Year Degree N	4-Year Degree %
Fall 2019	US Nonresident	449	309	68.8
Fall 2019	White	4089	3113	76.1
Fall 2019	TOTAL	6256	4649	74.3

University of Minnesota, Twin Cities Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	5-Year Degree N	5-Year Degree %
Fall 2010	American Indian/Alaska Native	14	7	50.0
Fall 2010	Asian	460	319	69.3
Fall 2010	Black/African American	191	108	56.5
Fall 2010	Hispanic/Latino	140	88	62.9
Fall 2010	Native Hawaiian/Other Pacific Islander	5	3	60.0
Fall 2010	Race and ethnicity unknown	30	18	60.0
Fall 2010	Two or more races	152	105	69.1
Fall 2010	US Nonresident	244	186	76.2
Fall 2010	White	4074	3159	77.5
Fall 2010	TOTAL	5310	3993	75.2
Fall 2011	American Indian/Alaska Native	11	7	63.6
Fall 2011	Asian	489	335	68.5
Fall 2011	Black/African American	155	99	63.9
Fall 2011	Hispanic/Latino	151	107	70.9
Fall 2011	Native Hawaiian/Other Pacific Islander	4	2	50.0
Fall 2011	Race and ethnicity unknown	19	15	78.9
Fall 2011	Two or more races	186	147	79.0
Fall 2011	US Nonresident	310	240	77.4
Fall 2011	White	4026	3175	78.9
Fall 2011	TOTAL	5351	4127	77.1
Fall 2012	American Indian/Alaska Native	13	7	53.8
Fall 2012	Asian	551	412	74.8
Fall 2012	Black/African American	148	104	70.3
Fall 2012	Hispanic/Latino	162	124	76.5
Fall 2012	Native Hawaiian/Other Pacific Islander	8	4	50.0
Fall 2012	Race and ethnicity unknown	20	14	70.0
Fall 2012	Two or more races	194	141	72.7
Fall 2012	US Nonresident	283	226	79.9
Fall 2012	White	4119	3239	78.7
Fall 2012	TOTAL	5498	4271	77.7
Fall 2013	American Indian/Alaska Native	6	2	33.3
Fall 2013	Asian	514	413	80.4
Fall 2013	Black/African American	174	112	64.4
Fall 2013	Hispanic/Latino	173	126	72.8
Fall 2013	Native Hawaiian/Other Pacific Islander	1	1	100.0
Fall 2013	Race and ethnicity unknown	8	8	100.0
Fall 2013	Two or more races	207	150	72.5
Fall 2013	US Nonresident	283	226	79.9
Fall 2013	White	4164	3404	81.7
Fall 2013	TOTAL	5530	4442	80.3
Fall 2014	American Indian/Alaska Native	15	9	60.0
Fall 2014	Asian	547	450	82.3
Fall 2014	Black/African American	184	137	74.5
Fall 2014	Hispanic/Latino	182	143	78.6
Fall 2014	Native Hawaiian/Other Pacific Islander	1	1	100.0
Fall 2014	Race and ethnicity unknown	19	17	89.5
Fall 2014	Two or more races	211	169	80.1
Fall 2014	US Nonresident	336	276	82.1
Fall 2014	White	4025	3357	83.4

University of Minnesota, Twin Cities Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	5-Year Degree N	5-Year Degree %
Fall 2014	TOTAL	5520	4559	82.6
Fall 2015	American Indian/Alaska Native	9	9	100.0
Fall 2015	Asian	544	455	83.6
Fall 2015	Black/African American	200	132	66.0
Fall 2015	Hispanic/Latino	207	156	75.4
Fall 2015	Native Hawaiian/Other Pacific Islander	4	4	100.0
Fall 2015	Race and ethnicity unknown	28	20	71.4
Fall 2015	Two or more races	236	184	78.0
Fall 2015	US Nonresident	311	259	83.3
Fall 2015	White	4216	3516	83.4
Fall 2015	TOTAL	5755	4735	82.3
Fall 2016	American Indian/Alaska Native	16	8	50.0
Fall 2016	Asian	627	506	80.7
Fall 2016	Black/African American	196	149	76.0
Fall 2016	Hispanic/Latino	223	169	75.8
Fall 2016	Native Hawaiian/Other Pacific Islander	5	4	80.0
Fall 2016	Race and ethnicity unknown	48	40	83.3
Fall 2016	Two or more races	236	188	79.7
Fall 2016	US Nonresident	342	279	81.6
Fall 2016	White	4163	3501	84.1
Fall 2016	TOTAL	5856	4844	82.7
Fall 2017	American Indian/Alaska Native	9	5	55.6
Fall 2017	Asian	642	521	81.2
Fall 2017	Black/African American	224	167	74.6
Fall 2017	Hispanic/Latino	284	230	81.0
Fall 2017	Native Hawaiian/Other Pacific Islander	4	4	100.0
Fall 2017	Race and ethnicity unknown	67	53	79.1
Fall 2017	Two or more races	267	220	82.4
Fall 2017	US Nonresident	371	301	81.1
Fall 2017	White	4311	3622	84.0
Fall 2017	TOTAL	6179	5123	82.9
Fall 2018	American Indian/Alaska Native	10	8	80.0
Fall 2018	Asian	661	546	82.6
Fall 2018	Black/African American	264	200	75.8
Fall 2018	Hispanic/Latino	271	203	74.9
Fall 2018	Native Hawaiian/Other Pacific Islander	2	1	50.0
Fall 2018	Race and ethnicity unknown	164	142	86.6
Fall 2018	Two or more races	239	190	79.5
Fall 2018	US Nonresident	270	233	86.3
Fall 2018	White	4079	3480	85.3
Fall 2018	TOTAL	5960	5003	83.9
Fall 2019	American Indian/Alaska Native	14	0	0.0
Fall 2019	Asian	746	0	0.0
Fall 2019	Black/African American	256	0	0.0
Fall 2019	Hispanic/Latino	262	0	0.0
Fall 2019	Native Hawaiian/Other Pacific Islander	3	0	0.0
Fall 2019	Race and ethnicity unknown	147	0	0.0
Fall 2019	Two or more races	290	0	0.0

University of Minnesota, Twin Cities Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	5-Year Degree N	5-Year Degree %
Fall 2019	US Nonresident	449	0	0.0
Fall 2019	White	4089	0	0.0
Fall 2019	TOTAL	6256	0	0

University of Minnesota, Twin Cities Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	6-Year Degree N	6-Year Degree %
Fall 2010	American Indian/Alaska Native	14	7	50.0
Fall 2010	Asian	460	355	77.2
Fall 2010	Black/African American	191	121	63.4
Fall 2010	Hispanic/Latino	140	92	65.7
Fall 2010	Native Hawaiian/Other Pacific Islander	5	3	60.0
Fall 2010	Race and ethnicity unknown	30	20	66.7
Fall 2010	Two or more races	152	110	72.4
Fall 2010	US Nonresident	244	201	82.4
Fall 2010	White	4074	3253	79.8
Fall 2010	TOTAL	5310	4162	78.4
Fall 2011	American Indian/Alaska Native	11	7	63.6
Fall 2011	Asian	489	357	73.0
Fall 2011	Black/African American	155	111	71.6
Fall 2011	Hispanic/Latino	151	114	75.5
Fall 2011	Native Hawaiian/Other Pacific Islander	4	2	50.0
Fall 2011	Race and ethnicity unknown	19	15	78.9
Fall 2011	Two or more races	186	151	81.2
Fall 2011	US Nonresident	310	259	83.5
Fall 2011	White	4026	3270	81.2
Fall 2011	TOTAL	5351	4286	80.1
Fall 2012	American Indian/Alaska Native	13	9	69.2
Fall 2012	Asian	551	434	78.8
Fall 2012	Black/African American	148	108	73.0
Fall 2012	Hispanic/Latino	162	133	82.1
Fall 2012	Native Hawaiian/Other Pacific Islander	8	4	50.0
Fall 2012	Race and ethnicity unknown	20	14	70.0
Fall 2012	Two or more races	194	150	77.3
Fall 2012	US Nonresident	283	241	85.2
Fall 2012	White	4119	3314	80.5
Fall 2012	TOTAL	5498	4407	80.2
Fall 2013	American Indian/Alaska Native	6	3	50.0
Fall 2013	Asian	514	433	84.2
Fall 2013	Black/African American	174	126	72.4
Fall 2013	Hispanic/Latino	173	130	75.1
Fall 2013	Native Hawaiian/Other Pacific Islander	1	1	100.0
Fall 2013	Race and ethnicity unknown	8	8	100.0
Fall 2013	Two or more races	207	151	72.9
Fall 2013	US Nonresident	283	240	84.8
Fall 2013	White	4164	3493	83.9
Fall 2013	TOTAL	5530	4585	82.9
Fall 2014	American Indian/Alaska Native	15	9	60.0
Fall 2014	Asian	547	465	85.0
Fall 2014	Black/African American	184	139	75.5
Fall 2014	Hispanic/Latino	182	147	80.8
Fall 2014	Native Hawaiian/Other Pacific Islander	1	1	100.0
Fall 2014	Race and ethnicity unknown	19	18	94.7
Fall 2014	Two or more races	211	170	80.6
Fall 2014	US Nonresident	336	289	86.0
Fall 2014	White	4025	3413	84.8

University of Minnesota, Twin Cities Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	6-Year Degree N	6-Year Degree %
Fall 2014	TOTAL	5520	4651	84.3
Fall 2015	American Indian/Alaska Native	9	9	100.0
Fall 2015	Asian	544	469	86.2
Fall 2015	Black/African American	200	144	72.0
Fall 2015	Hispanic/Latino	207	159	76.8
Fall 2015	Native Hawaiian/Other Pacific Islander	4	4	100.0
Fall 2015	Race and ethnicity unknown	28	22	78.6
Fall 2015	Two or more races	236	190	80.5
Fall 2015	US Nonresident	311	265	85.2
Fall 2015	White	4216	3584	85.0
Fall 2015	TOTAL	5755	4846	84.2
Fall 2016	American Indian/Alaska Native	16	8	50.0
Fall 2016	Asian	627	521	83.1
Fall 2016	Black/African American	196	153	78.1
Fall 2016	Hispanic/Latino	223	171	76.7
Fall 2016	Native Hawaiian/Other Pacific Islander	5	4	80.0
Fall 2016	Race and ethnicity unknown	48	42	87.5
Fall 2016	Two or more races	236	194	82.2
Fall 2016	US Nonresident	342	290	84.8
Fall 2016	White	4163	3556	85.4
Fall 2016	TOTAL	5856	4939	84.4
Fall 2017	American Indian/Alaska Native	9	6	66.7
Fall 2017	Asian	642	535	83.3
Fall 2017	Black/African American	224	174	77.7
Fall 2017	Hispanic/Latino	284	237	83.5
Fall 2017	Native Hawaiian/Other Pacific Islander	4	4	100.0
Fall 2017	Race and ethnicity unknown	67	54	80.6
Fall 2017	Two or more races	267	225	84.3
Fall 2017	US Nonresident	371	316	85.2
Fall 2017	White	4311	3690	85.6
Fall 2017	TOTAL	6179	5241	84.8
Fall 2018	American Indian/Alaska Native	10	0	0.0
Fall 2018	Asian	661	0	0.0
Fall 2018	Black/African American	264	0	0.0
Fall 2018	Hispanic/Latino	271	0	0.0
Fall 2018	Native Hawaiian/Other Pacific Islander	2	0	0.0
Fall 2018	Race and ethnicity unknown	164	0	0.0
Fall 2018	Two or more races	239	0	0.0
Fall 2018	US Nonresident	270	0	0.0
Fall 2018	White	4079	0	0.0
Fall 2018	TOTAL	5960	0	0
Fall 2019	American Indian/Alaska Native	14	0	0.0
Fall 2019	Asian	746	0	0.0
Fall 2019	Black/African American	256	0	0.0
Fall 2019	Hispanic/Latino	262	0	0.0
Fall 2019	Native Hawaiian/Other Pacific Islander	3	0	0.0
Fall 2019	Race and ethnicity unknown	147	0	0.0
Fall 2019	Two or more races	290	0	0.0

University of Minnesota, Twin Cities Campus

First-Time Full-Time New Entering Freshmen (IPEDS Definition: Graduation Rates)

Entry Year	Ethnicity	Total	6-Year Degree N	6-Year Degree %
Fall 2019	US Nonresident	449	0	0.0
Fall 2019	White	4089	0	0.0
Fall 2019	TOTAL	6256	0	0

University of Minnesota, Crookston Campus
 First-Time Full-Time New Entering Freshmen (IPEDS Definition Graduation Rates)

Entry Year	Gender	Total	4-Year Degree N	4-Year Degree %	5-Year Degree N	5-Year Degree %	6-Year Degree N	6-Year Degree %
Fall 2010	Female	132	65	49.2	77	58.3	80	60.6
Fall 2010	Male	118	41	34.7	51	43.2	56	47.5
Fall 2010	TOTAL	250	106	42.4	128	51.2	136	54.4
Fall 2011	Female	110	48	43.6	57	51.8	58	52.7
Fall 2011	Male	129	50	38.8	69	53.5	70	54.3
Fall 2011	TOTAL	239	98	41.0	126	52.7	128	53.6
Fall 2012	Female	109	54	49.5	59	54.1	59	54.1
Fall 2012	Male	103	36	35.0	42	40.8	42	40.8
Fall 2012	TOTAL	212	90	42.5	101	47.6	101	47.6
Fall 2013	Female	89	44	49.4	52	58.4	53	59.6
Fall 2013	Male	91	33	36.3	37	40.7	37	40.7
Fall 2013	TOTAL	180	77	42.8	89	49.4	90	50.0
Fall 2014	Female	115	48	41.7	60	52.2	61	53.0
Fall 2014	Male	116	41	35.3	56	48.3	56	48.3
Fall 2014	TOTAL	231	89	38.5	116	50.2	117	50.6
Fall 2015	Female	93	43	46.2	56	60.2	58	62.4
Fall 2015	Male	114	45	39.5	56	49.1	58	50.9
Fall 2015	TOTAL	207	88	42.5	112	54.1	116	56.0
Fall 2016	Female	82	38	46.3	47	57.3	47	57.3
Fall 2016	Male	98	39	39.8	47	48.0	49	50.0
Fall 2016	TOTAL	180	77	42.8	94	52.2	96	53.3
Fall 2017	Female	97	53	54.6	62	63.9	63	64.9
Fall 2017	Male	90	22	24.4	30	33.3	30	33.3
Fall 2017	TOTAL	187	75	40.1	92	49.2	93	49.7
Fall 2018	Female	107	47	43.9	58	54.2	0	0.0
Fall 2018	Male	98	30	30.6	38	38.8	0	0.0
Fall 2018	TOTAL	205	77	37.6	96	46.8	0	0.0
Fall 2019	Female	117	48	41.0	0	0.0	0	0.0
Fall 2019	Male	89	24	27.0	0	0.0	0	0.0
Fall 2019	TOTAL	206	72	35.0	0	0.0	0	0.0

University of Minnesota, Duluth Campus
 First-Time Full-Time New Entering Freshmen (IPEDS Definition Graduation Rates)

Entry Year	Gender	Total	4-Year Degree N	4-Year Degree %	5-Year Degree N	5-Year Degree %	6-Year Degree N	6-Year Degree %
Fall 2010	Female	1112	457	41.1	641	57.6	667	60.0
Fall 2010	Male	1204	356	29.6	659	54.7	709	58.9
Fall 2010	TOTAL	2316	813	35.1	1300	56.1	1376	59.4
Fall 2011	Female	998	414	41.5	576	57.7	598	59.9
Fall 2011	Male	1097	333	30.4	599	54.6	643	58.6
Fall 2011	TOTAL	2095	747	35.7	1175	56.1	1241	59.2
Fall 2012	Female	887	367	41.4	518	58.4	542	61.1
Fall 2012	Male	985	298	30.3	500	50.8	559	56.8
Fall 2012	TOTAL	1872	665	35.5	1018	54.4	1101	58.8
Fall 2013	Female	971	410	42.2	557	57.4	580	59.7
Fall 2013	Male	1075	357	33.2	629	58.5	679	63.2
Fall 2013	TOTAL	2046	767	37.5	1186	58.0	1259	61.5
Fall 2014	Female	1019	512	50.2	641	62.9	662	65.0
Fall 2014	Male	1168	417	35.7	640	54.8	683	58.5
Fall 2014	TOTAL	2187	929	42.5	1281	58.6	1345	61.5
Fall 2015	Female	963	467	48.5	613	63.7	628	65.2
Fall 2015	Male	1024	421	41.1	618	60.4	657	64.2
Fall 2015	TOTAL	1987	888	44.7	1231	62.0	1285	64.7
Fall 2016	Female	1007	485	48.2	644	64.0	663	65.8
Fall 2016	Male	1114	420	37.7	620	55.7	657	59.0
Fall 2016	TOTAL	2121	905	42.7	1264	59.6	1320	62.2
Fall 2017	Female	1145	561	49.0	719	62.8	737	64.4
Fall 2017	Male	1111	485	43.7	679	61.1	717	64.5
Fall 2017	TOTAL	2256	1046	46.4	1398	62.0	1454	64.5
Fall 2018	Female	1127	604	53.6	737	65.4	0	0.0
Fall 2018	Male	1081	439	40.6	638	59.0	0	0.0
Fall 2018	TOTAL	2208	1043	47.2	1375	62.3	0	0.0
Fall 2019	Female	976	492	50.4	0	0.0	0	0.0
Fall 2019	Male	1052	486	46.2	0	0.0	0	0.0
Fall 2019	TOTAL	2028	978	48.2	0	0.0	0	0.0

University of Minnesota, Morris Campus
 First-Time Full-Time New Entering Freshmen (IPEDS Definition Graduation Rates)

Entry Year	Gender	Total	4-Year Degree N	4-Year Degree %	5-Year Degree N	5-Year Degree %	6-Year Degree N	6-Year Degree %
Fall 2010	Female	242	130	53.7	151	62.4	153	63.2
Fall 2010	Male	176	81	46.0	109	61.9	114	64.8
Fall 2010	TOTAL	418	211	50.5	260	62.2	267	63.9
Fall 2011	Female	281	150	53.4	164	58.4	166	59.1
Fall 2011	Male	181	79	43.6	101	55.8	105	58.0
Fall 2011	TOTAL	462	229	49.6	265	57.4	271	58.7
Fall 2012	Female	227	133	58.6	158	69.6	163	71.8
Fall 2012	Male	182	79	43.4	104	57.1	107	58.8
Fall 2012	TOTAL	409	212	51.8	262	64.1	270	66.0
Fall 2013	Female	280	144	51.4	173	61.8	174	62.1
Fall 2013	Male	188	74	39.4	96	51.1	99	52.7
Fall 2013	TOTAL	468	218	46.6	269	57.5	273	58.3
Fall 2014	Female	228	109	47.8	130	57.0	134	58.8
Fall 2014	Male	183	80	43.7	109	59.6	112	61.2
Fall 2014	TOTAL	411	189	46.0	239	58.2	246	59.9
Fall 2015	Female	242	121	50.0	144	59.5	146	60.3
Fall 2015	Male	172	68	39.5	91	52.9	93	54.1
Fall 2015	TOTAL	414	189	45.7	235	56.8	239	57.7
Fall 2016	Female	217	122	56.2	139	64.1	141	65.3
Fall 2016	Male	156	56	35.9	70	44.9	75	48.1
Fall 2016	TOTAL	373	178	47.7	209	56.0	216	58.1
Fall 2017	Female	201	98	48.8	122	60.7	128	63.7
Fall 2017	Male	151	66	43.7	85	56.3	90	59.6
Fall 2017	TOTAL	352	164	46.6	207	58.8	218	61.9
Fall 2018	Female	216	121	56.0	138	63.9	0	0.0
Fall 2018	Male	152	64	42.1	82	53.9	0	0.0
Fall 2018	TOTAL	368	185	50.3	220	59.8	0	0.0
Fall 2019	Female	198	101	51.0	0	0.0	0	0.0
Fall 2019	Male	119	42	35.3	0	0.0	0	0.0
Fall 2019	TOTAL	317	143	45.1	0	0.0	0	0.0

University of Minnesota, Rochester Campus
 First-Time Full-Time New Entering Freshmen (IPEDS Definition Graduation Rates)

Entry Year	Gender	Total	4-Year Degree N	4-Year Degree %	5-Year Degree N	5-Year Degree %	6-Year Degree N	6-Year Degree %
Fall 2010	Female	67	28	41.8	32	47.8	32	47.8
Fall 2010	Male	25	17	68.0	18	72.0	19	76.0
Fall 2010	TOTAL	92	45	48.9	50	54.3	51	55.4
Fall 2011	Female	76	45	59.2	48	63.2	48	63.2
Fall 2011	Male	35	19	54.3	19	54.3	20	57.1
Fall 2011	TOTAL	111	64	57.7	67	60.4	68	61.3
Fall 2012	Female	113	58	51.3	65	57.5	65	57.5
Fall 2012	Male	27	14	51.9	16	59.3	17	63.0
Fall 2012	TOTAL	140	72	51.4	81	57.9	82	58.6
Fall 2013	Female	113	65	57.5	70	61.9	70	61.9
Fall 2013	Male	42	20	47.6	21	50.0	21	50.0
Fall 2013	TOTAL	155	85	54.8	91	58.7	91	58.7
Fall 2014	Female	77	39	50.6	42	54.5	42	54.5
Fall 2014	Male	35	19	54.3	19	54.3	19	54.3
Fall 2014	TOTAL	112	58	51.8	61	54.5	61	54.5
Fall 2015	Female	65	28	43.1	31	47.7	31	47.7
Fall 2015	Male	23	10	43.5	10	43.5	10	43.5
Fall 2015	TOTAL	88	38	43.2	41	46.6	41	46.6
Fall 2016	Female	118	63	53.4	69	58.5	69	58.5
Fall 2016	Male	27	16	59.3	16	59.3	16	59.3
Fall 2016	TOTAL	145	79	54.5	85	58.6	85	58.6
Fall 2017	Female	148	78	52.7	84	56.8	84	56.8
Fall 2017	Male	40	21	52.5	23	57.5	23	57.5
Fall 2017	TOTAL	188	99	52.7	107	56.9	107	56.9
Fall 2018	Female	137	73	53.3	76	55.5	0	0.0
Fall 2018	Male	32	17	53.1	19	59.4	0	0.0
Fall 2018	TOTAL	169	90	53.3	95	56.2	0	0.0
Fall 2019	Female	125	69	55.2	0	0.0	0	0.0
Fall 2019	Male	38	25	65.8	0	0.0	0	0.0
Fall 2019	TOTAL	163	94	57.7	0	0.0	0	0.0

University of Minnesota, Twin Cities Campus
 First-Time Full-Time New Entering Freshmen (IPEDS Definition Graduation Rates)

Entry Year	Gender	Total	4-Year Degree N	4-Year Degree %	5-Year Degree N	5-Year Degree %	6-Year Degree N	6-Year Degree %
Fall 2010	Female	2810	1803	64.2	2166	77.1	2252	80.1
Fall 2010	Male	2500	1420	56.8	1827	73.1	1910	76.4
Fall 2010	TOTAL	5310	3223	60.7	3993	75.2	4162	78.4
Fall 2011	Female	2793	1889	67.6	2221	79.5	2274	81.4
Fall 2011	Male	2558	1488	58.2	1906	74.5	2012	78.7
Fall 2011	TOTAL	5351	3377	63.1	4127	77.1	4286	80.1
Fall 2012	Female	2791	1950	69.9	2237	80.2	2292	82.2
Fall 2012	Male	2707	1626	60.1	2034	75.2	2115	78.2
Fall 2012	TOTAL	5498	3576	65.0	4271	77.7	4407	80.2
Fall 2013	Female	2908	2118	72.8	2412	82.9	2465	84.8
Fall 2013	Male	2622	1662	63.4	2030	77.4	2120	80.9
Fall 2013	TOTAL	5530	3780	68.4	4442	80.3	4585	82.9
Fall 2014	Female	2903	2172	74.8	2470	85.1	2500	86.1
Fall 2014	Male	2617	1745	66.7	2089	79.8	2151	82.2
Fall 2014	TOTAL	5520	3917	71.0	4559	82.6	4651	84.3
Fall 2015	Female	3116	2348	75.4	2636	84.6	2678	85.9
Fall 2015	Male	2639	1774	67.2	2099	79.5	2168	82.2
Fall 2015	TOTAL	5755	4122	71.6	4735	82.3	4846	84.2
Fall 2016	Female	3155	2408	76.3	2666	84.5	2706	85.8
Fall 2016	Male	2701	1838	68.0	2178	80.7	2233	82.7
Fall 2016	TOTAL	5856	4246	72.5	4844	82.7	4939	84.4
Fall 2017	Female	3345	2589	77.4	2837	84.8	2889	86.4
Fall 2017	Male	2834	1992	70.3	2286	80.7	2352	83.0
Fall 2017	TOTAL	6179	4581	74.1	5123	82.9	5241	84.8
Fall 2018	Female	3329	2619	78.7	2851	85.6	0	0.0
Fall 2018	Male	2631	1858	70.6	2152	81.8	0	0.0
Fall 2018	TOTAL	5960	4477	75.1	5003	83.9	0	0.0
Fall 2019	Female	3393	2624	77.3	0	0.0	0	0.0
Fall 2019	Male	2863	2025	70.7	0	0.0	0	0.0
Fall 2019	TOTAL	6256	4649	74.3	0	0.0	0	0.0

Appendix C: Subdivision 7(8) – Under-represented students

University of Minnesota, First Generation Students First-Time Full-Time New Entering Freshmen (IPEDS Cohort Definition)

Campus	Term	Year	First Generation Headcount	Non-First-Generation Headcount	Total Headcount
Crookston	Fall 2018	2018	93	112	205
Crookston	Fall 2019	2019	90	116	206
Crookston	Fall 2020	2020	86	99	185
Crookston	Fall 2021	2021	60	103	163
Crookston	Fall 2022	2022	83	96	179
Duluth	Fall 2018	2018	741	1,467	2,208
Duluth	Fall 2019	2019	631	1,398	2,029
Duluth	Fall 2020	2020	465	1,289	1,754
Duluth	Fall 2021	2021	477	1,522	1,999
Duluth	Fall 2022	2022	459	1,497	1,956
Morris	Fall 2018	2018	137	231	368
Morris	Fall 2019	2019	126	192	318
Morris	Fall 2020	2020	93	174	267
Morris	Fall 2021	2021	86	204	290
Morris	Fall 2022	2022	103	165	268
Rochester	Fall 2018	2018	67	102	169
Rochester	Fall 2019	2019	98	65	163
Rochester	Fall 2020	2020	99	117	216
Rochester	Fall 2021	2021	84	87	171
Rochester	Fall 2022	2022	71	119	190
Twin Cities	Fall 2018	2018	1,312	4,649	5,961
Twin Cities	Fall 2019	2019	1,225	5,033	6,258
Twin Cities	Fall 2020	2020	1,230	4,690	5,920
Twin Cities	Fall 2021	2021	1,524	5,312	6,836
Twin Cities	Fall 2022	2022	1,431	5,273	6,704

**University of Minnesota, Students Receiving a PELL Grant Their first Year
First-Time Full-Time New Entering Freshmen (IPEDS Cohort Definition)**

Campus	Term	Year	First Generation Headcount	Non-First-Generation Headcount	Total Headcount
Crookston	Fall 2018	2018	77	128	205
Crookston	Fall 2019	2019	88	118	206
Crookston	Fall 2020	2020	67	118	185
Crookston	Fall 2021	2021	61	102	163
Crookston	Fall 2022	2022	56	123	179
Duluth	Fall 2018	2018	540	1,668	2,208
Duluth	Fall 2019	2019	430	1,599	2,029
Duluth	Fall 2020	2020	375	1,379	1,754
Duluth	Fall 2021	2021	429	1,570	1,999
Duluth	Fall 2022	2022	403	1,553	1,956
Morris	Fall 2018	2018	127	241	368
Morris	Fall 2019	2019	125	193	318
Morris	Fall 2020	2020	81	186	267
Morris	Fall 2021	2021	83	207	290
Morris	Fall 2022	2022	104	164	268
Rochester	Fall 2018	2018	54	115	169
Rochester	Fall 2019	2019	61	102	163
Rochester	Fall 2020	2020	88	128	216
Rochester	Fall 2021	2021	62	109	171
Rochester	Fall 2022	2022	67	123	190
Twin Cities	Fall 2018	2018	1,043	4,918	5,961
Twin Cities	Fall 2019	2019	1,124	5,134	6,258
Twin Cities	Fall 2020	2020	1,040	4,880	5,920
Twin Cities	Fall 2021	2021	1,445	5,391	6,836
Twin Cities	Fall 2022	2022	1,473	5,231	6,704

Appendix D: Subdivision 7(11)-i Student Demographics

University of Minnesota
Student Headcounts, by Race/Ethnicity

Term	Race/Ethnicity	Crookston	Duluth	Morris	Rochester	Twin Cities	Total
Fall							
2020	American Indian/Alaskan Native	42	111	119	3	183	458
	Asian	82	364	29	96	5031	5602
	Black/African American	85	210	37	78	2708	3118
	Hispanic/Latino	89	318	88	52	2395	2942
	Native Hawaiian/Other Pacific Islander	5	4	0	0	38	47
	Race and ethnicity unknown	215	999	25	11	3556	4806
	Two or more races	57	338	217	22	1941	2575
	US Nonresident	74	185	60	2	5191	5512
	White	1881	7746	764	368	30,974	41,733
	Total	2530	10275	1339	632	52,017	66,793
Fall 2021							
	American Indian/Alaskan Native	30	86	127	1	186	430
	Asian	70	308	22	100	5271	5771
	Black/African American	79	209	33	78	3210	3609
	Hispanic/Latino	81	322	78	55	2583	3119
	Native Hawaiian/Other Pacific Islander	0	1	0	0	32	33
	Race and ethnicity unknown	184	998	31	12	2748	3973
	Two or more races	53	371	226	22	2027	2699
	US Nonresident	55	153	45	3	5102	5358
	White	1752	7436	724	375	31,217	41,504
	Total	2304	9884	1286	646	52,376	66,496
Fall 2022							
	American Indian/Alaskan Native	34	88	136	2	210	470
	Asian	65	300	17	92	5846	6320
	Black/African American	94	198	32	96	3750	4170
	Hispanic/Latino	84	323	67	57	3104	3635
	Native Hawaiian/Other Pacific Islander	2	3	0	0	38	43
	Race and ethnicity unknown	164	1107	14	15	2762	4062
	Two or more races	57	336	190	19	2288	2890
	US Nonresident	67	163	33	7	5181	5451
	White	1736	7157	579	342	31,776	41,590
	Total	2303	9675	1068	630	54,955	68,631
Fall 2023							
	American Indian/Alaskan Native	38	109	128	1	235	511
	Asian	76	250	12	85	6137	6560
	Black/African American	125	184	27	92	3952	4380
	Hispanic/Latino	113	320	81	47	3334	3895
	Native Hawaiian/Other Pacific Islander	2	3	0	0	28	33
	Race and ethnicity unknown	192	1085	7	23	2650	3957
	Two or more races	60	339	200	15	2498	3112
	US Nonresident	77	157	36	7	5231	5508
	White	1835	6903	529	318	30,825	40,410
	Total	2518	9350	1020	588	54,890	68,366
Fall							
2024	American Indian/Alaskan Native	33	124	124	1	240	522
	Asian	86	13	13	78	6506	6696
	Black/African American	130	24	24	102	4572	4852

University of Minnesota
 Student Headcounts, by Race/Ethnicity

Term	Race/Ethnicity	Crookston	Duluth	Morris	Rochester	Twin Cities	Total
	Hispanic/Latino	134	74	74	38	3677	3997
	Native Hawaiian/Other Pacific Islander	1	0	0	0	30	31
	Race and ethnicity unknown	171	1120	8	22	2768	4089
	Two or more races	71	354	194	24	2639	3282
	US Nonresident	75	170	51	6	5410	5712
	White	1911	6759	493	307	30,824	40,294
	Total	2612	9253	981	578	56,666	70,090

University of Minnesota, System Wide
Student Headcounts, by Gender

Term	IPEDS Gender	Crookston	Duluth	Morris	Rochester	Twin Cities	Total
Fall							
2020	Female	1455	5101	797	489	28,417	36,259
	Male	1075	5174	542	143	23,600	30,534
	Total	2530	10275	1339	632	52,017	66,793
Fall 2021							
	Female	1326	4986	734	513	28,958	36,517
	Male	978	4898	552	133	23,418	29,979
	Total	2304	9884	1286	646	52,376	66,496
Fall 2022							
	Female	1371	4873	597	506	30,565	37,912
	Male	932	4802	471	124	24,390	30,719
	Total	2303	9675	1068	630	54,955	68,631
Fall 2023							
	Female	1474	4741	553	462	30,395	37,625
	Male	1044	4609	467	126	24,495	30,741
	Total	2518	9350	1020	588	54,890	68,366
Fall							
2024	Female	1515	4690	515	458	31,516	38,694
	Male	1097	4563	466	120	25,150	31,396
	Total	2612	9253	981	578	56,666	70,090

Appendix E: Subdivision 7(11)-ii Student Enrollment by Legislative District

University of Minnesota, System Wide
 Student Headcounts, by US Congressional District

District Code	District Name	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024
1	Congressional District 1	3176	3091	3081	2999	2981	2971
2	Congressional District 2	6488	6437	6722	6593	6960	6546
3	Congressional District 3	8215	8260	7887	7617	7686	7589
4	Congressional District 4	6608	6476	6706	6427	6813	6241
5	Congressional District 5	5171	5265	5231	5126	5336	5296
6	Congressional District 6	5187	5126	5382	5229	5295	5119
7	Congressional District 7	2611	2365	2621	2358	2440	2306
8	Congressional District 8	3727	3337	4014	3614	3984	3763
	Subtotal	41,182	40,357	41,644	39,963	41,493	39,832
	MN_No_Match	3491	5488	4131	8177	6346	9028
	Non_MN	15,741	15,394	15,328	15,026	15,014	15,505
	Unknown	58	42	35	14	5	13
	zIntl	6552	5512	5358	5451	5508	5712
	Other Total	25,842	26,436	24,852	28,668	26,873	30,258
	Grand Total	67,024	66,793	66,496	68,631	68,366	70,090

**University of Minnesota, System Wide
Student Headcounts, by MN Senate District**

District Code	District Name	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024
1	Senate District 1	443	368	472	412	484	426
2	Senate District 2	265	235	299	278	294	277
3	Senate District 3	595	483	517	471	541	496
4	Senate District 4	216	217	207	233	231	231
5	Senate District 5	363	319	217	202	230	217
6	Senate District 6	342	329	349	304	323	309
7	Senate District 7	783	646	379	340	359	369
8	Senate District 8	359	322	790	707	819	753
9	Senate District 9	277	254	282	233	256	217
10	Senate District 10	369	348	313	301	294	301
11	Senate District 11	433	393	462	395	493	455
12	Senate District 12	308	289	386	344	345	334
13	Senate District 13	449	444	459	416	385	411
14	Senate District 14	382	379	339	326	298	279
15	Senate District 15	332	346	254	226	237	231
16	Senate District 16	273	234	362	323	293	276
17	Senate District 17	345	339	433	406	402	383
18	Senate District 18	400	336	313	301	281	285
19	Senate District 19	336	351	333	319	356	322
20	Senate District 20	601	559	408	404	386	380
21	Senate District 21	410	365	169	153	172	167
22	Senate District 22	177	188	353	331	319	298
23	Senate District 23	217	208	249	256	242	219
24	Senate District 24	341	322	510	503	486	494
25	Senate District 25	625	602	712	707	720	732
26	Senate District 26	700	694	248	231	221	234
27	Senate District 27	255	248	439	441	390	387
28	Senate District 28	245	241	453	390	422	424
29	Senate District 29	527	513	545	517	591	530
30	Senate District 30	689	689	695	680	695	672
31	Senate District 31	648	647	658	612	609	592
32	Senate District 32	465	450	889	911	1035	1004
33	Senate District 33	1120	1147	1045	960	997	918
34	Senate District 34	1163	1167	805	784	829	814
35	Senate District 35	669	638	653	597	630	632
36	Senate District 36	846	812	823	743	789	717
37	Senate District 37	765	787	1055	1058	1072	1055
38	Senate District 38	820	794	788	778	794	823
39	Senate District 39	867	876	682	715	767	743
40	Senate District 40	585	589	888	864	936	855
41	Senate District 41	673	705	828	758	752	738
42	Senate District 42	851	855	1092	1047	1066	1049
43	Senate District 43	648	652	621	613	604	613
44	Senate District 44	1028	1032	681	637	695	623
45	Senate District 45	664	646	1035	977	956	926
46	Senate District 46	701	700	774	717	701	693
47	Senate District 47	958	967	1250	1240	1326	1210
48	Senate District 48	1247	1254	1021	993	925	886

University of Minnesota, System Wide
Student Headcounts, by MN Senate District

District Code	District Name	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024
49	Senate District 49	1092	1126	1277	1238	1221	1207
50	Senate District 50	557	579	930	905	870	873
51	Senate District 51	989	971	615	574	649	594
52	Senate District 52	712	694	951	921	928	877
53	Senate District 53	1211	1224	601	595	630	571
54	Senate District 54	616	598	851	896	970	943
55	Senate District 55	831	882	882	854	887	815
56	Senate District 56	921	905	841	867	987	917
57	Senate District 57	799	813	963	919	951	953
58	Senate District 58	914	934	751	683	718	639
59	Senate District 59	495	473	422	433	458	452
60	Senate District 60	543	595	529	500	548	520
61	Senate District 61	762	765	617	615	654	663
62	Senate District 62	613	615	646	644	629	637
63	Senate District 63	642	669	793	777	809	803
64	Senate District 64	850	780	777	749	790	710
65	Senate District 65	569	549	481	479	517	490
66	Senate District 66	710	668	656	648	689	673
67	Senate District 67	581	539	526	510	540	493
	Subtotal	41,182	40,357	41,644	39,963	41,493	39,832
	MN_No_Match	3491	5488	3593	8177	6346	9028
	Non_MN	15,741	15,394	15,399	15,026	15,014	15,505
	Unknown	58	42	37	14	5	13
	zIntl	6552	5512	5512	5451	5508	5712
	Other Total	25,842	26,436	24,541	28,668	26,873	30,258
	Grand Total	67,024	66,793	66,185	68,631	68,366	70,090

**University of Minnesota, System Wide
Student Headcounts, by MN House District**

District Code	District Name	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024
1	House District 1A	206	154	196	177	194	159
2	House District 1B	237	214	276	235	290	266
3	House District 2A	142	129	149	141	144	144
4	House District 2B	123	106	150	137	150	134
5	House District 3A	175	155	150	144	156	157
6	House District 3B	420	328	367	327	384	339
7	House District 4A	99	112	107	112	109	112
8	House District 4B	117	105	101	122	122	120
9	House District 5A	142	145	108	94	115	107
10	House District 5B	221	174	108	109	115	110
11	House District 6A	139	145	187	151	181	160
12	House District 6B	202	184	162	153	142	148
13	House District 7A	455	380	192	170	181	165
14	House District 7B	328	266	186	170	178	204
15	House District 8A	156	141	278	242	282	270
16	House District 8B	203	182	511	465	537	482
17	House District 9A	116	103	125	107	126	111
18	House District 9B	161	152	157	126	129	106
19	House District 10A	202	189	156	125	113	133
20	House District 10B	167	159	157	175	181	168
21	House District 11A	289	247	303	261	341	313
22	House District 11B	144	146	159	134	152	142
23	House District 12A	166	152	201	174	162	164
24	House District 12B	142	137	185	170	182	170
25	House District 13A	176	164	188	161	148	147
26	House District 13B	273	280	271	255	237	263
27	House District 14A	220	218	175	156	150	132
28	House District 14B	162	161	164	170	148	147
29	House District 15A	110	134	122	110	98	104
30	House District 15B	221	212	132	117	139	127
31	House District 16A	123	108	170	151	145	133
32	House District 16B	150	126	192	172	148	143
33	House District 17A	149	145	179	171	163	150
34	House District 17B	196	194	254	235	239	233
35	House District 18A	203	174	190	181	163	160
36	House District 18B	197	162	123	120	118	125
37	House District 19A	208	209	142	138	169	172
38	House District 19B	128	142	191	181	187	150
39	House District 20A	337	300	232	218	210	204
40	House District 20B	265	259	177	186	176	175
41	House District 21A	212	197	91	74	77	77
42	House District 21B	199	168	78	79	96	90
43	House District 22A	105	106	115	97	92	105
44	House District 22B	72	82	238	234	227	193
45	House District 23A	95	93	102	101	95	88
46	House District 23B	122	115	147	155	147	131
47	House District 24A	176	171	215	206	202	212
48	House District 24B	165	151	294	297	284	282

**University of Minnesota, System Wide
Student Headcounts, by MN House District**

District Code	District Name	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024
49	House District 25A	257	245	306	305	334	339
50	House District 25B	368	357	406	402	387	393
51	House District 26A	375	372	121	111	100	120
52	House District 26B	325	322	127	120	120	114
53	House District 27A	124	111	230	218	194	193
54	House District 27B	131	137	209	222	196	193
55	House District 28A	106	109	191	155	159	152
56	House District 28B	139	132	262	235	262	272
57	House District 29A	232	227	228	218	268	243
58	House District 29B	295	286	317	299	323	286
59	House District 30A	334	323	377	367	392	365
60	House District 30B	355	366	318	312	303	307
61	House District 31A	251	254	319	297	303	303
62	House District 31B	397	392	339	315	306	289
63	House District 32A	190	189	386	392	439	421
64	House District 32B	275	260	503	519	596	583
65	House District 33A	547	558	537	505	537	495
66	House District 33B	574	590	508	456	460	422
67	House District 34A	555	554	463	450	472	454
68	House District 34B	608	613	342	334	357	361
69	House District 35A	335	309	328	292	303	315
70	House District 35B	334	329	325	305	327	318
71	House District 36A	375	358	356	324	338	319
72	House District 36B	471	454	467	420	451	398
73	House District 37A	313	316	464	466	491	482
74	House District 37B	452	471	590	592	582	573
75	House District 38A	399	358	500	496	501	514
76	House District 38B	421	436	288	282	294	309
77	House District 39A	305	309	291	303	316	312
78	House District 39B	562	567	392	412	451	431
79	House District 40A	279	275	394	405	426	378
80	House District 40B	306	314	494	460	510	478
81	House District 41A	325	346	458	415	412	394
82	House District 41B	348	359	370	343	339	344
83	House District 42A	395	400	480	469	496	500
84	House District 42B	456	455	612	577	570	549
85	House District 43A	329	328	220	221	218	219
86	House District 43B	318	324	401	392	386	393
87	House District 44A	638	623	331	320	345	316
88	House District 44B	390	409	350	317	350	308
89	House District 45A	322	317	562	524	522	507
90	House District 45B	342	329	474	453	434	419
91	House District 46A	376	367	357	332	323	324
92	House District 46B	325	333	417	385	378	369
93	House District 47A	388	392	667	625	662	596
94	House District 47B	569	575	583	615	664	613
95	House District 48A	540	534	504	495	475	454
96	House District 48B	707	720	517	498	450	432

University of Minnesota, System Wide
Student Headcounts, by MN House District

District Code	District Name	Fall 2019	Fall 2020	Fall 2021	Fall 2022	Fall 2023	Fall 2024
97	House District 49A	537	560	538	518	502	490
98	House District 49B	555	566	740	720	719	717
99	House District 50A	229	233	540	521	505	516
100	House District 50B	328	346	391	385	364	357
101	House District 51A	304	310	323	285	344	295
102	House District 51B	686	661	292	289	304	298
103	House District 52A	303	313	387	377	392	376
104	House District 52B	409	382	565	544	536	501
105	House District 53A	621	600	400	393	414	369
106	House District 53B	590	624	201	203	215	202
107	House District 54A	315	308	415	450	522	530
108	House District 54B	301	291	437	446	448	414
109	House District 55A	403	432	499	486	488	450
110	House District 55B	428	450	383	368	399	365
111	House District 56A	500	496	481	514	573	525
112	House District 56B	420	409	360	353	414	391
113	House District 57A	428	439	655	619	610	614
114	House District 57B	371	373	308	300	341	339
115	House District 58A	553	574	310	260	255	209
116	House District 58B	361	360	440	423	464	430
117	House District 59A	211	209	224	233	246	244
118	House District 59B	283	264	198	200	213	208
119	House District 60A	273	313	303	304	344	316
120	House District 60B	269	283	226	197	204	204
121	House District 61A	349	344	252	236	261	252
122	House District 61B	413	421	365	378	393	412
123	House District 62A	273	275	351	344	316	315
124	House District 62B	340	340	295	299	312	323
125	House District 63A	308	309	329	329	353	349
126	House District 63B	334	360	464	448	455	454
127	House District 64A	415	390	433	407	440	386
128	House District 64B	435	390	345	341	350	324
129	House District 65A	302	303	250	239	246	238
130	House District 65B	268	246	231	240	270	252
131	House District 66A	409	378	372	366	391	377
132	House District 66B	301	290	284	281	298	297
133	House District 67A	288	261	252	245	256	235
134	House District 67B	294	278	275	265	284	258
	Subtotal	41,182	40,357	41,644	39,963	41,493	39,832
	MN_No_Match	3491	5488	4131	8177	6346	9028
	Non_MN	15,741	15,394	15,328	15,026	15,014	15,505
	Unknown	58	42	35	14	5	13
	zIntl	6552	5512	5358	5451	5508	5712
	Other Total	25,842	26,436	24,852	28,668	26,873	30,258
	Grand Total	67,024	66,793	66,496	68,631	68,366	70,090

Appendix F: Subdivision 7(11)-v Employee Headcounts and Demographics.

University of Minnesota Employee Headcounts, by Race/Ethnicity

HR Archive Date	Race Ethnicity	Crookston	Duluth	Morris	Rochester	Twin Cities	Total
Fall 2020	American Indian/Alaskan Native	1	27	7	0	82	117
FY21	Asian	10	85	10	5	1402	1512
	Black/African American	3	23	4	3	1086	1119
	Hispanic/Latino	9	30	12	4	584	639
	Native Hawaiian/Other Pacific Islander	0	0	0	0	12	12
	Race and ethnicity unknown	1	2	1	0	284	288
	Two or more races	3	28	8	2	307	348
	US Nonresident	3	35	6	3	546	593
	White	239	1343	342	76	13,635	15,635
	Total	269	1573	390	93	17,938	20,263
Fall 2021	American Indian/Alaskan Native	1	26	8	0	73	108
FY22	Asian	9	91	11	6	1415	1532
	Black/African American	2	23	5	3	1120	1153
	Hispanic/Latino	11	27	10	6	593	647
	Native Hawaiian/Other Pacific Islander	0	0	0	0	17	17
	Race and ethnicity unknown	0	4	5	0	347	356
	Two or more races	3	22	7	2	347	381
	US Nonresident	4	30	5	3	483	525
	White	231	1279	310	74	13,296	15,190
	Total	261	1502	361	94	17,691	19,909
Fall 2022	American Indian/Alaskan Native	2	25	8	0	92	127
FY23	Asian	9	89	12	5	1536	1651
	Black/African American	2	25	4	5	1153	1189
	Hispanic/Latino	5	24	16	9	646	700
	Native Hawaiian/Other Pacific Islander	0	0	0	0	14	14
	Race and ethnicity unknown	0	6	6	0	464	476
	Two or more races	3	31	9	4	360	407
	US Nonresident	2	21	5	5	501	534
	White	241	1275	313	72	13,418	15,319
	Total	264	1496	373	100	18,184	20,417
Fall 2023	American Indian/Alaskan Native	2	23	8	0	98	131
FY24	Asian	9	87	11	5	1637	1749
	Black/African American	4	22	5	5	1211	1247
	Hispanic/Latino	7	32	19	5	696	759
	Native Hawaiian/Other Pacific Islander	0	0	0	0	15	15
	Race and ethnicity unknown	1	9	4	0	621	635
	Two or more races	3	34	12	4	409	462
	US Nonresident	3	25	5	4	556	593
	White	259	1294	295	75	13,795	15,718
	Total	288	1526	359	98	19,038	21,309
Fall 2024	American Indian/Alaskan Native	2	25	5	0	109	141
FY25	Asian	11	81	10	6	1765	1873
	Black/African American	4	24	4	4	1217	1253
	Hispanic/Latino	8	31	18	5	756	818
	Native Hawaiian/Other Pacific Islander	0	0	0	0	12	12
	Race and ethnicity unknown	8	23	6	0	646	683

University of Minnesota
Employee Headcounts, by Race/Ethnicity

HR Archive Date	Race Ethnicity	Crookston	Duluth	Morris	Rochester	Twin Cities	Total
	Two or more races	3	41	10	4	427	485
	US Nonresident	1	31	7	4	581	624
	White	252	1268	290	79	13,992	15,881
	Total	289	1524	350	102	19,505	21,770

University of Minnesota, System Wide
Employee Headcounts, by Gender

HR Archive Date	IPEDS Gender	Crookston	Duluth	Morris	Rochester	Twin Cities	Total
Fall 2020	Female	150	827	215	57	10,084	11,333
Fall 2020	Male	119	746	175	36	7854	8930
FY21	Total	269	1573	390	93	17,938	20,263
Fall 2021	Female	139	782	197	60	9990	11168
Fall 2021	Male	122	720	164	34	7701	8741
FY22	Total	261	1502	361	94	17,691	19,909
Fall 2022	Female	136	781	210	68	10,418	11,613
Fall 2022	Male	128	715	163	32	7766	8804
FY23	Total	264	1496	373	100	18,184	20,417
Fall 2023	Female	161	795	205	64	10,985	12,210
Fall 2023	Male	127	731	154	34	8053	9099
FY24	Total	288	1526	359	98	19,038	21,309
Fall 2024	Female	162	801	197	69	11,246	12,475
Fall 2024	Male	127	723	153	33	8259	9295
FY25	Total	289	1524	350	102	19,505	21,770

University of Minnesota
Fiscal Year 2024 Annual Financial Report Summary and Analysis

Financial Highlights

- Total assets increased year-over-year \$66.9 million from \$8,654.5 million to \$8,721.4 million as of June 30, 2024, primarily due to increases in short-term investments, and investments, offset by decreases in cash and cash equivalents and receivables, net.
- Total liabilities decreased year-over-year \$182.9 million from \$3,150.0 million to \$2,967.1 million as of June 30, 2024, primarily due to a decrease in accrued liabilities because of pension actuarial assumption changes and a decrease in long-term debt, offset by an increase in accounts payable.
- The University experienced an increase in net position of \$215.5 million from \$5,265.4 million to \$5,480.9 million. The increase was driven primarily by investment returns, an increase in nonoperating revenue related to a legal settlement with UCare and the sale of UMORE Park land in Rosemount to Meta.

Consolidated Statements of Net Position (in thousands)

	2024	2023
Assets		
Current assets	\$ 1,484,745	\$ 1,391,402
Noncurrent assets, excluding capital assets	3,911,493	3,947,860
Capital assets, net	3,325,157	3,315,278
Total assets	8,721,395	8,654,540
Deferred outflows of resources	183,302	224,875
Liabilities		
Current liabilities, excluding long-term debt	636,287	577,054
Noncurrent liabilities, excluding long-term debt	486,114	581,236
Long-term debt	1,844,676	1,991,735
Total liabilities	2,967,077	3,150,025
Deferred inflows of resources	456,772	464,030
Net position		
Unrestricted	1,614,411	1,579,690
Restricted—expendable	1,932,498	1,787,246
Restricted—nonexpendable	327,466	325,535
Net investment in capital assets	1,606,473	1,572,889
Total net position	\$ 5,480,848	\$ 5,265,360

- Total current assets increased \$93.3 million or 6.7 % as of June 30, 2024, due to increases in short-term investments and net receivables offset by a decrease in cash and cash equivalents.
- Capital assets, net remained flat with a slight increase of \$9.9 million as the depreciation and retirement of capital assets were less than the addition of new capital assets.

- Other noncurrent assets decreased \$36.4 million or 0.9% as of June 30, 2024, primarily due to a decrease in receivables, net.
- Deferred outflows of resources decreased \$41.6 million compared to June 30, 2023, primarily due to activity related to the University's net pension liability.
- Current liabilities increased \$59.2 million or 10.3%. This is primarily driven by decreases in the current portion of long-term debt where payments of outstanding debt outpaced new issuances of commercial paper notes and general obligation bonds during the year.
- Noncurrent liabilities and the noncurrent portion of long-term debt decreased \$242.2 million or 9.4%, primarily driven by a decrease in accrued liabilities for the actuarially calculated pension liability as well as by decreases in long-term debt represented by debt payments and no new debt issuances.
- Deferred inflows of resources decreased \$7.3 million compared to June 30, 2023, due to activity related to leases offset by the actuarial driven net pension liability.
- Unrestricted net position increased \$34.7 million or 2.2%, restricted-expendable increased \$145.3 million or 8.1%, restricted-nonexpendable increased \$1.9 million or 0.6%, and net investment in capital assets increased \$33.5 million or 2.1%. Total net position increased \$215.5 million to \$5,480.8 million.

Consolidated Statement of Revenues, Expenses, and Changes in Net Position

Revenues (in thousands)

	2024	2023	Increase (decrease)	
			Amount	Percent
			From 2023 to 2024	
Operating revenues				
Grants and contracts	\$ 1,308,553	\$ 1,256,184	\$ 52,369	4.2%
Student tuition and fees, net	798,887	794,652	4,235	0.5%
Auxiliary enterprises, net	518,684	494,290	24,394	4.9%
Educational activities	179,576	168,134	11,442	6.8%
Other operating revenue	114	177	(63)	(35.6%)
Total operating revenues	2,805,814	2,713,437	92,377	3.4%
Nonoperating revenues				
Federal appropriations	20,227	18,541	1,686	9.1%
State appropriations	796,758	716,341	80,417	11.2%
Grants, gifts, and other nonoperating, net	731,936	533,565	198,371	37.2%
Net investment gain	227,812	109,829	117,983	107.4%
Total nonoperating revenues	1,776,733	1,378,276	398,457	28.9%
Total other revenues	85,367	60,614	24,753	40.8%
Total revenues (noncapital)	\$ 4,667,914	\$ 4,152,327	\$ 515,587	12.4%

- Operating revenues include grants and contracts, student tuition and fees, auxiliary enterprises, educational activities, and other operating revenues. Operating revenues increased \$92.4 million or 3.4% year-over-year. This was primarily driven by:
 - An increase of \$52.4 million, or 4.2%, in grants and contracts revenue, which includes activity for new federal, state, and non-governmental awards.
 - An increase of \$24.4 million, or 4.9%, in auxiliary enterprise, net attributable to athletics and student auxiliary services.
- Nonoperating revenues include federal and state appropriations, grants, gifts, and other nonoperating revenue, and net investment gains. Nonoperating revenues increased \$398.5 million or 28.9%. This was primarily driven by the UCare legal settlement and land sale to Meta included in grants, gifts, and other nonoperating, net as well as net investment gain.

Operating Expenses (in thousands)

	2024	2023	Increase (decrease)	
			Amount	Percent
Education and general				
Instruction	\$ 896,375	\$ 831,791	\$ 64,584	7.8%
Research	1,051,959	953,072	98,887	10.4%
Public service	350,016	299,880	50,136	16.7%
Academic support	569,979	493,082	76,897	15.6%
Student services	159,482	143,828	15,654	10.9%
Institutional support	356,785	305,875	50,910	16.6%
Operation and maintenance of plant	319,614	280,675	38,939	13.9%
Scholarships and fellowships	70,530	64,370	6,160	9.6%
Depreciation and amortization	258,080	245,832	12,248	5.0%
Total education and general	4,032,820	3,618,405	414,415	11.5%
Other operating expenses				
Auxiliary enterprises	348,945	318,143	30,802	9.7%
Other operating expenses, net	12	21	(8)	100.0%
Total other operating expenses	348,957	318,164	30,794	9.7%
Total operating expenses	\$ 4,381,777	\$ 3,936,569	\$ 445,209	11.3%

- Operating expenses increased \$445.2 million or 11.3% in fiscal year 2024. This increase was driven primarily by salaries and compensation-related expenses.
- Compensation-related expenses increased \$340.8 million, or 13.4%, across most functional categories in fiscal year 2024. The increase in compensation-related expenses is primarily due to the increase in actuarial-driven calculation for pension expenses of \$120.4 million and \$149.3 million increase in salary.
- Supplies and services related expenditures increased \$36.9 million, or 3.4%, across most functional categories due to project related activities.

Consolidated Statements of Cash Flows (in thousands)

	2024	2023	Increase (decrease)	
			From 2023 to 2024 Amount	Percent
Cash (used) provided by				
Operating activities	\$ (1,345,762)	\$ (1,133,519)	\$ (212,243)	(18.7%)
Noncapital financing activities	1,469,806	1,283,255	186,551	14.5%
Capital and related financing activities	(352,001)	(212,054)	(139,947)	66.0%
Investing activities	167,725	(72,249)	239,974	332.1%
Net increase (decrease) in cash	(60,232)	(134,567)	74,335	(55.2%)
Cash, beginning of year	684,480	819,047	(134,567)	(16.4%)
Cash, end of year	\$ 624,248	\$ 684,480	\$ (60,232)	(8.8%)

- Cash used by operating activities was \$1,345.8 million, an increase of \$212.2 million compared to the prior year. This was primarily due to an increase in payments to employees for services and fringe benefits of \$179.9 million and an increase in payments to suppliers for goods and services of \$86.0 million offset by increased cash inflows from grants and contracts revenue of \$24.4 million.
- Cash provided by noncapital financing activities was \$1,469.8 million, which is an increase of \$186.6 million compared to the prior year. The change resulted from an increase in state appropriations funding of \$82.0 million, an increase in gifts of \$51.5 million, and an increase in other nonoperating revenues, net of \$61.3 million, offset by a decrease in grants of \$13.7 million.
- Cash used by capital and related financing activities was \$352.0 million for fiscal year 2024 compared to cash provided by capital and related financing activities of \$212.1 million for fiscal year 2023. This increase is primarily driven by an increase in principal paid on long-term debt offset by an increase in the proceeds from capital debt.
- Cash used by investing activities was \$167.8 million, an increase of \$240.0 million compared to the prior year. This is driven by an excess of the proceeds from the sale of investments and investment income, net.

Additional Comments

- The Fiscal Year 2024 Annual Financial Report was issued on October 25, 2024, with an unmodified (clean) opinion.



UNIVERSITY OF MINNESOTA

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2024 Annual Financial Report

Financial Statements

as of and for the Years Ended June 30, 2024 and 2023,
Independent Auditor’s Reports, and Management’s Discussion and Analysis

Table of Contents

About the University of Minnesota	8
Management’s Discussion and Analysis	10
Statements of Net Position.....	21
Component Units – Statements of Financial Position.....	22
Statements of Revenues, Expenses, and Changes in Net Position.....	23
Component Units – Statements of Activities	24
Statements of Cash Flows.....	25
Statements of Cash Flows.....	26
Notes to Financial Statements.....	27
1. Organization, Basis of Presentation, and Summary of Significant Accounting Policies.....	27
2. Cash and Investments.....	35
3. Other Asset and Liability Information.....	43
4. Capital Assets	45
5. Leases	46
6. Subscription-Based Information Technology Arrangements	49
7. Deferred Outflows and Inflows of Resources	50
8. Long-Term Debt.....	51
9. Pension and Other Employee Benefit Plans.....	55
10. Related Organization	64
11. Commitments and Contingencies.....	64
12. Self-Insurance Programs.....	65
13. Other Postemployment Benefits	67
14. Operating Expenses by Natural Classification.....	71
15. Subsequent Events	71
16. Component Units.....	71
Required Supplementary Information (RSI) (Unaudited).....	85
Required Supplementary Information (RSI) (Unaudited).....	86
Supplemental Schedules	94
Statements of Net Position by Campus	95
Statements of Net Position by Campus	96
Statements of Revenues, Expenses, and Changes in Net Position by Campus	97
Statements of Revenues, Expenses, and Changes in Net Position by Campus	98



INDEPENDENT AUDITORS' REPORT

The Board of Regents
University of Minnesota
Minneapolis, Minnesota

Report on the Audit of the Financial Statements

Opinions

We have audited the accompanying financial statements of the business-type activities and the aggregate discretely presented component units of the University of Minnesota (the "University"), a component unit of the State of Minnesota, as of and for the year ended June 30, 2024, and the related notes to the financial statements, which collectively comprise the University's basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the business-type activities and the aggregate discretely presented component units of the University of Minnesota, as of June 30, 2024, and the respective changes in financial position, and, where applicable, cash flows thereof for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS) and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the University and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions. The financial statements of the University of Minnesota Foundation and the University of Minnesota Physicians, the discretely presented component units, were not audited in accordance with *Government Auditing Standards*.

Other Matters

The financial statements of the University for the year ended June 30, 2023 were audited by another auditor, who expressed an unmodified opinion on those statements on October 26, 2023.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the University's ability to continue as a going concern for twelve months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about University's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the management's discussion and analysis, the schedule of employer's contributions for other postemployment benefits, the schedule of changes in total other postemployment benefits liability, the schedules of the employer's share of net pension liability, and the schedules of employer's contributions for pensions be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with GAAS, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Supplementary Information

Our audit was conducted for the purpose of forming opinions on the financial statements that collectively comprise the University's basic financial statements. The Statements of Net Position By Campus and the Statements of Revenues, Expenses, and Changes in Net Position By Campus are presented for purposes of additional analysis and are not a required part of the basic financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the basic financial statements. The information has been subjected to the auditing procedures applied in the audit of the basic financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the basic financial statements or to the basic financial statements themselves, and other additional procedures in accordance with GAAS. In our opinion, the Statements of Net Position By Campus and the Statements of Revenues, Expenses, and Changes in Net Position By Campus are fairly stated, in all material respects, in relation to the basic financial statements as a whole.

Other Information

Management is responsible for the other information included in the annual report. The other information comprises the About the University of Minnesota section, as listed in the table of contents, but does not include the basic financial statements and our auditors' report thereon. Our opinions on the basic financial statements do not cover the other information, and we do not express an opinion or any form of assurance thereon.

In connection with our audit of the basic financial statements, our responsibility is to read the other information and consider whether a material inconsistency exists between the other information and the basic financial statements, or the other information otherwise appears to be materially misstated. If, based on the work performed, we conclude that an uncorrected material misstatement of the other information exists, we are required to describe it in our report.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we have also issued our report dated October 25, 2024, on our consideration of the University's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the University's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering University's internal control over financial reporting and compliance.



CliftonLarsonAllen LLP

Minneapolis, Minnesota
October 25, 2024



**INDEPENDENT AUDITORS' REPORT ON INTERNAL CONTROL OVER
FINANCIAL REPORTING AND ON COMPLIANCE AND OTHER MATTERS
BASED ON AN AUDIT OF FINANCIAL STATEMENTS PERFORMED
IN ACCORDANCE WITH GOVERNMENT AUDITING STANDARDS**

The Board of Regents
University of Minnesota
Minneapolis, Minnesota

We have audited, in accordance with the auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the financial statements of the business-type activities and the aggregate discretely presented component units of the University of Minnesota (the "University"), as of and for the year ended June 30, 2024, and the related notes to the financial statements, which collectively comprise the University's basic financial statements, and have issued our report thereon dated October 25, 2024.

Report on Internal Control Over Financial Reporting

In planning and performing our audit of the financial statements, we considered the University's internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the University's internal control. Accordingly, we do not express an opinion on the effectiveness of the University's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected, on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies. Given these limitations, during our audit we did not identify any deficiencies in internal control that we consider to be material weaknesses. However, material weaknesses or significant deficiencies may exist that were not identified.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether the University’s financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit, and accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

Purpose of This Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity’s internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the University’s internal control and compliance. Accordingly, this communication is not suitable for any other purpose.



CliftonLarsonAllen LLP

Minneapolis, Minnesota
October 25, 2024

About the University of Minnesota

(Unaudited)

The University of Minnesota (University) was founded in 1851 and has five campuses, as well as research and outreach centers, and extension service offices throughout the State of Minnesota (State).

The University is both the State's land-grant university, with a strong tradition of education and public service, and a major research institution, with faculty of national and international reputation.

The University is one of only five universities in the nation with an engineering school, a medical school, a law school, a veterinary medicine school, and an agricultural school all on one campus.

The University is among the top ten public research institutions nationally. The University is the State's major research institution with research expenditures of approximately \$1.1 billion, \$953.1 million, and \$849.6 million in fiscal years 2024, 2023, and 2022, respectively, for research under various programs funded by governmental and private sources. Governmental and private sources also funded research activities with expenditures included in both Instruction and Public Service.

Twin Cities Campus

The Twin Cities campus is the flagship for the University system, with enrollment of approximately 54,900 students. The Twin Cities campus is among the nation's top public research universities, with award-winning faculty, state-of-the-art facilities, and world-class academics.

Duluth Campus

The Duluth campus is a comprehensive, highly ranked regional research and liberal arts university that offers instruction through the doctoral degree and has a global reputation for research in natural and freshwater resources. The Duluth campus consistently ranks among the top Midwestern regional universities with student enrollment of approximately 9,400 students.

Crookston Campus

The Crookston campus is known for its focus on experiential learning and is one of the nation's pioneers in online and distance education with a student enrollment of approximately 2,500 students.

Morris Campus

The Morris campus is ranked as one of the top public liberal arts colleges in the nation and is a leader in environmental sustainability and diversity. The Morris campus focuses on undergraduate programs with a student enrollment of approximately 1,000 students.

Rochester Campus

The Rochester campus is focused on meeting the educational needs of students in the southeastern Minnesota area at the upper division undergraduate and post-baccalaureate levels and conducts research

in the areas of health sciences and biotechnology. The Rochester campus has a student enrollment of approximately 600 students.

Mission

The University's mission is carried out on multiple campuses and throughout the State and consists of the following:

- **Research and Discovery**—To generate and preserve knowledge, understanding, and creativity by conducting high quality research, scholarship, and artistic activities that benefit students, scholars, and communities across the State, the nation, and the world.
- **Teaching and Learning**—To share that knowledge, understanding, and creativity by providing a broad range of educational programs in a strong and diverse community of learners and teachers, and to prepare graduate, professional, and undergraduate students, as well as non-degree-seeking students interested in continuing education and lifelong learning, for active roles in a multiracial and multicultural world.
- **Outreach and Public Service**—To extend, apply, and exchange knowledge between the University and society by applying scholarly expertise to community problems, by helping organizations and individuals respond to their changing environments, and by making the knowledge and resources created and preserved at the University accessible to the citizens of the State, the nation, and the world.

The University conducts its mission activities at its campuses and other facilities throughout the State. Each year, the University:

- provides instruction for approximately 68,400 students;
- graduates approximately 16,200 students, 31 percent with graduate or first professional degrees on the Twin Cities campus;
- conducts research sponsored by the National Institutes of Health, the National Science Foundation, other federal, state, and governmental agencies, and numerous private companies and foundations;
- reaches out to more than one million Minnesotans through various outreach and public service activities.

Board of Regents of the University of Minnesota

The Board of Regents (the Board) articulates a vision for the University and works to ensure the University fulfills its mission of education, research, and outreach. The 12 members of the Board each serve for a six-year term. Every two years, one-third of the Board seats are up for election. A joint convention of the State legislature elects one Regent from each of the State's eight congressional districts and four from the State at large. One of the four at-large Regents must be a University student at the time of election.

Management's Discussion and Analysis

(Unaudited)

This discussion and analysis of the University's financial statements provides an overview of the financial position and activities of the University as of and for the years ended June 30, 2024, 2023, and 2022. The discussion has been prepared by management and should be read in conjunction with the financial statements and the accompanying Notes.

Financial Statements

The financial statements are prepared in accordance with generally accepted accounting principles prescribed by the Governmental Accounting Standards Board (GASB). The financial statements required under these reporting standards include the Statements of Net Position; the Statements of Revenues, Expenses, and Changes in Net Position; and the Statements of Cash Flows. All are reported on a consolidated basis for the University as a whole. Also required are the financial results of the University's discretely presented component units.

The University records a net pension liability in accordance with GASB Statement No. 68 (GASB 68), Accounting and Financial Reporting for Pensions—an amendment of GASB Statement No. 27 and GASB Statement No. 71 (GASB 71), Pension Transition for Contributions made Subsequent to the Measurement Date—an amendment of GASB Statement No. 68, which represents accounting and reporting standards only. The State has not enacted any law that requires the University to assume the liability, as a participant of the pension plans, in the event the State were unable to continue paying benefits from the retirement plans. The required recording of the deferred outflows of resources, deferred inflows of resources, net pension liability, and related expenses are recorded on the University's financial statements, but have no impact to the funding provisions, nature and amount of benefits, or actual cash flows of the University. For additional information refer to the respective sections below, as well as Note 9, Pension and Other Employee Benefit Plans, GASB 68, and GASB 71.

Financial Highlights

The University continued to see increases in revenues related to grants from federal and state sources, as well as nongovernmental sources. Auxiliary enterprises revenues have increased year-over-year as University performances, museums, retail spaces, and athletic events increased attendance.

The University's financial position remains strong with assets of \$8.7 billion, an increase of \$66.9 million from fiscal year 2023. Liabilities decreased \$182.9 million from fiscal year 2023 to \$3.0 billion. The University's net position, the difference between total assets, deferred outflows of resources, total liabilities, and deferred inflows of resources, increased to \$5.5 billion as of June 30, 2024, compared to \$5.3 billion as of June 30, 2023. The University's net position increased \$215.5 million in fiscal year 2024 compared to an increase of \$146.4 million in fiscal year 2023, reflecting continued solid financial results.

The University experienced an increase in total operating revenue for fiscal year 2024 of \$92.4 million or 3.4 percent due to increases in grants and contracts, as well as auxiliary enterprises and educational activities. Total expenses increased for fiscal year 2024 by \$445.2 million or 11.3 percent due primarily to \$340.8 million in additional compensation expense as a result of increases in full-time equivalents, salary, merit increases and the \$120.4 million impact of the actuarial calculations for pension expense as required

by GASB 68 and GASB 71. Nonoperating revenues increased \$398.5 million or 28.9 percent due to increases in net investment gain, grants, gifts and other nonoperating revenues, and state appropriations. Net investment gain increased \$118.0 million in 2024, and grants and gifts and other nonoperating revenue increased \$198.4 million, relative to the significant decreases in grants and gifts in 2023 from 2022.

Dollar amounts in the following discussion are presented in thousands, unless otherwise noted.

Statements of Net Position

A comparison of the University's assets, deferred outflows of resources, liabilities, deferred inflows of resources, and net position as of June 30, 2024, 2023, and 2022 is summarized in the table below:

	2024	2023	2022
Assets			
Current assets	\$ 1,484,745	\$ 1,391,402	\$ 1,551,769
Noncurrent assets, excluding capital assets	3,911,493	3,947,860	3,766,406
Capital assets, net	3,325,157	3,315,278	3,347,929
Total assets	8,721,395	8,654,540	8,666,104
Deferred outflows of resources	183,302	224,875	252,530
Liabilities			
Current liabilities, excluding long-term debt	636,287	577,054	563,791
Noncurrent liabilities, excluding long-term debt	486,114	581,236	376,832
Long-term debt	1,844,676	1,991,735	1,985,203
Total liabilities	2,967,077	3,150,025	2,925,826
Deferred inflows of resources	456,772	464,030	873,891
Net position			
Unrestricted	1,614,411	1,579,690	1,426,431
Restricted—expendable	1,932,498	1,787,246	1,745,875
Restricted—nonexpendable	327,466	325,535	319,387
Net investment in capital assets	1,606,473	1,572,889	1,627,224
Total net position	\$ 5,480,848	\$ 5,265,360	\$ 5,118,917

Assets

Current assets are used to support current operations and consist primarily of cash and cash equivalents, receivables, net, and short-term investments.

Noncurrent assets consist primarily of investments, capital assets net of accumulated depreciation, and student loan receivables, net.

The following schedule summarizes the University's current and noncurrent assets as of June 30, 2024, 2023, and 2022:

	2024	2023	2022	Increase (decrease)			
				From 2023 to 2024		From 2022 to 2023	
				Amount	Percent	Amount	Percent
Current assets							
Cash and cash equivalents	\$ 492,082	\$ 544,510	\$ 742,260	\$ (52,428)	(9.6%)	\$ (197,750)	(26.6%)
Receivables, net	512,413	490,183	483,941	22,230	4.5%	6,242	1.3%
Investments	434,152	313,477	280,334	120,675	38.5%	33,143	11.8%
Other assets	46,098	43,232	45,234	2,866	6.6%	(2,002)	(4.4%)
Total current assets	1,484,745	1,391,402	1,551,769	93,343	6.7%	(160,367)	(10.3%)
Noncurrent assets							
Capital assets, net	3,325,157	3,315,278	3,347,929	9,879	0.3%	(32,651)	(1.0%)
Other noncurrent assets							
Cash and cash equivalents & other assets	139,270	149,580	88,553	(10,310)	(6.9%)	61,027	68.9%
Receivables, net	346,699	380,428	399,294	(33,729)	(8.9%)	(18,866)	(4.7%)
Investments	3,425,524	3,417,852	3,278,559	7,672	0.2%	139,293	4.2%
Total other noncurrent assets	3,911,493	3,947,860	3,766,406	(36,367)	(0.9%)	181,454	4.8%
Total assets	\$ 8,721,395	\$ 8,654,540	\$ 8,666,104	\$ 66,855	0.8%	\$ (11,564)	(0.1%)

As of June 30, 2024, total assets increased \$66.9 million primarily due to increases in investments and capital assets, net, offset by decreases in cash and cash equivalents, and receivables, net. As of June 30, 2023, total assets decreased \$11.6 million primarily due to decreases in cash and cash equivalents, receivables, net, and capital assets, net, offset by an increase in investments. Noncurrent cash and cash equivalents consist of unspent bond proceeds of \$132.2 million and \$140.0 million as of June 30, 2024 and 2023, respectively. Invested unspent bond proceeds of \$288.3 million are included in noncurrent investments. Capital assets (net of accumulated depreciation) increased \$9.9 million primarily due to increases in land acquisitions, equipment purchases, and building renovations, partially offset by continued depreciation of buildings in service and disposals of equipment assets. Refer to Note 4, Capital Assets, for additional information.

Capital Assets and Related Debt Activities

Capital additions totaled \$276.4 million, \$215.9 million, and \$174.8 million in fiscal years 2024, 2023, and 2022, respectively. Fiscal year 2024 spending included real property purchases totaled \$17.7 million, capital equipment purchases totaled \$78.4 million, and various on-going construction projects totaled \$123.9 million. Project spending continuing in fiscal year 2025 is projected to be \$108.7 million and \$70.3 million for the construction of the Fraser Hall Chemistry Undergraduate Teaching Facility and Advanced Operations Center, respectively. See Note 4, Capital Assets, for more detailed information.

Capital spending is mainly financed by a combination of state capital appropriations, University-issued debt, revenues generated by University departments, and donor gifts, depending on the specific capital project.

The University structures long-term debt so that principal is mostly paid annually, which frees up capacity to issue new debt. The University also utilizes a commercial paper program with authority to issue up to

\$400 million. The rating agencies factor in the maximum authorization when determining ratings, even when the outstanding commercial paper is less than the maximum authorized amount.

Fiscal year 2024 debt activity included the issuances of the General Obligation (GO) bonds, Series 2024A and 2024B, and Commercial Paper Taxable Notes Series I. Refer to Note 8, Long-Term Debt, for additional information.

The University's long-term debt is rated Aa1 by Moody's Investors Service (Moody's) and AA/Stable by S&P Global Ratings (S&P) – ratings which indicate high quality debt and results in strong demand and competitive pricing in the marketplace for University bonds.

Deferred Outflows of Resources

Deferred outflows of resources are items that result in the outflow of net position in the current reporting period for activities applicable to a future reporting period. As of June 30, 2024, the deferred outflows of resources decreased \$41.6 million compared to June 30, 2023, primarily due to the balances and related activity of the University's net pension liability related to the State retirement plans. Refer to Note 9, Pension and Other Employee Benefit Plans, for additional information related to State retirement pension plans.

Liabilities

Current liabilities are obligations that are expected to become due and payable during the next fiscal year. Current liabilities consist primarily of accounts payable and accrued liabilities including salaries and compensation-related expenditures, unearned income and the current portion of long-term debt. Current unearned income is comprised of revenue related to summer session tuition and fees deferred to the following fiscal year, and funds received in advance of expenditures on sponsored accounts.

Noncurrent liabilities consist primarily of accrued liabilities (including the net pension liability and OPEB liability), notes payable, lease liabilities, and bonds payable (long-term debt).

The following schedule summarizes the University's current and noncurrent liabilities as of June 30, 2024, 2023, and 2022:

	2024	2023	2022	Increase (decrease)			
				From 2023 to 2024		From 2022 to 2023	
				Amount	Percent	Amount	Percent
Current liabilities							
Accounts payable	\$ 226,294	\$ 136,597	\$ 123,017	\$ 89,697	65.7%	\$ 13,580	11.0%
Accrued liabilities and other	347,865	373,534	380,389	(25,669)	(6.9%)	(6,855)	(1.8%)
Unearned income	62,128	66,923	60,385	(4,795)	(7.2%)	6,538	10.8%
Long-term debt	286,638	347,086	273,833	(60,448)	(17.4%)	73,253	26.8%
Total current liabilities	922,925	924,140	837,624	(1,215)	(0.1%)	86,516	10.3%
Noncurrent liabilities							
Accrued liabilities and other	480,053	574,815	369,298	(94,762)	(16.5%)	205,517	55.7%
Unearned income	6,061	6,421	7,534	(360)	(5.6%)	(1,113)	(14.8%)
Long-term debt	1,558,038	1,644,649	1,711,370	(86,611)	(5.3%)	(66,721)	(3.9%)
Total noncurrent liabilities	2,044,152	2,225,885	2,088,202	(181,733)	(8.2%)	137,683	6.6%
Total liabilities	\$ 2,967,077	\$ 3,150,025	\$ 2,925,826	\$ (182,948)	(5.8%)	\$ 224,199	7.7%

As of June 30, 2024, total liabilities decreased \$182.9 million primarily due to a decrease in accrued liabilities of \$104.6 million, as a result of pension actuarial assumption changes. The University's long-term debt represents 62.2 percent of total liabilities or \$1.8 billion as of June 30, 2024 compared to 63.2 percent or \$2.0 billion as of June 30, 2023.

Long-term debt decreased \$147.1 million or 7.4 percent. The University issued Commercial Paper Notes and GO Bonds in the amount of \$80.0 million and \$150.5 million respectively in fiscal year 2024. Additions from the current year issuances were offset by \$377.6 million in payments of outstanding debt, refunding, and normal amortization of the bonds, premiums, and discounts. Refer to Note 8, Long-Term Debt, for additional information.

Deferred Inflows of Resources

Deferred inflows of resources are items that result in the inflow of net position in the current reporting period for activities applicable to a future reporting period. As of June 30, 2024, the deferred inflows of resources decreased \$7.3 million compared to June 30, 2023, primarily due to a decrease in the balances and related activity of the University's leases where the University is the lessor partially offset by increases in the balances and related activity of the University's net pension liability related to the State retirement plan. Refer to Note 5, Leases, for additional information related to the University's leases and Note 9, Pension and Other Employee Benefit Plans, for additional information related to State retirement pension plans.

Net Position

Net position represents the residual value of the University's assets and deferred outflows of resources, after deducting liabilities and deferred inflows of resources and consists of the following three classifications:

- Unrestricted net position—Includes assets that are not subject to limitations or stipulations imposed by external entities and that have not been set aside for capital or endowment purposes. These assets are available for any lawful purpose of the University and include resources that may be designated for specific purposes as determined by management or the Board.
- Restricted net position, which is divided into two categories—
 - Expendable assets are available for expenditure by the University, but only in accordance with restrictions placed on their use by donors and other external entities.
 - Nonexpendable assets are also externally restricted, but are required to be retained in perpetuity, including the University's true endowments and institutional contributions to refundable loan programs.
- Net investment in capital assets—Includes property, plant, and equipment, net of accumulated depreciation, reduced by the outstanding balances of debt attributable to these capital assets.

The following schedule summarizes the University's net position as of June 30, 2024, 2023, and 2022:

	2024	2023	2022	Increase (decrease)			
				From 2023 to 2024		From 2022 to 2023	
				Amount	Percent	Amount	Percent
Unrestricted	\$ 1,614,411	\$ 1,579,690	\$ 1,426,431	\$ 34,721	2.2%	\$ 153,259	10.7%
Restricted:							
Expendable	1,932,498	1,787,246	1,745,875	145,252	8.1%	41,371	2.4%
Nonexpendable	327,466	325,535	319,387	1,931	0.6%	6,148	1.9%
Net investment in capital	1,606,473	1,572,889	1,627,224	33,584	2.1%	(54,335)	(3.3%)
Total net position	\$ 5,480,848	\$ 5,265,360	\$ 5,118,917	\$ 215,488	4.1%	\$ 146,443	2.9%

The University's net position increased \$215,488 in fiscal year 2024. The University's unrestricted net position increased \$34.7 million in fiscal year 2024. The unrestricted net position increase was driven by the market value increase in unrestricted endowments of \$56.4 million and an increase in nonoperating revenue offset by a decrease in net position due to operating results. The University's restricted expendable net position increased \$145.3 million in fiscal year 2024 due to an increase in state and federal financial aid grants and a restricted legal settlement. The University's net investment in capital assets increased \$33.6 million primarily due to a net increase in capital assets, offset by increases in capital debt used to acquire such assets.

Statements of Revenues, Expenses and Changes in Net Position

The Statements of Revenues, Expenses, and Changes in Net Position present the University's operating, nonoperating, capital, and endowment related financial activity during the year. This statement differentiates between operating and nonoperating revenues and expenses, and it displays the net income or loss from operations.

Total Operating Revenues

Operating revenues are those generated by the University's principal ongoing operations such as tuition, sponsored research grants and contracts, and sales and services provided by the University's educational and self-supporting auxiliary units. State appropriations are reported as nonoperating revenues, as are gifts and other revenues, for which the University does not give equal value in exchange for the resources received. Operating revenues increased 3.4 percent in fiscal year 2024 and accounted for 61.4 percent, 65.3 percent, and 63.1 percent of total revenues for fiscal years 2024, 2023, and 2022, respectively.

The following schedule summarizes the University's Operating, Nonoperating, and Other revenue for the years ended June 30, 2024, 2023, and 2022:

	2024	2023	2022	Increase (decrease)			
				From 2023 to 2024		From 2022 to 2023	
				Amount	Percent	Amount	Percent
Operating revenues							
Grants and contracts	\$ 1,308,553	\$ 1,256,184	\$ 1,160,631	\$ 52,369	4.2%	\$ 95,553	8.2%
Student tuition and fees, net	798,887	794,652	764,030	4,235	0.5%	30,622	4.0%
Auxiliary enterprises, net	518,684	494,290	474,665	24,394	4.9%	19,625	4.1%
Educational activities	179,576	168,134	165,287	11,442	6.8%	2,847	1.7%
Other operating revenue	114	177	105	(63)	(35.6%)	72	68.6%
Total operating revenues	2,805,814	2,713,437	2,564,718	92,377	3.4%	148,719	5.8%
Nonoperating revenues							
Federal appropriations	20,227	18,541	16,318	1,686	9.1%	2,223	13.6%
State appropriations	796,758	716,341	727,857	80,417	11.2%	(11,516)	(1.6%)
Grants, gifts, and other nonoperating, net	731,936	533,565	629,297	198,371	37.2%	(95,732)	(15.2%)
Net investment gain	227,812	109,829	656	117,983	107.4%	109,173	16642.2%
Total nonoperating revenues	1,776,733	1,378,276	1,374,128	398,457	28.9%	4,148	0.3%
Total other revenues	85,367	60,614	122,661	24,753	40.8%	(62,047)	(50.6%)
Total revenues (noncapital)	\$ 4,667,914	\$ 4,152,327	\$ 4,061,507	\$ 515,587	12.4%	\$ 90,820	2.2%

Total revenues increased in fiscal year 2024 by \$515.6 million primarily due to an increase in net investment gain, grants, gifts, and state appropriations in nonoperating revenues, and increases in operating grants and contracts, and auxiliary enterprises, net revenue. Operating revenues increased \$92.4 million or 3.4 percent mainly due to increases in grants and contracts, auxiliary enterprises, net, and educational activities. Revenues from grants and contracts increased \$52.4 million due to new and existing federal, state, and non-governmental awards. Revenues from auxiliary enterprises, net increased \$24.4 million due to athletics and room and board increases. Revenues from educational activities increased \$11.4 million due to patent license fees, and external sales.

Nonoperating revenues increased \$398.5 million or 28.9 percent due to increases in net investment gain, grants, gifts and other nonoperating revenues, and state appropriations. Net investment gain increased \$118.0 million in 2024, and grants and gifts, and other nonoperating revenues increased \$198.4 million, relative to the significant decreases in grants, gifts, and other nonoperating revenues in 2023 from 2022. Significant within the \$198.4 million increase in 2024 was a \$39.8 million gain on the sale of land to Meta and a \$100.0 million UCare legal settlement.

For the year ended June 30, 2024, other revenues, which consist of capital appropriations and capital endowments gifts and grants increased \$24.8 million or 40.8 percent. Capital appropriation revenue is received as project expenses are incurred. The University experienced increases to capital projects resulting in an increase of capital appropriation and grant revenue and increases in capital gifts and permanent endowments during fiscal year 2024.

Total Operating Expenses

The following schedule summarizes the University's operating expenses by functional category for the years ended June 30, 2024, 2023, and 2022:

	2024	2023	2022	Increase (decrease)			
				From 2023 to 2024		From 2022 to 2023	
				Amount	Percent	Amount	Percent
Education and general							
Instruction	\$ 896,375	\$ 831,791	\$ 783,386	\$ 64,584	7.8%	\$ 48,405	6.2%
Research	1,051,959	953,072	849,632	98,887	10.4%	103,440	12.2%
Public service	350,016	299,880	255,884	50,136	16.7%	43,996	17.2%
Academic support	569,979	493,082	400,483	76,897	15.6%	92,599	23.1%
Student services	159,482	143,828	117,508	15,654	10.9%	26,320	22.4%
Institutional support	356,785	305,875	256,692	50,910	16.6%	49,183	19.2%
Operation and maintenance of plant	319,614	280,675	224,701	38,939	13.9%	55,974	24.9%
Scholarships and fellowships	70,530	64,370	82,042	6,160	9.6%	(17,672)	(21.5%)
Depreciation and amortization	258,080	245,832	247,070	12,248	5.0%	(1,238)	(0.5%)
Total education and general	4,032,820	3,618,405	3,217,398	414,415	11.5%	401,007	12.5%
Other operating expenses							
Auxiliary enterprises	348,945	318,143	284,376	30,802	9.7%	33,767	11.9%
Other operating expenses, net	12	21		(8)	100.0%	20	4168.5%
Total other operating expenses	348,957	318,164	284,376	30,794	9.7%	33,788	11.9%
Total operating expenses	\$ 4,381,777	\$ 3,936,569	\$ 3,501,774	\$ 445,209	11.3%	\$ 434,795	12.4%

Total operating expenses increased \$445.2 million or 11.3 percent in fiscal year 2024 compared to an increase of \$434.7 million or 12.4 percent in fiscal year 2023. Across almost all functional categories, salaries and compensation-related expenditures continued to represent the most significant expense to the University at \$2.9 billion or 66.4 percent, \$2.5 billion or 64.4 percent, and \$2.2 billion or 61.8 percent of operating expenses in fiscal years 2024, 2023, and 2022, respectively. See Note 14, Operating Expenses by Natural Classification, for additional information. Compensation related expenditures increased \$340.8 million or 13.4 percent in 2024, and increased \$380.7 million or 17.6 percent in 2023, and decreased \$181.8 million or 7.8 percent in fiscal year 2022. The fiscal year 2024 increase is due to the actuarial driven calculation for pension expense of \$120.4 million and \$149.3 million increase in salary. Most functional categories experienced increases primarily as the result of increases in compensation. Supplies and services

related expenditures increased \$36.9 million or 3.4 percent across most functional categories due to project related activities.

Investing Activities

The University's endowment funds are invested to preserve the inflation-adjusted value of the endowment and to maximize total return within acceptable risk parameters. These objectives are assessed over a full market cycle, usually five to ten years, and monitored over shorter-term time periods by comparing the risk and return posture of the endowment to a globally diversified mix of representative private and public equity and fixed income proxies.

Investments supporting long-term endowments, as well as other investment pools had investment income, net of unrealized gains of \$227.8 million, \$109.8 million, and \$0.7 million, in fiscal years 2024, 2023, and 2022 respectively. The Consolidated Endowment Fund (CEF) and Group Income Pool (GIP) supported annual income distributions to departments in the amounts of \$90.9 million, \$82.5 million, and \$74.5 million in fiscal years 2024, 2023, and 2022 respectively. The income distribution amounts are primarily from the CEF pool, in the amounts of \$89.1 million, \$80.6 million, and \$72.5 million in fiscal years 2024, 2023, and 2022, respectively.

To provide a relatively stable level of support for endowed programs, a specified percentage rate based on a five-year, moving-average market value of the endowment is distributed each year. These distributions provide funds for a variety of purposes, including instructional needs, research activities, scholarships, and academic support. An endowment spending policy requires balancing current needs with the long-term focus of the institution. The CEF distribution rate was 4.5 percent in fiscal years 2024, 2023, and 2022.

Factors Affecting Future Financial Position and/or Results of Operations

The University is Minnesota's flagship research institution and has received historically strong support from the State. Its academic quality attracts record numbers of applications, a diversified mix of revenue streams augment tuition and State support, and the University continues to enjoy a strong credit rating, which enables a low cost of borrowing. Maintaining these competitive advantages is more important than ever to the overall results of operations. In addition, current levels of support may be at risk if unfavorable changes occur in State and federal policy, a downturn in U.S. and world economic conditions or other factors occur that might negatively impact the University's revenues and expenses.

Strong state support – Continued strong State support is an important component of future fiscal health for the University. During the 2023 legislative session, the Governor and Legislature enacted legislation that increased the University's fiscal year 2023-2025 two-year base funding to \$1.345 billion, an 8.3 percent increase from the previous two-year base appropriation. During fiscal year 2024, the University received \$55.5 million in new recurring state operating support from that two-year increase.

The University also received \$136.0 million in capital funding to the University for a new chemistry teaching facility (\$92.6 million) and Higher Education Asset Preservation and Replacement funds (\$43.4 million). During fiscal year 2024, the University began capital projects that will benefit from these new capital investments.

Enrollment and tuition – Tuition revenue represents the single largest source of recurring revenue to the University, largely because the University has built a national reputation for high quality undergraduate, graduate, and professional education. The University’s ability to consistently attract students who seek a world-class, affordable education will be important in the near term to maintain the tuition revenue stream. Fiscal year 2024 fall enrollment for all five campuses was 68,366, compared to fiscal year 2023 fall enrollment of 68,631. The Board approved tuition increases for fiscal year 2024 of 3.5% for the Twin Cities and Rochester campuses, and 1.0% for the Crookston, Duluth, and Morris campuses. Future tuition and fee revenue will be impacted by many factors, including the Board’s decisions on tuition rates, resident and non-resident enrollments, room and board rates, and course fees, as well as other factors such as demographics, federal policies on immigration, and competition from other higher educational institutions for students.

Research Enterprise – The University consistently ranks among the top ten public research universities in the United States in federal funding for research and development, thanks to the productivity and ingenuity of its faculty. For fiscal year 2023 (the most recent year for which national data was available) the University ranked 12th among U.S. public universities in the NSF HERD rankings, having received \$1.125 billion in sponsored project awards. Fiscal year 2024 NSF rankings will be released in November 2024, and the University expects a similarly strong ranking.

Growth in technology commercialization is a University priority, and an integral part of helping the state of Minnesota grow its economy. During fiscal year 2024, the University reported 375 invention disclosures, 188 patents were issued to the University and its faculty, 226 new commercialization licenses were executed, and 25 new startup companies were created based on University intellectual property. These statistics demonstrate the vitality and economic potential of the University’s research enterprise.

The University’s partnership with Fairview Health Services – The University has an academic affiliation agreement (the “1997 Academic Affiliation Agreement”) with Fairview Health Services (Fairview), the health care organization that acquired the University’s on-campus hospital effective January 1, 1997. The initial term of the 1997 Academic Affiliation Agreement is January 1, 1997 through December 31, 2026. If a party does not intend to renew the 1997 Academic Affiliation Agreement after 2026, either party was to give notice to the other party of that intent by December 31, 2023.

In 2018, the University and Fairview entered into additional agreements that built on the 1997 Academic Affiliation Agreement, creating a joint clinical enterprise operated under the brand M Health Fairview and providing increased academic support to the University from Fairview (the “2018 M Health Fairview Agreements”). The 2018 M Health Fairview Agreements are coterminous with the 1997 Academic Affiliation Agreement.

A strong partnership with Fairview is vital to supporting research, outreach, and medical education missions of the University of Minnesota Medical School. For the University’s fiscal year ended June 30, 2024, all scheduled payments to the University under the 2018 M Health Fairview Agreements have been made by Fairview, despite having reported an operating loss of \$189.0 million.

On February 9, 2024 the University, the University of Minnesota Physicians, and Fairview signed a nonbinding Letter of Intent (LOI) outlining the University’s intent to purchase the four key academic health facilities and related operations that make up the M Health Fairview University of Minnesota Medical Center – the East and West Bank campuses, M Health Fairview Masonic Children’s Hospital, and the M

Health Fairview Clinics and Surgery Center. As a corollary to the LOI, the University and Fairview have notified each other that they wish to end the original 1997 Academic Affiliation Agreement. Since the LOI was signed, the parties have engaged in conversations, negotiations, and diligence regarding the acquisition. The parties expect to continue working towards the completion of the transaction during fiscal year 2025. Simultaneously, both parties are engaged in regular meetings around a post-2026 affiliation, with a focus on the public and nonprofit missions of the organizations and the assets used in delivery of academic medicine in Minnesota. Decisions related to the purchase of any Fairview assets or operations, and the nature of a post-2026 affiliation, will be important to the future success of the University of Minnesota Medical School.

University of Minnesota
Statements of Net Position
June 30, 2024 and 2023 (in thousands)

	2024	2023
Assets		
Current assets		
Cash and cash equivalents	\$ 492,082	\$ 544,510
Short-term investments	434,152	313,477
Receivables, net	498,545	472,861
Lease receivables	6,804	10,266
Inventories	23,499	22,818
Student loans receivable, net	7,064	7,056
Prepaid expenses	22,567	20,383
Other assets	32	31
Total current assets	<u>1,484,745</u>	<u>1,391,402</u>
Noncurrent assets		
Restricted cash and cash equivalents	132,166	139,970
Restricted investments	288,258	353,686
Investments	3,137,266	3,064,166
Receivables, net	26,372	1,738
Lease receivables	282,986	337,311
Student loan receivables, net	37,341	41,379
Prepaid expenses	5,143	7,474
Other assets	1,961	2,136
Capital assets, net	3,325,157	3,315,278
Total noncurrent assets	<u>7,236,650</u>	<u>7,263,138</u>
Total assets	<u>8,721,395</u>	<u>8,654,540</u>
Deferred outflows of resources		
	<u>183,302</u>	<u>224,875</u>
Liabilities		
Current liabilities		
Accounts payable	226,294	136,597
Accrued liabilities and other	318,196	346,334
Unearned income	62,128	66,923
Long-term debt	286,638	347,086
Lease liabilities	21,403	18,301
Subscription liabilities, including accrued interest	8,266	8,899
Total current liabilities	<u>922,925</u>	<u>924,140</u>
Noncurrent liabilities		
Accrued liabilities and other	266,670	370,987
Unearned income	6,061	6,421
Long-term debt	1,558,038	1,644,649
Lease liabilities	199,044	185,627
Subscription liabilities, including accrued interest	14,339	18,201
Total noncurrent liabilities	<u>2,044,152</u>	<u>2,225,885</u>
Total liabilities	<u>2,967,077</u>	<u>3,150,025</u>
Deferred inflows of resources		
	<u>456,772</u>	<u>464,030</u>
Net position		
Unrestricted	1,614,411	1,579,690
Restricted		
Expendable	1,932,498	1,787,246
Nonexpendable	327,466	325,535
Net investment in capital assets	1,606,473	1,572,889
Total net position	<u>\$ 5,480,848</u>	<u>\$ 5,265,360</u>

The accompanying Notes to the Financial Statements are an integral part of these statements.

University of Minnesota
Component Units – Statements of Financial Position
As of June 30, 2024 and 2023 (in thousands)

	Total	Total
	2024	2023
Assets		
Cash and cash equivalents	\$ 80,925	\$ 154,822
Investments, substantially at fair market value	4,568,749	4,077,464
Accounts and other receivables	497,051	524,030
Property and equipment, net	82,635	84,748
Prepays and other assets	15,447	15,973
Total assets	<u>5,244,807</u>	<u>4,857,037</u>
Liabilities		
Accounts payable and accrued liabilities	277,852	250,248
Income beneficiaries payable	35,286	32,855
Unitrusts, pooled income, and annuity trusts payable		
Investments held for custody of others	450,529	403,965
Long-term debt	42,191	43,189
Lease liabilities	11,907	13,079
Total liabilities	<u>817,765</u>	<u>743,336</u>
Net assets		
Without donor restrictions	328,178	335,185
With donor restrictions	4,098,864	3,778,516
Total net assets	<u>4,427,042</u>	<u>4,113,701</u>
Total liabilities and net assets	<u>\$ 5,244,807</u>	<u>\$ 4,857,037</u>

The accompanying Notes to the Financial Statements are an integral part of these statements.

University of Minnesota
Statements of Revenues, Expenses, and Changes in Net Position
Years ended June 30, 2024 and 2023 (in thousands)

	2024	2023
Revenues		
Operating revenues		
Student tuition and fees, net of scholarship allowances of \$374,529 in 2024; \$346,151 in 2023	\$ 798,887	\$ 794,652
Federal grants and contracts	657,385	611,552
State and other government grants	119,661	117,494
Nongovernmental grants and contracts	531,507	527,138
Student loan interest income	416	177
Sales and services of educational activities, net of scholarship allowances of \$138 in 2024; \$82 in 2023	179,160	167,957
Auxiliary enterprises, net of scholarship allowances of \$19,313 in 2024; \$16,377 in 2023	518,684	494,290
Other operating revenues	114	177
Total operating revenues	<u>2,805,814</u>	<u>2,713,437</u>
Expenses		
Operating expenses		
Education and general		
Instruction	896,375	831,791
Research	1,051,959	953,072
Public service	350,016	299,880
Academic support	569,979	493,082
Student services	159,482	143,828
Institutional support	356,785	305,875
Operation & maintenance of plant	319,614	280,675
Scholarships & fellowships	70,530	64,370
Depreciation and amortization	258,080	245,832
Auxiliary enterprises	348,945	318,143
Other operating expenses, net	12	21
Total operating expenses	<u>4,381,777</u>	<u>3,936,569</u>
Operating loss	<u>(1,575,963)</u>	<u>(1,223,132)</u>
Nonoperating revenues (expenses)		
Federal appropriations	20,227	18,541
State appropriations	796,758	716,341
Grants	288,187	260,405
Gifts	291,360	263,705
Investment income, net	227,812	109,829
Interest on capital-asset related debt	(70,649)	(69,315)
Other nonoperating revenues, net	152,389	9,455
Net nonoperating revenues	<u>1,706,084</u>	<u>1,308,961</u>
Income before other revenues	130,121	85,829
Capital appropriations	51,576	46,330
Capital grants and gifts	24,382	13,038
Additions to permanent endowments	9,409	1,246
Total other revenues	<u>85,367</u>	<u>60,614</u>
Increase in net position	215,488	146,443
Net position at beginning of year	<u>5,265,360</u>	<u>5,118,917</u>
Net position at end of year	<u>\$ 5,480,848</u>	<u>\$ 5,265,360</u>

The accompanying Notes to the Financial Statements are an integral part of these statements.

University of Minnesota
Component Units – Statements of Activities
Years ended June 30, 2024 and 2023 (in thousands)

	Total 2024	Total 2023
Change in net assets held without donor restrictions		
Revenues		
Contributions	\$ 564	\$ 1,107
Contract revenue	856,861	850,195
Patient service revenue	38,101	32,375
Investment income, net	11,980	6,398
Net realized and unrealized gains on investments	22,982	4,429
Loss on equity method investments	(28,820)	(21,204)
Change in value of trusts	(33)	(286)
Support services revenue	8,356	8,356
UMF - Real Estate Advisors rental revenue	6,063	6,347
University Gateway Corporation revenue	4,232	4,765
Other revenue	5,142	17,947
Other nonoperating revenues, net	3,675	3,675
Net assets released from restriction	345,353	301,014
Total revenues	<u>1,274,456</u>	<u>1,215,118</u>
Expenses		
Program services		
Distributions for University purposes	283,517	262,653
Health care services	848,209	804,410
Support services		
Management and general	76,037	82,389
Promotion and development	44,903	41,726
UMF - Real Estate Advisors	21,293	7,160
University Gateway Corporation	7,504	7,030
Total expenses	<u>1,281,463</u>	<u>1,205,368</u>
(Decrease) increase in net assets held without donor restrictions	(7,007)	9,750
Net assets held without donor restrictions at beginning of year	335,185	325,435
Net assets held without donor restrictions at end of year	<u>\$ 328,178</u>	<u>\$ 335,185</u>
Change in net assets held with donor restrictions		
Revenues		
Contributions	\$ 243,960	\$ 254,758
Investment income, net	69,831	36,395
Net realized and unrealized gains on investments	346,324	174,274
Change in value of trusts	5,586	4,031
Net assets released from restriction	(345,353)	(301,014)
Increase in net assets held with donor restrictions	<u>320,348</u>	<u>168,444</u>
Net assets held with donor restrictions at beginning of year	<u>3,778,516</u>	<u>3,610,072</u>
Net assets held with donor restrictions at end of year	<u>\$ 4,098,864</u>	<u>\$ 3,778,516</u>
Total net assets at beginning of year	<u>4,113,701</u>	<u>3,935,507</u>
Increase in total net assets	313,341	178,194
Total net assets at end of year	<u>\$ 4,427,042</u>	<u>\$ 4,113,701</u>

The accompanying Notes to the Financial Statements are an integral part of these statements.

University of Minnesota
Statements of Cash Flows

Years ended June 30, 2024 and 2023 (in thousands)

	2024	2023
Cash flows from operating activities		
Student tuition and fees	\$ 798,580	\$ 790,456
Grants and contracts (federal, state, nongovernmental, other)	1,266,417	1,242,007
Auxiliary enterprises	511,266	492,102
Sales and services of educational activities	179,241	172,483
Collection of loans to students	8,666	7,930
Other operating revenues	(208)	1,404
Payments to employees for services	(2,128,580)	(1,973,238)
Payments for fringe benefits	(742,856)	(718,324)
Payments to suppliers for goods and services	(1,160,933)	(1,074,941)
Payments for scholarships and fellowships	(72,757)	(67,278)
Loans issued to students	(4,598)	(6,120)
Direct lending receipts	310,936	315,872
Direct lending disbursements	(311,077)	(315,626)
Custodial transactions	141	(246)
Net cash used by operating activities	<u>(1,345,762)</u>	<u>(1,133,519)</u>
Cash flows from noncapital financing activities		
State appropriations	797,598	715,642
Grants for other than capital purposes	286,563	300,278
Gifts for other than capital purposes	303,970	252,435
Federal appropriations	19,951	16,216
Other nonoperating revenues, net	59,923	(1,339)
Private gifts for endowment purposes	1,801	23
Net cash provided by noncapital financing activities	<u>1,469,806</u>	<u>1,283,255</u>
Cash flows from capital and related financing activities		
Proceeds from capital debt	250,552	91,500
Capital appropriations	47,495	49,003
Capital grants and gifts	16,672	14,274
Proceeds from sale of capital assets	39,397	2,041
Lease receipts	5,592	5,574
Principal received on notes receivable	295	276
Interest received on notes receivable	380	411
Purchases of capital assets	(216,236)	(182,827)
Principal paid on capital debt	(375,070)	(75,029)
Interest paid on capital debt	(78,020)	(73,748)
Principal paid on lease liabilities	(36,498)	(38,088)
Interest paid on lease liabilities	(6,560)	(5,441)
Net cash (used) by capital and related financing activities	<u>(352,001)</u>	<u>(212,054)</u>
Cash flows from investing activities		
Investment income, net	192,981	150,113
Proceeds from sales and maturities of investments	26,168,461	26,007,625
Purchase of investments	(26,193,717)	(26,229,987)
Net cash (used) by investing activities	<u>167,725</u>	<u>(72,249)</u>
Net (decrease) in cash and cash equivalents	(60,232)	(134,567)
Cash and cash equivalents at beginning of year	684,480	819,047
Cash and cash equivalents at end of year	\$ 624,248	\$ 684,480

University of Minnesota
Statements of Cash Flows

Years ended June 30, 2024 and 2023 (in thousands)

	2024	2023
Reconciliation of net operating revenues (expenses) to net cash used by operating activities		
Operating loss	\$ (1,575,963)	\$ (1,223,132)
Adjustments to reconcile operating loss to net cash used by operating activities		
Depreciation and amortization expense	258,080	245,832
Changes in assets, deferred outflows of resources, liabilities, and deferred inflows of resources		
Receivables, net	(42,151)	5,740
Inventories	(809)	(699)
Prepaid and other items	140	4,119
Other assets	175	(230)
Net pension liability	(104,511)	229,584
Deferred outflows of resources related to pensions	40,929	30,809
Deferred inflows of resources related to pensions	46,851	(397,641)
OPEB liability	956	(3,794)
Deferred outflows of resources related to OPEB	344	1,346
Deferred inflows of resources related to OPEB	(32)	4,282
Accounts payable	14,767	7,601
Accrued liabilities	15,430	(249,011)
Unearned income	(426)	752
Deferred outflow of resources	458	59,964
Deferred inflows of resources		150,959
Net cash used by operating activities	<u>\$ (1,345,762)</u>	<u>\$ (1,133,519)</u>
Noncash investing, capital, and financing activities		
Net unrealized gains (losses) on investments	\$ 23,407	\$ (76,383)
Net unsettled investment trades	69,240	4,599
Capital assets on account	30,499	22,440
Amortization of bond discount/premium	24,180	9,939
Contribution of capital assets	1,952	1,099
Cash and cash equivalents	<u>\$ 492,082</u>	<u>\$ 544,510</u>
Restricted cash and cash equivalents	<u>132,166</u>	<u>139,970</u>
Total cash and cash equivalents at end of year	<u>\$ 624,248</u>	<u>\$ 684,480</u>

The accompanying Notes to the Financial Statements are an integral part of these statements.

Notes to Financial Statements

As of and for the years ended June 30, 2024 and 2023 (in thousands)

1. Organization, Basis of Presentation, and Summary of Significant Accounting Policies

Organization

The University is both a State land-grant university with a strong tradition of education and public service, and a major research institution serving the State of Minnesota (State). The University has five campuses: Crookston, Duluth, Morris, Rochester, and Twin Cities.

The University is considered a constitutional corporation and, for purposes of Governmental Accounting Standards Board (GASB) reporting, an agency of the State. As a result of this unique status, authority to govern the University is reserved to the Board rather than State law. The University complies with State law when specifically included by statute or when compliance does not conflict with the University's ability to accomplish its mission and purpose as established by the constitution of the State.

Tax Status—The Internal Revenue Service (IRS) has ruled that the University is an integral part of the State. Therefore, the University is generally exempt from federal income taxes, although certain activities are subject to federal unrelated business income tax.

Reporting Entity

The financial reporting entity for the University includes the financial results of the five campuses and, as required under GASB Statement No. 61, *The Financial Reporting Entity: Omnibus*—an amendment of GASB Statements No. 14 and No. 34 (GASB 61), its legally separate component units. The component units are included in the University's reporting entity because their exclusion would cause the University's financial statements to be misleading to the University's level of financial accountability and significance of their operational relationships with the University or its other component units.

Blended Component Units—The University has component units that provide services entirely for the University's own benefit. GASB 61 requires blended presentation—combining the component units and University financial information together, displayed as one entity. The University has six blended component units. Except as noted below, the component units are immaterial to the financial statements.

RUMINCO, Ltd.

RUMINCO, Ltd. (RUMINCO) is a wholly owned single parent captive insurance company. Although it is legally separate from the University, RUMINCO is reported as if it were part of the University because its sole purpose is to administer medical malpractice, general liability, directors' and officers' liability, and automobile liability on behalf of the University. Coverage includes: commercial general and professional liability, non-profit organization liability, business auto liability, excess automobile liability, property liability, and data security. RUMINCO insurance agreements limit the exposure to loss on a per-occurrence and annual aggregate basis.

2407 University Investment, LLC

On October 20, 2022, the University purchased United Properties Investment, LLC's 51 percent ownership of 2407 University Investment, LLC. As of that date, the joint venture of 2407 University Investment, LLC became a wholly-owned company of the University and the results are presented on a blended basis in the financial statements. The company owns and operates a hotel and acts as a lessor of a restaurant on property adjacent to the Twin Cities campus. This blended component unit's results are immaterial to the financial statements.

Discretely Presented Component Units—The University's financial statements include the financial data of two tax-exempt component units. They are reported in total in columns by year. GASB 61 requires discrete presentation of component units when either the resources held by these entities can only be used by, or for the benefit of, the University or its component units; or the component units are closely related to, or financially integrated with the University. For a separate presentation of the two discretely presented component units, see Note 16, Component Units.

The University's discretely presented component units are nonprofit organizations, organized under IRS Code Section 501(c)(3). These units report under Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 958, Not-for-Profit Entities, and do not meet the criteria of a blended component unit. The component units' financial data has been aggregated into like categories for presentation purposes.

University of Minnesota Foundation

The University of Minnesota Foundation (UMF) is a legally separate, tax-exempt organization dedicated to raising and managing private gifts to benefit the University. The board of trustees of the UMF consists of between 30 and 45 members and includes the President of the University. One-fourth of the members of the board of trustees are appointed by the University. Although the UMF is an independent organization, the majority of resources that it holds and invests, including income from its investments, are restricted by donors to the activities of the University. The factor that contributes to the UMF being classified as a discretely presented component unit relates to the significant resources the UMF holds on behalf of the University. The University has access to these resources.

During fiscal years 2024 and 2023, UMF distributed \$319,069 and \$295,732, respectively, to the University. As of June 30, 2024 and 2023, accounts receivable balances due from the University to UMF were \$151 and \$206, respectively. As of June 30, 2024 and 2023, accounts payable balances due to the University from UMF were \$32,713 and \$25,865, respectively. Complete financial statements for the UMF can be obtained from the UMF office, McNamara Alumni Center, 200 Oak Street S.E., Suite 500, Minneapolis, MN 55455.

University of Minnesota Physicians

University of Minnesota Physicians (UMP) is a legally separate, tax-exempt clinical practice organization for the faculty of the University Medical School. The board of UMP consists of 18 voting directors, ex-officio voting directors, and ex-officio non-voting directors. Included in the composition of UMP's board of directors is the dean of the University Medical School, faculty, and department heads of the University Medical School totaling 12 members. Based on the University appointing a voting majority of

board members, the University has the ability to impose its will on UMP, as management and direction of the business and affairs of UMP is vested in the board. As a result, this contributes to UMP being classified as a discretely presented component unit.

During fiscal years 2024 and 2023, UMP distributed \$95,924 and \$107,369, respectively, to the University. As of June 30, 2024 and 2023, contract receivables balances due from the University to UMP were \$3,258 and \$3,991, respectively. As of June 30, 2024 and 2023, accrued medical school expenses balances due to the University from UMF were \$21,235 and \$36,072, respectively. Complete financial statements for UMP can be obtained from the Chief Financial Officer, 720 Washington Ave S.E., Suite 200, Minneapolis, MN 55414.

Financial Statement Presentation

The financial statements have been prepared in accordance with accounting principles prescribed by GASB. These statements are prepared on a consolidated, entity-wide basis. All significant inter-fund balances have been eliminated upon consolidation.

Basis of Accounting

The University is considered to be a special purpose government engaged primarily in business type activities (BTA). As a BTA, the University prepares its financial statements using the accrual basis of accounting and the economic-resources-measurement focus. Under the accrual basis of accounting, revenues and expenses are recognized when earned or incurred, respectively.

Significant Accounting Policies

Cash and Cash Equivalents—For purposes of the statement of cash flows, the University defines cash and cash equivalents as highly liquid, short-term (original maturity date of 90 days or less) investments that bear little or no market risk. The intent of the Consolidated Endowment Fund (CEF), the Group Income Pool (GIP), and the Separately Invested Funds (SIF) is long-term appreciation. Any cash balances held at the date of the statements are due to the timing of reinvesting the proceeds within the funds.

Investments—Investments are reported at fair value, which represents the price that would be received to sell the investment in an orderly transaction between market participants. The University's investments are valued using a hierarchy of valuation inputs based on the extent to which the inputs are observable in the marketplace in accordance with GASB Statement No. 72 (GASB 72), *Fair Value Measurement and Application*. Observable inputs reflect market data obtained from sources independent of the University and unobservable inputs reflect the University's own assumptions about how market participants would value the investment based on the best information available. The University uses various industry standard valuation techniques that are appropriate under the circumstances and for which sufficient information is available to determine fair value—maximizing the use of observable inputs, while minimizing the use of unobservable inputs. Purchases and sales of investments are recorded on a trade date basis. Investment income includes: interest income; realized and unrealized gains and losses; and investment-related expenses.

The University may use derivative instruments for a variety of purposes. Financial futures are used to maintain investment portfolio asset allocations in accordance with institutional policy and to enhance

the investment returns of certain asset classes. Forward foreign exchange contracts are used to protect against foreign currency exposure; gas commodity forward contracts are used to synthetically fix the price of other physical gas purchases used for University consumption; and interest rate swaps are used to manage the cost of debt. Financial futures and forward foreign exchange contracts are recorded on the contract date and are carried at fair value using listed price quotations or amounts that approximate fair value. The University is required to post collateral, typically U.S. Treasury bills, for derivative contracts held. Collateral required by these contracts is monitored daily and required deposits or withdrawals are made as necessary. In general, the University follows the Uniform Prudent Management of Institutional Funds Act (UPMIFA), as adopted in Minnesota, for donor-restricted endowments. Under UPMIFA, the Board determines the prudent amount of realized and unrealized endowment appreciation to be allocated to fund current operations. Investment of the realized or unrealized appreciation in excess of the annual spending limits is discussed in Note 2, Cash and Investments.

Inventories—Inventories held for resale are carried at the lower of cost (first-in, first-out) or market value. Other inventories are carried primarily at cost, which approximates market value.

Receivables and Student Loan Receivables, Net—Receivables and student loan receivables are shown net of estimated allowance for uncollectible accounts.

Restricted Cash and Cash Equivalents—Restricted cash and cash equivalents represent unspent bond proceeds, which are externally restricted for the construction or purchase of buildings or other capital assets. Although these funds meet the University's definition of cash and cash equivalents, they are recorded as noncurrent assets, as these funds are required to be used for long-term capital projects.

Restricted Investments—Restricted investments also represent unspent bond proceeds, which are externally restricted for the construction or purchase of buildings or other capital assets. Although these funds meet the University's definition of investments, they are recorded as noncurrent assets, as these funds are required to be used for long-term capital projects and are not available for current operations.

Capital Assets, Net—Land, buildings, and other property are recorded at cost, if purchased or constructed or at market value on the date of gift, if received by gift or bequest. Depreciation is determined using the straight-line method, based on the estimated useful lives of the assets. Right-of-use (ROU) lease assets are recorded at net present value of the lease payments and are amortized over the shorter of the life of the lease or asset. Right-of-use subscription assets are recorded at net present value of the subscription payments and are amortized over the subscription term.

The following schedule summarizes the useful lives and capitalization thresholds:

Asset category	Useful life (in years)	Capitalization threshold
Capitalized software (intangible asset)	Shorter of legal life or 5 years	\$ 500,000
Perpetual licenses (intangible asset)	License term	\$ 500,000
Non income-producing intellectual property (intangible asset)	Legal life	\$ 500,000
All other intangible assets	5	\$ 500,000
Buildings and improvements	10-40	\$ 50,000
Infrastructure	10-40	\$ 50,000
Equipment	3-20	\$ 5,000
ROU lease assets - buildings	Lease term	\$ 50,000
ROU lease assets - equipment	Lease term	\$ 5,000
ROU lease assets - land	Lease term	\$ 50,000
ROU lease assets - subscription assets	Subscription term	\$ 500,000
Land	Indefinite	
Museums and collections	Indefinite	
Library and reference books	10	
Permanent right-of-way easements (intangible asset)	Indefinite	

Deferred Outflows of Resources—Deferred outflows of resources represent the use of net position in the current period that are applicable to a future reporting period. See Note 7, Deferred Outflows and Inflows of Resources, for more information.

Noncurrent Liabilities—Noncurrent liabilities represent the principal portion of bonds, notes, and lease obligations as well as estimated amounts of accrued compensated absences, net pension liability, other postemployment benefits, and other liabilities that will not be paid within the next fiscal year.

Compensated Absences—The University accrues a liability for vacation leave and other compensated absences that were earned, but not used, during the current or prior fiscal year for which employees can receive compensation in a future period. The amount of vacation leave varies by employee group. An estimate is made to allocate this liability between its current and noncurrent components. Sick leave is recorded as an expense when paid. There is no payout provision for unused sick leave and no liability exists.

Deferred Inflows of Resources—Deferred inflows of resources represent the inflow of net position in the current period that is applicable to a future reporting period. See Note 7, Deferred Outflows and Inflows of Resources, for more information.

Net Position—Net position is reported in the following three components:

- **Unrestricted:** Net position that has no external restriction imposed is classified as unrestricted. Unrestricted net position may be designated for specific purposes by the Board or subject to contractual limitations, but generally are designated to fund the academic, research, and public service mission of the University.

- **Restricted:**

Expendable—Net position that is restricted for specific purposes by grantors, donors, or law is classified as restricted - expendable. Restrictions on these assets are released when the University complies with the stipulations required by the grantor, donor, or legislative act.

Nonexpendable—Net position that is required to be retained permanently by the University is classified as restricted - nonexpendable. These assets represent the principal portion (historical value) of gifts to the University's true and life endowment funds, and institutional contributions to refundable loan programs.

- **Net investment in capital assets:** Net investment in capital assets represents capital assets net of accumulated depreciation and amortization, and outstanding debt used to purchase, construct, or improve such assets. If debt has been incurred, but not yet expended for capital assets, these unspent proceeds are excluded from the net investment in capital assets.

If both restricted and unrestricted resources are to be used for the same purpose, the resources are used in accordance with applicable instructions of the grantor, donor, or law.

Revenue Recognition—The University recognizes exchange revenue when the University receives something and gives something with essentially equal value and recognizes nonexchange revenue when the University receives something of value without directly giving something of equal value in exchange. Revenue is recognized in accordance with GASB Statement No. 34 (GASB 34), *Basic Financial Statements—and Management's Discussion and Analysis—for State and Local Governments* and GASB Statement No. 33 (GASB 33), *Accounting and Financial Reporting for Nonexchange Transactions*.

Revenue and Expense Classifications—The University has classified revenues and expenses as operating or nonoperating based upon the following criteria:

- **Operating revenues:** Operating revenues result from exchange activities that contribute to the University's mission of Research and Discovery; Teaching and Learning; and Outreach and Public Service. Exchange activities are transactions where the amount received approximates the fair market value of the goods or services given up. The University considers student tuition and fees (net of scholarship allowances), most grants and contracts, interest on student loans, and sales and services of auxiliary and educational activities (net of scholarship allowances) to be exchange transactions.
- **Nonoperating revenues:** Nonoperating revenues represent nonexchange activities. The primary sources of these revenues are federal and State appropriations, gifts, capital grants, federal and State financial aid grants (such as Pell and Supplemental Educational Opportunity Grants), gains or losses on the sale of capital assets, and other nonexchange grants and contracts. Although the University relies upon these revenue sources to fund the cost of operations, the grantor or donor is not the direct recipient of the goods or services delivered under the grant or gift terms. Insurance recovery proceeds and legal settlements are classified as nonoperating revenues as part of other nonoperating revenues, net.

- **Operating expenses:** Operating expenses are paid to acquire or produce goods and services in return for operating revenues. The University has classified operating expenses based upon their functional classification. Operating expenses by natural classification are presented in Note 14.

During fiscal years 2024 and 2023, nonsponsored departmental research of \$317,164 and \$289,604 respectively, were recorded in both research expense and depreciation expense.

- **Nonoperating expenses:** Nonoperating expenses are incurred in the performance of activities that are not directly related to generating University operating revenues, such as interest on capital asset-related debt.

Accounting Change – Change to or within the Financial Reporting Entity—The University has elected to omit the Statements of Fiduciary Net Position and Statements of Changes in Fiduciary Net Position, which were initially adopted with the implementation of GASB No. 84, *Fiduciary Activity* (GASB 84). The University has determined that the impact of GASB 84 is inconsequential to the results of the University’s annual financial report.

The Statements referenced relate to fiduciary activity including custodial funds for pass-through scholarships from private parties outside the University and other agency funds like student groups. The activity also includes employee benefit trust funds for a supplemental benefits plan that is now closed to new participants and is currently in run out. In addition, fiduciary funds are not used to operate the University’s programs, and, additionally, the net position for fiduciary activity has not exceeded \$1,000 since GASB 84 was implemented.

As a result of this change, the impact to fiduciary funds being removed is as follows:

		Previously Reported Fiduciary Funds 2023				
		Pension (and other employee benefit) trust funds	Custodial funds	Removal of three month or less activity as allowed by GASB 84, paragraph 19	Removal of remaining fiduciary information due to change in entity	Final reported fiduciary information
Additions						
Contributions	Student financial aid and loans		\$ 390,167	\$ (390,167)		
	External financial aid awards		20,122	(20,122)		
	Services provided		3,132		\$ (3,132)	
	Memberships collected		1,257		(1,257)	
	Student fees		1,172		(1,172)	
	Supplemental benefit plan contributions	\$ 190			(190)	
	Investment income (loss)	(8)			8	
Total contributions		182	415,850	(410,289)	(5,743)	
Deductions						
	Student aid and awards		410,124	(410,124)		
	Other deductions to vendors		4,972	(4,972)		
	Benefits to participants and beneficiaries					
Total deductions			415,096	(415,096)		
Net change in fiduciary net position (deficit)		182	754	4,807	(5,743)	
Net position (deficit) at beginning of year		286	(1,221)			
Net position (deficit) at end of year		\$ 468	\$ (467)			

Reclassifications—Certain prior-year amounts have been reclassified to conform to the presentation used in the current year. These reclassifications had no impact on net position as previously reported.

Use of Estimates—To prepare the financial statements in conformity with accounting principles generally accepted in the United States of America, management must make estimates and assumptions. These estimates and assumptions may affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates. The most significant areas that require the use of management’s estimates relate to investment valuations, accounts payable, receivables, allowances for uncollectible accounts, self-insurance reserves, scholarship discounts and allowances, arbitrage rebates, net pension liability, OPEB liability, useful lives in calculating depreciation expense, and vacation pay and pension accruals.

New Accounting Pronouncements

Adoption of New Accounting Pronouncements

GASB Statement No. 100 (GASB 100), *Accounting Changes and Error Corrections*, an amendment of GASB Statement No. 62; defines accounting changes; prescribes accounting and financial reporting for accounting changes and error corrections; and required note disclosures. The provisions of GASB 100 are effective for fiscal year 2024.

New Accounting Pronouncements Not Yet Adopted

GASB Statement No. 101 (GASB 101), *Compensated Absences*, defines when liabilities are required to be established for certain types of absences; establishes guidance for reporting and measuring a liability for leave that has not been used; and required note disclosures. The provisions of GASB 101 are effective for fiscal year 2025.

GASB Statement No. 102 (GASB 102), *Certain Risk Disclosures*, defines when additional note disclosures are required about risks related to vulnerabilities due to certain concentrations or constraints. The provisions of GASB 102 are effective for fiscal year 2025.

GASB Statement No. 103 (GASB 103), *Financial Reporting Model Improvements*, defines improved reporting requirements, including in the MD&A section that precedes the financial statements. The provisions of GASB 103 are effective for fiscal year 2026.

GASB Statement No. 104 (GASB 104), *Disclosure of Certain Capital Assets*, updates disclosure requirements for intangible assets relating to leases, public-private partnerships, and subscription-based information technology arrangements as well as for capital assets held for sale. The provisions of GASB 104 are effective for fiscal year 2026.

Management is in the process of evaluating whether these GASB statements will be applicable to the University and the impact these statements may have on the University’s financial statements.

2. Cash and Investments

Summary

The University maintains centralized management of substantially all of its cash and investments which are held in several investment pools. Each pool has a specific set of guidelines designed to meet its respective investment objectives within risk parameters established for that pool. Securities held in these portfolios are exposed to various types of risk such as credit, interest rates, foreign currency and other capital market risks. Material changes in the value of securities subsequent to June 30, 2024, could affect the market values reported in the financial statements.

The following table summarizes cash and investments, including State Small Business Credit Initiative (SSBCI) first funded in the year ended June 30, 2023, and RUMINCO as of June 30, 2024:

	Temporary Investment Pool	Consolidated Endowment Fund	Group Income Pool	Separately Invested Funds and other	Invested assets related to indebtedness	State Small Business Credit Initiative	RUMINCO, Ltd	Total
Cash and cash equivalents	\$ 395,722	\$ 85,016	\$ 1,076	\$ (4)		\$ 6,694	\$ 3,578	\$ 492,082
Short-term investments	363,999		342				69,811	434,152
Total current assets	759,721	85,016	1,418	(4)		6,694	73,389	926,234
Restricted cash and cash equivalents					\$ 132,166			132,166
Restricted investments					288,258			288,258
Total restricted assets					420,424			420,424
Long-term investments								
Fixed income	848,106	383,180	57,342				8,054	1,296,682
Public equity		383,465						383,465
Private capital		1,118,868	63	20,175		2,487		1,141,593
Inflation hedges		174,538						174,538
Other	22,631	117,420		937				140,988
Total noncurrent investments	870,737	2,177,471	57,405	21,112		2,487	8,054	3,137,266
Total cash and investments	\$ 1,630,458	\$ 2,262,487	\$ 58,823	\$ 21,108	\$ 420,424	\$ 9,181	\$ 81,443	\$ 4,483,924

The following table summarizes cash and investments, including RUMINCO as of June 30, 2023:

	Temporary Investment Pool	Consolidated Endowment Fund	Group Income Pool	Separately Invested Funds and other	Invested assets related to indebtedness	State Small Business Credit Initiative	RUMINCO, Ltd	Total
Cash and cash equivalents	\$ 524,371	\$ 18,417	\$ 512	\$ 923			\$ 287	\$ 544,510
Short-term investments	271,294		417		\$ 41,766			313,477
Total current assets	795,665	18,417	929	923	41,766		287	857,987
Restricted cash and cash equivalents					139,970			139,970
Restricted investments					353,686			353,686
Total restricted assets					493,656			493,656
Long-term investments								
Fixed income	763,593	359,567	60,470					1,183,630
Public equity		340,427						340,427
Private capital		1,147,808		12,277		\$ 1,433		1,161,518
Inflation hedges		178,359						178,359
Other	20,402	107,017		1,880			70,933	200,232
Total noncurrent investments	783,995	2,133,178	60,470	14,157		1,433	70,933	3,064,166
Total cash and investments	\$ 1,579,660	\$ 2,151,595	\$ 61,399	\$ 15,080	\$ 535,422	\$ 1,433	\$ 71,220	\$ 4,415,809

Fair Value Measurements

GASB 72 establishes the framework for measuring investments at fair value and associated hierarchy that categorizes the valuation inputs. In accordance with GASB 72, the University has categorized its investments based on the priority of the inputs into a three-level fair value hierarchy.

Fair Value Hierarchy—The three levels of the fair value hierarchy are described below:

- **Level 1:** Inputs for quoted prices (unadjusted) for identical investments in active markets that the University can access at June 30.
- **Level 2:** Inputs, other than quoted prices included within Level 1, that are observable for an investment.
- **Level 3:** Inputs that are unobservable for an investment.

The hierarchy gives the highest priority to Level 1 inputs and lowest priority to Level 3 inputs. If a price for an identical investment is not observable, the University measures fair value using a valuation technique that maximizes the use of relevant observable inputs and minimizes the use of unobservable inputs.

Per GASB 72, in instances where the University does not have a readily determinable fair value, the University is permitted to establish fair value by using the net asset value (NAV) per share (or its equivalent) if it is calculated in a manner that is consistent with FASB measurement principles for investment companies.

The following table summarizes investments according to the fair value hierarchy and NAV as of June 30, 2024:

	Fair value measurements using			Total
	Level 1	Level 2	Level 3	
Fixed income				
US Agency		\$ 467,494		\$ 467,494
Return generated fixed income	\$ 4,862	252,435		257,297
US Treasury		499,823		499,823
Risk mitigating fixed income	39,689			39,689
Mortgage-backed securities		22,206		22,206
Corporate bonds		97,394		97,394
Listed equity				
Global developed equity	170,687			170,687
Diversifiers				
Private capital	1,582		\$ 20,175	21,757
Other	16,469	3,445		19,914
Total	<u>233,289</u>	<u>1,342,797</u>	<u>20,175</u>	<u>1,596,261</u>
Investments measured at Net Asset Value (NAV)				2,263,415
Total investments				<u>\$ 3,859,676</u>

The following table summarizes investments according to the fair value hierarchy and NAV as of June 30, 2023:

	Fair value measurements using			Total
	Level 1	Level 2	Level 3	
Fixed income				
US Agency		\$ 533,743		\$ 533,743
Return generated fixed income	\$ 4,612	352,838		357,450
US Treasury		338,239		338,239
Risk mitigating fixed income	48,375			48,375
Mortgage-backed securities		27,892		27,892
Listed equity				
Global developed equity	154,306			154,306
Diversifiers		20,167		20,167
Private capital	12,170		\$ 12,277	24,447
Other	15,706	3,382		19,088
Total	<u>235,169</u>	<u>1,276,261</u>	<u>12,277</u>	<u>1,523,707</u>
Investments measured at Net Asset Value (NAV)				2,207,622
Total investments				<u>\$ 3,731,329</u>

GASB 72 also requires additional disclosure information related to investments valued using NAV.

The following table summarizes NAV investments as of June 30, 2024:

	Net Asset Value	Unfunded commitments	Redemption frequency	Redemption notice period
Private capital	\$ 1,118,972	\$ 342,148	None	None
Fixed income	577,346	108,861	None, daily, or annually	None; 2, 60 or 90 days
Global equity	234,477		None, daily, monthly, quarterly, or semi annually	None; 2, 30, 45, 60, or 90 days
Hedge fund	137,544		None, monthly, quarterly, or semi annually	None; 30, 45, 60, 75, or 90 days
Real estate	35,142	20,835	None	None
Natural resources	88,440	8,888	None, quarterly	None; 90 days
Other	71,494	82,053	None, quarterly	None; 90 days
Total	\$ 2,263,415	\$ 562,785		

The following table summarizes NAV investments as of June 30, 2023:

	Net Asset Value	Unfunded commitments	Redemption frequency	Redemption notice period
Private capital	\$ 1,137,071	\$ 343,776	None, monthly, or annually	None; 1 or 90 days
Fixed income	565,894	121,847	None, daily, or annually	None; 2 or 60 days
Global equity	189,866		None, daily, monthly, or quarterly	None; 2, 30, 45, or 90 days
Hedge fund	124,972		None, monthly, quarterly, semi annually, or annually	None; 20, 30, 45, 60, 65, 75, or 90 days
Real estate	37,615	10,213	None	None
Natural resources	91,019	11,380	None, quarterly	None; 90 days
Other	61,185	5,919	None	None
Total	\$ 2,207,622	\$ 493,135		

Private Capital—This category includes investments in private capital funds, generally through limited partnerships that invest in private companies and venture capital. These investments cannot be redeemed at the University’s discretion. It is estimated that the underlying assets of the fund would be liquidated over time.

Fixed Income—This category includes investments in private funds that invest in debt securities. Distributions from each fund are received when the underlying investments in the funds generate distributable cash flows or when the underlying investments are liquidated.

Global Equity—This category includes investments in funds that invest in listed equity securities of companies. Distributions from each fund are received when the underlying investments in the funds generate distributable cash flows or when the underlying investments are sold. The managers of the funds have the flexibility to change their exposure based on their view of particular securities, and the overall market.

Hedge Funds—This category includes investments in hedge funds that invest in equity and debt. Debt securities include corporate debt, mortgage debt, and derivative securities. The managers of the funds have the flexibility to change their exposure based on their view of particular securities, and the overall market. Some of these investments have lock-up and / or gate provisions that restrict the University’s ability to redeem these investments.

Real Estate—This category includes investments in real asset funds that invest in real estate.

Natural Resources—This category includes investments in funds that invest in energy firms and forestry product firms. Distributions from each fund are received when the underlying investments in the funds generate distributable cash flows or when the underlying investments are liquidated. It is estimated that the underlying assets of the fund would be liquidated over time.

Other Investments—This category includes investments in other pooled fund interests.

Authorizations

The Board establishes the investment policies and objectives for all University funds. RUMINCO has a separate board of directors that establishes the investment policies and objectives for its reserves. Guidelines to manage the investment pools are described below:

Temporary Investment Pool (TIP)—Short-Term Reserves—The TIP funds are intended to meet the current obligations of the University. The investment objectives for the TIP are to maximize current income and investment returns, maintain sufficient liquidity for University operations, and provide backup liquidity for certain University short-term or variable-rate debt obligations. The pool may invest in money market funds, corporate obligations, and U.S. government and agency securities, within specified credit quality and term constraints.

The Board's Investment of Reserves policy allows for up to 30 percent of the pool to be invested in the Consolidated Endowment Fund (CEF) or other illiquid fixed income securities. As of June 30, 2024, and 2023, the market value of the TIP assets invested in the CEF was \$229,120 and \$230,789, respectively. These assets are reported in the total cash and investments of the CEF. In addition, the Investment of Reserves policy guidelines include the following: average duration of four years or less for the entire pool and maximum duration of seven years for any individual holding; average credit quality of A1/A+ or better; no use of leverage; and credit ratings of investment grade defined as Baa3/BBB- or better by Moody's or Standard & Poor's. Retention of a lower rated security requires approval by the President or delegate with notification to the Board.

As of June 30, 2024 and 2023, the Standard & Poor's credit rating for instruments subject to credit ratings held in TIP was AA- and AA-, respectively.

Consolidated Endowment Fund (CEF)—The CEF represents the pooling of funds from both public and private sources for which donor intent, law, or institutional decree determines the principal amount that must be invested in perpetuity or other specified time frames. The funds are invested to achieve an inflation-adjusted rate of return, after expenses are deducted, that exceeds the current payout rate of 4.5 percent of the average of the endowment's trailing month-end market values for the prior 60 months. The Board reserves the authority to approve asset allocation ranges for this pool. For fiscal years ended June 30, 2024 and 2023, \$89,097 and \$80,595, respectively, was made available for departmental spending.

Minnesota State Chapter 309, Section 745, governs the expenditure or accumulation of endowment funds. An institution may appropriate for expenditure or accumulate so much of an endowment fund as the institution determines is prudent.

The University makes distributions from the CEF for activities targeted by the individual endowments. When the CEF investment return is less than the payout rate, accumulated capital gains are used to supplement the distribution payout to meet the spending policy. If investment income exceeds the amount needed for distribution, the excess remains as a capital gain in the respective endowment.

The CEF is a diversified portfolio that utilizes external investment managers. The CEF assets are held in separately managed accounts, commingled pools, and limited partnerships (LP). Each of these fund structures has different risk and return characteristics and different liquidity characteristics. LP investments are privately negotiated transactions with very restricted liquidity. LPs are required to conduct an external audit annually in accordance with the FASB or the International Accounting Standards Board.

Group Income Pool (GIP)—Long-Term Reserves—The GIP represents assets invested for the benefit of various University units for long-term capital purposes. The investment objective of the GIP is to maximize the total investment return while preserving capital balances until such time as the principal is required to fund the intended use. The GIP is invested in fixed-income funds through external investment managers. Additionally, up to 50 percent of the pool can be invested in the CEF. As of June 30, 2024 and 2023, the fair value of the GIP assets invested in the CEF was \$26,891 and \$26,861, respectively. These assets are reported in the total cash and investments of the CEF.

Separately Invested Funds (SIF) and Other—The SIF primarily represents investments in private equity companies that were acquired through University-developed technology, as well as investments in start-up companies through the University's Discovery Capital Investment Program.

Invested Assets Related to Indebtedness—Invested Assets Related to Indebtedness are held in custodial accounts, which are managed both internally by the University's Office of Investment and Banking and externally by investment managers. These assets are invested in high quality, short-term and long-term fixed income investments until needed for capital projects for which the debt was issued.

State Small Business Credit Initiative (SSBCI)—The University entered into a contract with the State and performs professional services to the state-sponsored multi-fund venture capital program and direct investment venture capital program under the State Small Business Credit Initiative (SSBCI). These assets are invested in venture capital. SSBCI assets are held in custodial accounts, which are managed internally by the University's Office of Investment and Banking. The University will receive compensation for the performance of the professional services. Realized investment returns will be distributed to the State until the program funds principal is repaid, after which time, realized investment returns will be shared and distributed equally between the State and the University.

Regents of the University of Minnesota Insurance Company, Ltd. (RUMINCO)—RUMINCO is a wholly-owned captive insurance company (see Notes 1, Organization, Basis of Presentation, and Summary of Significant Accounting Policies, and 12, Self-Insurance Programs) whose principal activities are the insurance of certain risks to the University. The investment objectives for the liability reserves, which cover specific known and expected claims, are capital preservation and near-term liquidity. The investment objectives for the capital surplus in excess of the liability reserves are to maximize the total return within acceptable risk parameters and to achieve at least 400 basis points of return above the inflation rate over multiple year periods.

Components of the Net Investment Income—Components of the net investment income, net include interest, dividends, realized and unrealized gains or losses on investments. Investment income is current

year investment income that could include net increases or decreases in fair market values of investments from prior years.

Investment Risks

Credit and Interest Rate Risk—Credit risk is the risk that company specific events may cause a debt issuer to default, which results in a failure to repay principal or interest owed to the University in a timely manner. The majority of the University's investment pools have exposure to credit risk, which is managed through appropriate asset allocation and portfolio construction. Furthermore, the Board's Investment of Reserves policy limits fixed income investments within TIP to those with credit ratings of investment grade as a means of managing its exposure to market value losses arising from credit deterioration or defaults. Interest rate risk is the risk that changes in interest rates will adversely affect the market value of the University's fixed income investments. The majority of the University's investment pools have exposure to interest rate risk, which is managed through appropriate asset allocation and portfolio construction. Furthermore, the Board's Investment of Reserves policy limits the duration of fixed income investments within TIP as a means of managing its exposure to market value losses arising from increasing interest rates.

The following table summarizes the TIP, CEF, GIP, and RUMINCO credit and interest rate exposures as of June 30, 2024:

Fixed-income securities:	Value	Maturity (years)	AA or better	BBB to A	BB or lower	Not rated
Mortgage-backed securities	\$ 22,206	12.4	100 %			
US Agency	467,494	2.4	100 %			
US Treasury	499,823	2.1	100 %			
Corporate bonds	97,394	0.5	100 %			
Mutual funds	296,986	2.8	22 %	66 %	11 %	1 %
Total	\$ 1,383,903	2.4				

The following table summarizes the TIP, CEF, GIP, and RUMINCO credit and interest rate exposures as of June 30, 2023:

Fixed-income securities:	Value	Maturity (years)	AA or better	BBB to A	BB or lower	Not rated
Mortgage-backed securities	\$ 27,892	13.1	100 %			
US Agency	533,743	1.7	100 %			
US Treasury	338,239	2.0	100 %			
Mutual funds	405,825	3.3	19 %	63 %	17 %	1 %
Total	\$ 1,305,699	2.5				

Concentration of Credit Risk—Concentration of credit risk is the risk of loss attributed to the exposure of the University's investment in a single issuer. The majority of the University's investment pools have exposure to concentration of credit risk, which is managed through appropriate asset allocation and portfolio construction. The Board's Endowment Fund policy prohibits investing directly in individual issuers in the CEF and places limits on exposures to individual managers and funds. The Board's Investment of Reserves policy places limits on concentrations to a single corporate issuer in the TIP of no more than 5

percent. As of June 30, 2024 and 2023, all securities held in the pools were in compliance with policy guidelines.

Foreign Currency Risk—The University invests in foreign currency denominated assets. Fluctuations in exchange rates may adversely affect the fair market value of such investments when expressed in U.S. dollar equivalents.

The following table summarizes the University’s exposure to foreign currency risk, stated in U.S. dollar equivalents, as of June 30, 2024 and 2023:

Investment type	Foreign currency	Market value 2024	Market value 2023
Equity/debt/real estate	Euro	\$ 63,658	\$ 59,031
Equity	British Pound Sterling	32,184	37,495
Total		\$ 95,842	\$ 96,526

Financial Institution Credit Risk

Deposits—Depository credit risk is the risk that in the event of a bank failure, the University’s deposits may not be recovered. Deposits held in noninterest-bearing transaction accounts are now aggregated with any interest-bearing deposits that are held in the same ownership category, and the Federal Deposit Insurance Corporation (FDIC) insured amount is \$250 for bank balances held in the United States and Bermuda Deposit Insurance Corporation (BDIC) insured amount of \$25 for bank balances held in Bermuda that relate to RUMINCO. As of June 30, 2024 and 2023, the University’s bank balances subject to depository credit risk of \$193,166 and \$38,238, respectively were uninsured and uncollateralized.

Investment Securities—Custodial credit risk is the risk that, in the event of failure of the counterparty, the University may not be able to recover the value of its investments held in custodial accounts. The University is not exposed to custodial credit risk as of June 30, 2024 and 2023, because the investment securities are held by the University and not by a counterparty.

3. Other Asset and Liability Information

Receivables, net, and student loans receivable as of June 30, 2024, consisted of the following:

	Current	Noncurrent	Total
State and federal appropriations	\$ 4,794		\$ 4,794
Sponsored grants and contracts	167,730		167,730
Notes receivable	171		171
Student receivables	32,049		32,049
Trade receivables	237,562		237,562
Accrued interest	7,288		7,288
Other	55,532	\$ 26,372	81,904
Allowance for uncollectible accounts	(6,581)		(6,581)
Total receivables, net	\$ 498,545	\$ 26,372	\$ 524,917
Student loans receivable	9,940	37,341	47,281
Allowance for uncollectible accounts	(2,875)		(2,875)
Student loans receivable, net	\$ 7,064	\$ 37,341	\$ 44,406

Receivables, net, and student loans receivable as of June 30, 2023, consisted of the following:

	Current	Noncurrent	Total
State and federal appropriations	\$ 4,140		\$ 4,140
Sponsored grants and contracts	131,313		131,313
Notes receivable	114	\$ 139	253
Student receivables	31,067		31,067
Trade receivables	270,355		270,355
Accrued interest	3,845		3,845
Other	39,176	1,599	40,775
Allowance for uncollectible accounts	(7,149)		(7,149)
Total receivables, net	\$ 472,861	\$ 1,738	\$ 474,599
Student loans receivable	10,435	41,379	51,814
Allowance for uncollectible accounts	(3,379)		(3,379)
Student loans receivable, net	\$ 7,056	\$ 41,379	\$ 48,435

Accrued liabilities as of June 30, 2024, consisted of the following:

	Current	Noncurrent	Total
Trade liabilities	\$ 8,126	\$ 12,124	\$ 20,250
Compensation and benefits	108,442		108,442
Compensated absences	113,293	27,149	140,442
Net pension liability		140,532	140,532
OPEB liability	4,498	44,062	48,560
Self-insurance reserves	49,296	12,026	61,322
Accrued interest	18,514		18,514
Refundable advances	2,758	30,777	33,535
Other	13,269		13,269
Total accrued liabilities	\$ 318,196	\$ 266,670	\$ 584,866

Accrued liabilities as of June 30, 2023, consisted of the following:

	Current	Noncurrent	Total
Trade liabilities	\$ 5,284	\$ 11,331	\$ 16,615
Compensation and benefits	158,829		158,829
Compensated absences	96,712	23,629	120,341
Net pension liability		245,107	245,107
OPEB liability	4,026	43,578	47,604
Self-insurance reserves	47,659	12,043	59,702
Accrued interest	20,002		20,002
Refundable advances	3,113	33,273	36,386
Other	10,709	2,026	12,735
Total accrued liabilities	\$ 346,334	\$ 370,987	\$ 717,321

Activity for certain liabilities consisted of the following as of June 30, 2024:

	Beginning balance	Additions	Reductions	Ending balance	Current portion
Compensated absences	\$ 120,341	\$ 36,954	\$ (16,853)	\$ 140,442	\$ 113,293
Self-insurance reserves (see Note 12)	\$ 59,702	\$ 421,562	\$ (419,942)	\$ 61,322	\$ 49,296

Activity for certain liabilities consisted of the following as of June 30, 2023:

	Beginning balance	Additions	Reductions	Ending balance	Current portion
Compensated absences	\$ 120,251	\$ 19,350	\$ (19,260)	\$ 120,341	\$ 96,712
Self-insurance reserves (see Note 12)	\$ 58,253	\$ 391,818	\$ (390,369)	\$ 59,702	\$ 47,659

4. Capital Assets

Capital assets including right-of-use (ROU) assets, net as of June 30, 2024, consisted of the following:

	Beginning balance	Additions	Transfers	Retirements & reductions	Ending balance
Depreciable / amortizable capital assets					
Buildings and improvements	\$ 5,032,699		\$ 80,787	\$ (387)	\$ 5,113,099
Equipment	856,054	\$ 78,386		(39,497)	894,943
Infrastructure	458,770		1,934		460,704
Library and reference books	185,300	2,789			188,089
Capitalized software (intangible asset)	202,119	1,805			203,924
All other intangible assets	6,903				6,903
ROU lease assets - buildings	257,516	41,420		(7,087)	291,849
ROU lease assets - equipment	3,996	568		(215)	4,349
ROU lease assets - land	723	1,661		(36)	2,348
ROU subscription assets	57,378	6,511		(4,879)	59,010
Total depreciable / amortizable capital assets	7,061,458	133,140	82,721	(52,101)	7,225,218
Non-depreciable / amortizable capital assets					
Land	254,489	17,741		(400)	271,830
Museums and collections	121,204	1,598			122,802
Construction in progress	121,335	123,926	(82,721)		162,540
Permanent right-of-way easements (intangible asset)	5				5
Total non-depreciable / amortizable capital assets	497,033	143,265	(82,721)		557,177
Accumulated depreciation / amortization					
Buildings and improvements	(2,770,095)	(145,894)		109	(2,915,880)
Equipment	(675,908)	(55,481)		36,734	(694,655)
Infrastructure	(373,410)	(12,939)			(386,349)
Library and reference books	(147,675)	(3,051)			(150,726)
Capitalized software (intangible asset)	(190,057)	(5,536)			(195,593)
All other intangible assets	(6,903)				(6,903)
ROU lease assets - buildings	(59,253)	(22,334)		2,593	(78,994)
ROU lease assets - equipment	(1,059)	(984)		139	(1,904)
ROU lease assets - land	(275)	(152)		36	(391)
ROU subscription assets	(18,578)	(11,709)		4,444	(25,843)
Total accumulated depreciation / amortization	(4,243,213)	(258,080)		44,055	(4,457,238)
Capital assets, net	\$ 3,315,278	\$ 18,325		\$ (8,046)	\$ 3,325,157
Summary					
Depreciable / amortizable capital assets	\$ 7,061,458	\$ 133,140	\$ 82,721	\$ (52,101)	\$ 7,225,218
Non-depreciable / amortizable capital assets	497,033	143,265	(82,721)		557,177
Total capital assets	7,558,491	276,405		(52,101)	7,782,395
Less accumulated depreciation / amortization	(4,243,213)	(258,080)		44,055	(4,457,238)
Capital assets, net	\$ 3,315,278	\$ 18,325		\$ (8,046)	\$ 3,325,157

Capital assets including right-of-use (ROU) assets, net as of June 30, 2023, consisted of the following:

	Beginning balance	Additions	Transfers	Retirements & reductions	Ending balance
Depreciable / amortizable capital assets					
Buildings and improvements	\$ 4,954,779	\$ 2,018	\$ 75,902		\$ 5,032,699
Equipment	849,475	54,971		\$ (48,392)	856,054
Infrastructure	458,345		425		458,770
Library and reference books	181,406	3,894			185,300
Capitalized software (intangible asset)	201,004	1,115			202,119
All other intangible assets	6,903				6,903
ROU lease assets - buildings	257,320	3,531		(3,335)	257,516
ROU lease assets - equipment	3,605	1,316		(925)	3,996
ROU lease assets - land	513	216		(6)	723
ROU subscription assets	37,090	20,288			57,378
Total depreciable / amortizable capital assets	6,950,440	87,349	76,327	(52,658)	7,061,458
Non-depreciable / amortizable capital assets					
Land	240,028	14,461			254,489
Museums and collections	119,975	1,229			121,204
Construction in progress	84,851	112,811	(76,327)		121,335
Permanent right-of-way easements (intangible asset)	5				5
Total non-depreciable / amortizable capital assets	444,859	128,501	(76,327)		497,033
Accumulated depreciation / amortization					
Buildings and improvements	(2,629,059)	(141,036)			(2,770,095)
Equipment	(670,745)	(51,282)		46,119	(675,908)
Infrastructure	(360,318)	(13,092)			(373,410)
Library and reference books	(145,819)	(1,856)			(147,675)
Capitalized software (intangible asset)	(184,159)	(5,898)			(190,057)
All other intangible assets	(6,903)				(6,903)
ROU lease assets - buildings	(41,707)	(20,519)		2,973	(59,253)
ROU lease assets - equipment	(942)	(1,012)		895	(1,059)
ROU lease assets - land	(184)	(93)		2	(275)
ROU subscription assets	(7,534)	(11,044)			(18,578)
Total accumulated depreciation / amortization	(4,047,370)	(245,832)		49,989	(4,243,213)
Capital assets, net	\$ 3,347,929	\$ (29,982)		\$ (2,669)	\$ 3,315,278
Summary					
Depreciable / amortizable capital assets	\$ 6,950,440	\$ 87,349	\$ 76,327	\$ (52,658)	\$ 7,061,458
Non-depreciable / amortizable capital assets	444,859	128,501	(76,327)		497,033
Total capital assets	7,395,299	215,850		(52,658)	7,558,491
Less accumulated depreciation / amortization	(4,047,370)	(245,832)		49,989	(4,243,213)
Capital assets, net	\$ 3,347,929	\$ (29,982)		\$ (2,669)	\$ 3,315,278

5. Leases

The University has entered into various leasing arrangement types where the University is either the lessee or the lessor. Under GASB 87, *Leases*, the University classifies leases that are 12 months or greater in length at the commencement of the lease term, including the evaluation of options to extend the lease, in the Statements of Net Position. The University records a lease receivable and deferred inflow of resources for lessor arrangements. The University records a lease liability and an underlying right-of-use lease asset for

lessee arrangements. The University has applied a threshold based on the minimum net present value (NPV) of receipts for lessor arrangements and payments for lessee arrangements. The NPV calculation is determined by the total receipts or payments over the noncancelable lease term and an interest rate that is stated within the lease contract or, when an interest rate is not stated, the University's incremental borrowing rate as determined by an independent third party. The incremental borrowing rate is applied based on the noncancelable lease term at the commencement of the lease term.

Lessor Arrangements

The University has various lessor arrangements for buildings spanning the University system to various third parties and component units. The assets leased include buildings and land and payments are generally fixed. The University also has a sale-leaseback lease arrangement where the University purchased the property and is subsequently leasing the property back to the original owner.

The following table reflects the total amount of inflows of resources reflected in the Statements of Revenues, Expenses, and Changes in Net Position by revenue line:

	2024	2023
Sales and services of educational activities, net of scholarship allowances	\$ 870	\$ 866
Auxiliary enterprises, net of scholarship allowances	10,077	11,061
Other nonoperating revenues, net	12,584	12,373
Total	\$ 23,531	\$ 24,300

The following table reflects the total future principal and interest payments where the University is the lessor:

	Principal	Interest	Total receivables
Fiscal year ending June 30			
2025	\$ 6,804	\$ 12,733	\$ 19,537
2026	2,937	12,635	15,572
2027	2,307	12,566	14,873
2028	2,025	12,522	14,547
2029	2,117	12,431	14,548
2030-2034	10,434	61,059	71,493
2035-2039	6,415	59,567	65,982
2040-2044	8,783	58,664	67,447
2045-2049	18,829	57,694	76,523
2050-2054	56,192	47,283	103,475
2055-2059	71,721	31,876	103,597
2060-2064	47,027	14,583	61,610
2065-2069	9,649	10,028	19,677
2070-2074	10,502	7,923	18,425
2075-2079	11,406	5,768	17,174
2080-2084	13,942	3,202	17,144
2085-2089	8,132	537	8,669
2090-2094	289	87	376
2095-2099	279	21	300
Total	\$ 289,790	\$ 421,179	\$ 710,969

Lessee Arrangements

The University leases certain assets from various third parties. The assets leased include buildings, land, and equipment and payments are generally fixed. The University also has one sale-leaseback lease arrangement.

See Note 4, Capital Assets, for a summary of the University's right-of-use lease assets.

Lease liability for the years ended June 30, 2024 and 2023, consisted of the following:

	Beginning balance	Additions	Transfers	Retirements & reductions	Ending balance
Lease liability					
2024	\$ (203,928)	\$ (42,284)		\$ 25,765	\$ (220,447)
2023	\$ (217,376)	\$ (5,063)		\$ 18,511	\$ (203,928)

The following table reflects the total principal and interest payments where the University is the lessee:

	Principal	Interest	Total obligations
Fiscal year ending June 30			
2025	\$ 21,403	\$ 5,967	\$ 27,370
2026	20,768	5,625	26,393
2027	20,175	5,281	25,456
2028	20,114	4,931	25,045
2029	11,968	4,619	16,587
2030-2034	41,995	19,353	61,348
2035-2039	8,407	15,659	24,066
2040-2044	3,475	14,918	18,393
2045-2049	3,508	14,261	17,769
2050-2054	3,313	13,564	16,877
2055-2059	2,523	12,906	15,429
2060-2064	2,377	12,476	14,853
2065-2069	3,401	11,893	15,294
2070-2074	4,668	11,079	15,747
2075-2079	6,222	9,979	16,201
2080-2084	8,099	8,534	16,633
2085-2089	10,465	6,659	17,124
2090-2094	13,378	4,251	17,629
2095-2099	14,188	1,234	15,422
Total	\$ 220,447	\$ 183,189	\$ 403,636

Variable Receipts and Payments

Variable receipts for lessor arrangements and payments for lessee arrangements based on future performance of the leasing party or usage of the underlying asset are not factored into the lease receivable or liability. These types of receipts or payments are most common in building leases where it requires tenants to share in the costs of taxes, insurance, utilities, and other common area maintenance costs or includes parking usage where the occupancy is determined based on a specific event in the future.

Amounts recognized as variable receipts in the form of inflows not included in the measurement of the lease receivable are \$1,505 and \$780 for fiscal years ended June 30, 2024 and 2023, respectively. Whereas amounts recognized as variable payments in the form of outflows not included in the measurement of the lease liability are \$6,657 and \$6,189 for fiscal years ended June 30, 2024 and 2023, respectively.

6. Subscription-Based Information Technology Arrangements

The University has entered various arrangements with external vendors to use the vendor’s IT software as specified in the contracts. Under GASB 96, *Subscription-Based Information Technology Arrangements (SBITA)*, the University classifies SBITA that are 12 months or greater in length at the commencement of the SBITA term, including the evaluation of options to extend the SBITA, to the Statements of Net Position. The University records a subscription liability and an underlying right-of-use subscription asset for SBITA. The nature of the SBITA includes firewall services, customer relationship manager solutions, and online solutions for creating, fulfilling, and viewing course reading lists. The University does not consider content-subscription agreements that allow authorized University users only access to search, browse, view, download, print, and store the subscribed products which include books, databases, and conference proceedings from a number of publishers to be software subscriptions. Non-software subscription contracts are excluded from being reported as subscription assets. The University has applied a threshold based on the minimum net present value (NPV) of payments for the SBITA. The NPV calculation is determined by the total payments over the noncancelable SBITA term and an interest rate that is stated within the SBITA or, when an interest rate is not stated, the University’s incremental borrowing rate as determined by an independent third party. The incremental borrowing rate is applied based on the noncancelable SBITA term at the commencement of the SBITA term.

See Note 4, Capital Assets, for a summary of the University’s right-of-use subscription assets.

Subscription liability for the years ended June 30, 2024 and 2023, consisted of the following:

	Beginning balance	Additions	Transfers	Retirements & reductions	Ending balance
Subscription liability					
2024	\$ (27,100)	\$ (6,238)		\$ 10,733	\$ (22,605)
2023	\$ (26,390)	\$ (20,226)		\$ 19,516	\$ (27,100)

The following table reflects the total principal and interest payments for the subscription liability:

	Principal	Interest	Total obligations
Fiscal year ending June 30			
2025	\$ 8,266	\$ 402	\$ 8,668
2026	5,936	262	6,198
2027	4,776	138	4,914
2028	2,388	43	2,431
2029	1,239	7	1,246
2030-2034			
Total	\$ 22,605	\$ 852	\$ 23,457

Variable Payments

There are no amounts recognized as variable payments in the form of outflows not included in the measurement of the subscription liability for fiscal years ended June 30, 2024 and 2023, respectively.

7. Deferred Outflows and Inflows of Resources

The composition of deferred outflows of resources at June 30, 2024 and 2023 is summarized as follows:

	2024	2023
Pensions and other employee benefit plan changes (see Note 9)	\$ 171,138	\$ 212,066
Other postemployment benefits (see Note 13)	7,525	7,870
Loss on refunding or defeasance of debt	309	374
Purchase consideration that exceeded net position	4,330	4,565
Total deferred outflows of resources	\$ 183,302	\$ 224,875

The composition of deferred inflows of resources at June 30, 2024 and 2023 is summarized as follows:

	2024	2023
Pensions and other employee benefit plan changes (see Note 9)	\$ 155,989	\$ 109,137
Other postemployment benefits (see Note 13)	9,094	9,126
Gain on refunding or defeasance of debt	25,521	13,954
Leases	264,600	329,276
Consideration to be received as part of a public-private partnership	1,568	2,537
Total deferred inflows of resources	\$ 456,772	\$ 464,030

8. Long-Term Debt

Long-term debt as of June 30, 2024, consisted of the following:

	Original issued amount (par)	Fiscal year issued	Coupon rates	Due at various dates through fiscal year	FY2024 beginning balance	Additions	Reductions	FY2024 ending balance	Current portion
General obligation bonds									
Series 2024A (tax-exempt)	\$ 106,680	2024	5.000%	2044		\$106,680		\$ 106,680	\$ 4,765
Series 2024B (tax-exempt)	43,825	2024	5.000%	2038		43,825		43,825	2,545
Series 2022 (taxable)	500,000	2022	4.048%	2052	\$ 500,000			500,000	
Series 2021C (taxable)	36,875	2022	0.130%-2.590%	2039	32,945		\$ 2,245	30,700	2,255
Series 2020A (tax-exempt)	31,310	2021	5.000%	2046	29,970		725	29,245	760
Series 2020B (taxable)	84,690	2021	0.400%-2.875%	2046	78,955		2,890	76,065	2,905
Series 2019A (tax-exempt)	104,215	2019	5.000%	2044	94,180		2,635	91,545	2,765
Series 2019B (tax-exempt)	51,240	2019	5.000%	2030	41,255		5,735	35,520	6,030
Series 2019C (taxable)	20,000	2019	2.466%-3.974%	2044	17,825		600	17,225	615
Series 2017A (tax-exempt)	117,095	2018	2.000%-5.000%	2043	103,130		3,075	100,055	3,235
Series 2017B (tax-exempt)	292,955	2018	2.000%-5.000%	2037	144,600		10,540	134,060	11,160
Series 2017C (taxable)	13,240	2018	1.375%-2.915%	2029	6,940		1,085	5,855	1,110
Series 2016A (tax-exempt)	122,475	2016	3.000%-5.000%	2041	101,010		3,710	97,300	3,895
Series 2015B (taxable)	10,110	2016	0.799%-4.039%	2032	6,260		605	5,655	620
Series 2014B (tax-exempt)	145,760	2015	2.000%-5.000%	2044	124,095		124,095		
Series 2013D (taxable)	12,760	2014	0.600%-4.848%	2039	9,550		420	9,130	440
Series 2013B (taxable)	13,780	2013	2.600%-3.750%	2038	9,560		510	9,050	520
Series 2013A (tax-exempt)	73,570	2013	2.000%-5.000%	2038	52,435		52,435		
Series 2011C (taxable)	19,335	2012	0.900%-4.560%	2037	13,180		695	12,485	725
Series 2010B (taxable)	41,720	2011	0.740%-5.020%	2036	25,385		1,610	23,775	1,655
Commercial paper notes									
Series B (tax-exempt)	61,000	2007	3.694%	2025	12,400		3,100	9,300	9,300
Series C (tax-exempt)	70,000	2008	3.694%	2025	15,500		3,500	12,000	12,000
Series D (tax-exempt)	25,000	2010	3.414%	2025	11,977			11,977	11,977
Series E (taxable)	51,620	2015	5.388%	2025	36,220		2,200	34,020	34,020
Series F (tax-exempt)	50,100	2017	3.518%	2025	38,100		2,000	36,100	36,100
Series G (tax-exempt)	33,372	2018	3.534%	2025	12,168		1,650	10,518	10,518
Series H (tax-exempt)	34,000	2022	3.125%	2025	59,900		59,900		
Series I (taxable)	34,000	2022	5.366%	2025	94,100	80,000	75,688	98,412	98,412
Infrastructure development bonds	109,234	1995-2006	3.550%-5.290%	2025	567		532	35	36
Note payable	4,500	2020	1.900%	2025	4,500			4,500	4,500
Special purpose revenue bonds									
Series 2021A (tax-exempt)	92,385	2022	4.000%-5.000%	2037	87,750		4,825	82,925	5,020
Series 2021B (taxable)	31,100	2022	0.210%-2.630%	2039	29,450		1,655	27,795	1,665
Series 2015A (tax-exempt)	90,075	2016	2.000%-5.000%	2032	53,095		6,410	46,685	6,735
Unamortized premiums and discounts	239,739	2009-2024		2046	144,733	21,685	24,180	142,239	10,355
Total	\$2,767,760				\$1,991,735	\$252,190	\$ 399,250	\$1,844,676	\$286,638

Long-term debt as of June 30, 2023, consisted of the following:

	Original issued amount (par)	Fiscal year issued	Coupon rates	Due at various dates through fiscal year	FY2023 beginning balance	Additions	Reductions	FY2023 ending balance	Current portion
General obligation bonds									
Series 2022 (taxable)	\$ 500,000	2022	4.048%	2052	\$ 500,000			\$ 500,000	
Series 2021C (taxable)	36,875	2022	0.130%-2.590%	2039	35,185		\$ 2,240	32,945	\$ 2,245
Series 2020A (tax-exempt)	31,310	2021	5.000%	2046	30,660		690	29,970	725
Series 2020B (taxable)	84,690	2021	0.400%-2.875%	2046	81,830		2,875	78,955	2,890
Series 2019A (tax-exempt)	104,215	2019	5.000%	2044	96,690		2,510	94,180	2,635
Series 2019B (tax exempt)	51,240	2019	5.000%	2030	46,720		5,465	41,255	5,735
Series 2019C (taxable)	20,000	2019	2.466%-3.974%	2044	18,405		580	17,825	600
Series 2017A (tax-exempt)	117,095	2018	2.000%-5.000%	2043	106,100		2,970	103,130	3,075
Series 2017B (tax-exempt)	292,955	2018	2.000%-5.000%	2037	154,730		10,130	144,600	10,540
Series 2017C (taxable)	13,240	2018	1.375%-2.915%	2029	8,000		1,060	6,940	1,085
Series 2016A (tax-exempt)	122,475	2016	3.000%-5.000%	2041	104,540		3,530	101,010	3,710
Series 2015B (taxable)	10,110	2016	0.799%-4.039%	2032	6,845		585	6,260	605
Series 2014B (tax-exempt)	145,760	2015	2.000%-5.000%	2044	127,580		3,485	124,095	3,660
Series 2013D (taxable)	12,760	2014	0.600%-4.848%	2039	9,955		405	9,550	420
Series 2013B (taxable)	13,780	2013	2.600%-3.750%	2038	10,050		490	9,560	510
Series 2013A (tax-exempt)	73,570	2013	2.000%-5.000%	2038	54,930		2,495	52,435	2,620
Series 2011C (taxable)	19,335	2012	0.900%-4.560%	2037	13,850		670	13,180	695
Series 2010B (taxable)	41,720	2011	0.740%-5.020%	2036	26,945		1,560	25,385	1,610
Commercial paper notes									
Series B (tax-exempt)	61,000	2007	2.266%	2024	15,500		3,100	12,400	12,400
Series C (tax-exempt)	70,000	2008	2.260%	2024	19,000		3,500	15,500	15,500
Series D (tax-exempt)	25,000	2010	2.293%	2024	11,977			11,977	11,977
Series E (taxable)	51,620	2015	3.543%	2024	38,420		2,200	36,220	36,220
Series F (tax-exempt)	50,100	2017	2.142%	2024	40,100		2,000	38,100	38,100
Series G (tax-exempt)	33,372	2018	2.171%	2024	16,124		3,956	12,168	12,168
Series H (tax-exempt)	34,000	2022	2.261%	2024	34,000	\$ 25,900		59,900	59,900
Series I (taxable)	34,000	2022	3.896%	2024	34,000	65,600	5,500	94,100	94,100
Infrastructure development bonds	109,234	1995-2006	3.550%-5.290%	2025	1,220		653	567	532
Note payable	4,500	2020	1.900%	2025	4,500			4,500	
Special purpose revenue bonds									
Series 2021A (tax exempt)	92,385	2022	4.000%-5.000%	2037	92,385		4,635	87,750	4,825
Series 2021B (taxable)	31,100	2022	0.210%-2.630%	2039	31,100		1,650	29,450	1,655
Series 2015A (tax-exempt)	90,075	2016	2.000%-5.000%	2032	59,190		6,095	53,095	6,410
Unamortized premiums and discounts	218,054	2009-2023		2046	154,672		9,939	144,733	9,939
Total	\$2,595,570				\$1,985,203	\$ 91,500	\$ 84,968	\$1,991,735	\$347,086

General Obligation Bonds

All General Obligation (GO) bonds of the University are secured by the full faith and credit of the University.

On March 27, 2024, the University issued GO bonds, Series 2024A in the par amount of \$106,680, at a coupon rate of 5.000 percent. Proceeds were used to refund, on a current basis, all of the University's outstanding GO Bonds, Series 2014B, and certain costs of issuance. The debt service requirements on the old debt balance were \$181,828, and the debt service requirements on the new debt balance are \$166,987. The economic gain on the refunding, using an effective interest rate of 2.939 percent, was \$10,142. A deferred gain on refunding of \$8,258 was recognized during the year ended June 30, 2024 and will be amortized over the life of the new debt. The refunded bonds were called for redemption within 90 days of the date of delivery of the 2024A bonds.

On March 27, 2024, the University issued GO bonds, Series 2024B in the par amount of \$43,825 at a coupon rate of 5.000 percent. Proceeds were used to refund, on a current basis, all of the University's outstanding GO Bonds, Series 2013A, and certain costs of issuance. The debt service requirements on the old debt balance were \$66,023, and the debt service requirements on the new debt balance are \$61,525. The economic gain on the refunding, using an effective interest rate of 2.703 percent, was \$3,709. A deferred gain on refunding of \$4,663 was recognized during the year ended June 30, 2024 and will be amortized over the life of the new debt. The refunded bonds were called for redemption within 90 days of the date of delivery of the 2024B bonds.

Special Purpose Revenue Bonds

Special Purpose Revenue Bonds are special limited obligations of the University and do not constitute a general obligation of the University. The State legislation provides annual appropriation for the payment of debt service on the Bonds.

The University did not issue Special Purpose Revenue Bonds during fiscal years 2024 and 2023.

Commercial Paper Notes

The University issues tax-exempt and taxable Commercial Paper (CP) Notes through a revolving CP facility for short or long-term financing of capital projects, including the purchase of land and buildings, construction and remodeling projects, and the acquisition and installation of equipment, as well as for certain operating purposes. The aggregate principal amount outstanding under the facility shall not exceed \$400,000, including any previously issued Notes still outstanding and additional CP Notes to be issued.

During fiscal year 2024, the entire outstanding principal balance of \$59,900 of the Series H was fully paid off.

During fiscal year 2024, the University issued a total of \$80,000 in CP Taxable Notes Series I for purposes of funding new capital projects in fiscal year 2024, ongoing capital projects, and operating purposes.

During fiscal year 2023, the University issued a combined total of \$91,500 in CP Notes Series H and CP Taxable Notes Series I for purposes of funding new capital projects in fiscal year 2023, ongoing capital projects, and operating purposes.

All the University's outstanding CP is secured by the full faith and credit of the University and backed by the University's self-liquidity. Commercial paper is short-term in nature and classified as current liabilities in the financial statements.

Infrastructure Development Bond Obligations

Pursuant to Minnesota law, the University is obligated to pay the State one third of the debt service of infrastructure development bonds issued by the State for University capital projects. Debt was issued for this purpose between July 1990 and October 2005. The total amount of outstanding debt issued by the State on behalf of the University was \$108 and \$1,702 as of June 30, 2024 and 2023, respectively, of which the University owes \$36 and \$567, respectively.

Note Payable

On December 20, 2019, the University executed a long-term promissory note payable to Otto Bremer Trust in the amount of \$4,500. The proceeds were used to fund a portion of the property acquisition at 2025 East River Parkway, Minneapolis, the future home of the Masonic Institute for the Developing Brain. Interest only is due at the rate of 1.900 percent annually for four years with the final interest payment and principal due in January 2025.

Future Debt Service Requirements

Interest payments on CP will vary depending on current market conditions from week to week. Using rates as of June 30, 2024, debt service requirements of the University's outstanding long-term debt obligations for the next five years and in subsequent five-year periods are as follows:

	Bonds and obligations	Commercial paper notes	Total principal	Interest	Total obligations
Fiscal year ending June 30					
2025	\$ 74,311	\$ 212,327	\$ 286,638	\$ 71,641	\$ 358,279
2026	70,670		70,670	60,715	131,385
2027	73,465		73,465	58,005	131,470
2028	76,215		76,215	55,139	131,354
2029	79,160		79,160	52,118	131,278
2030-2034	332,078		332,078	219,929	552,007
2035-2039	255,820		255,820	162,210	418,030
2040-2044	156,589		156,589	120,868	277,457
2045-2049	14,040		14,040	101,658	115,698
2050-2054	500,000		500,000	60,720	560,720
	\$ 1,632,348	\$ 212,327	\$ 1,844,676	\$ 963,003	\$ 2,807,679

Defeased Bonds

The University has defeased various bonds by placing the proceeds from new bond issuances into an irrevocable trust to provide for all future debt service payments on the old bonds or to immediately pay off existing debt. Neither the outstanding indebtedness nor the related trust account assets for the defeased bonds are included in the University's financial statements. The defeased bonds as of June 30, 2024 are as follows:

Associated bond issue	Refunding date	Amount defeased	Refunded amount	Amount outstanding on June 30, 2024	Bond call date
Special purpose revenue bonds Series 2013C	9/30/2021	\$ 28,430	\$ 28,430		8/1/2023

The Series 2013C SPR bonds were issued in November 2013 to finance biomedical research facilities. It was defeased on September 30, 2021 by the SPR Bonds, Series 2021B. A deferred gain of \$73 was recognized

during the year ended June 30, 2022, and is being amortized over the life of Series 2021B. There were no defeased bonds as of June 30, 2023.

Arbitrage

University GO debt and SPRB issuances after the Federal Tax Reform Act of 1986 are subject to federal arbitrage regulations. This results when earnings on the invested gross proceeds of a bond issue exceed the issuer's tax-exempt borrowing rates. The University continues to monitor and report any arbitrage in accordance with the Internal Revenue Code. The University had no arbitrage liability as of June 30, 2024 or 2023.

9. Pension and Other Employee Benefit Plans

The University and its employees contribute to pension and benefit plans characterized as either a defined benefit (specifies the amount of pension benefits to be provided at a future date) or defined contribution (specifies how contributions are to be determined, rather than an amount) plan.

Defined Benefit Plans

Cost-sharing, multiple-employer plans

State of Minnesota Retirement Plans

Basis of Accounting and Valuation of Investments

For purposes of measuring the net pension liability, deferred outflows of resources and deferred inflows of resources related to pensions, and pension expense, information about the fiduciary net position of the Minnesota State Retirement System (MSRS) and the Public Employee Police and Fire Fund (PEPFF) and additions to/deductions from MSRS's and PEPFF's fiduciary net position have been determined on the same basis as they are reported by MSRS and PEPFF, respectively. Benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

Public Employee Police and Fire Fund (PEPFF)

The PEPFF is administered by the Public Employees Retirement Association (PERA). PEPFF, in total, provides coverage to approximately 430 local governmental subdivisions within the State. The University's participation in PEPFF covers 78 active law enforcement staff. Participation is mandatory and begins from the first day of employment. The plan provides retirement, survivor, and disability benefits. Benefit provisions are established by state statute and can only be modified by the State legislature. Each participant earns service credit for each month retirement deductions are withheld from the employee's salary. Retirement benefits are based on years and months of service. Normal retirement age is 55. The annuity formula for each member is 3.0 percent of average salary for each year of service in that plan. Benefits for members first hired after June 30, 2010, vest on a prorated basis from 50 percent after five years up to 100 percent after 10 years of credited service. For members hired prior to July 1, 1989, a full annuity is available when the member's age plus years of service equal at least 90. Annual benefits increase by 1.0 percent each year to annuitants who have

been receiving the benefit for at least 36 months as of the June 30 before the effective date of the increase (pro rata increase for annuitants receiving benefits for at least 25 months but less than 36 months as of the June 30 before the effective date of the increase). Vested, terminated employees who are entitled to benefits but are not receiving them yet are bound by the provisions in effect at the time they last terminated their public service. Prior to 1981, these employees were not covered by a local relief association. The fund covers all those hired since 1980. A publicly available financial report, which includes financial statements and required supplementary information for this plan, can be obtained at <https://mnpera.org> or by writing the Public Employees Retirement Association (PERA), 60 Empire Drive, Suite 200, St. Paul, MN 55103.

State Employees Retirement Fund (SERF)

The SERF is administered by the Minnesota State Retirement System (MSRS). SERF, in total, provides coverage to 26 employers within the State. The University's participation in SERF covers approximately 8,600 active Civil Service and non-faculty bargaining unit employees. Participation is mandatory and begins from the first day of employment. The plan provides retirement, survivor, and disability benefits. Benefit provisions are established by state statute and can only be modified by the State legislature. Benefits are based on a member's age, years of allowable service, and the highest average salary for any 60 successive months of allowable service at termination of service. Benefit increases are provided to benefit recipients each January and are related to the funded ratio of the plan. Annuitants receive benefit increases of 1.0 percent each year for five years beginning January 1, 2019, and 1.5 percent each year beginning January 1, 2024 to annuitants who have been receiving benefits for at least 12 months as of the June 30 of the calendar year before the effective date of the increase (pro rata increase for annuitants receiving benefits for at least one month but less than 12 months as of the June 30 of the calendar year before the effective date of the increase).

The annuity formula is the greater of a step rate with a flat rate reduction for each month of early retirement or a level rate (the higher step rate) with an actuarial reduction for early retirement. The applicable rates if the employee was first hired before July 1, 1989, are 1.2 percent for the first 10 years of allowable service and 1.7 percent for each subsequent year. The applicable rate if the employee is first hired after June 30, 1989, is 1.7 percent of average salary for each year of allowable service. Average salary is defined as the highest salary paid in a 60 successive month period. A publicly available financial report, which includes financial statements, required supplementary information, and detailed information about the plan's fiduciary net position, can be obtained at <https://www.msrs.state.mn.us> or by writing to the MSRS, 60 Empire Drive, Suite 300, St. Paul, MN 55103.

Information pertaining to both PEPFF and SERF in accordance with GASB 68 and GASB 71 follows.

Funding Policy and Contribution Rates

	PEPFF	SERF
Statutory authority		
Minnesota chapter	353	352
Required contribution rates		
Active plan members	11.80% *	5.50% **
University	17.70% *	6.25% ***
Required contributions		
University		
2024	\$ 1,951	\$ 33,078
2023	\$ 1,652	\$ 30,321
Non-employer contributing entity		
2024	\$ 64	
2023	\$ 61	

* Rates effective 1/1/2020 through 6/30/2024

** 6.00% rate effective 7/1/2019 through 6/30/2023; 5.50% rate effective 7/1/2023 - 6/30/2024

*** Rate effective 7/1/2019 through 6/30/2024

Net pension liability amounts recorded in accordance with GASB 68 and GASB 71 within the University's financial statements are reflective of the respective plan's published financial statements and actuarial valuations as of June 30, 2023. The University's proportion of the respective plans' net pension liability was based on the University's contributions to the respective plans during the measurement period July 1, 2022 through June 30, 2023, relative to the total contributions from all participating employers, as well as on-behalf State contributions paid directly to PEPFF. As a result, contributions made to the respective plans during fiscal year 2024, are recorded as deferred outflows of resources per GASB 68 and GASB 71. The State has not enacted any law that requires the University to assume the liability, as a participant of the pension plans, in the event the State were unable to continue paying benefits from the retirement plans.

Summary of Pension Amounts

	2024		
	PEPFF	SERF	Total
Proportionate share of the net pension liability (\$)	\$ 12,275	\$ 128,257	\$ 140,532
Proportionate share of the net pension liability (%)	0.711%	13.349%	
Change in the proportionate share of the net pension liability (%) from prior fiscal year	0.034%	0.225%	
Deferred outflows of resources	\$ 20,650	\$ 150,488	\$ 171,138
Deferred inflows of resources	\$ 18,039	\$ 137,950	\$ 155,989
Net pension expense	\$ 3,911	\$ 14,386	\$ 18,297
Non-operating grant revenue	\$ 64		\$ 64

	2023		
	PEPFF	SERF	Total
Proportionate share of the net pension liability (\$)	\$ 29,443	\$ 215,664	\$ 245,107
Proportionate share of the net pension liability (%)	0.677%	13.124%	
Change in the proportionate share of the net pension liability (%) from prior fiscal year	0.053%	-0.012%	
Deferred outflows of resources	\$ 22,124	\$ 189,942	\$ 212,066
Deferred inflows of resources	\$ 448	\$ 108,689	\$ 109,137
Net pension expense	\$ 2,400	\$ (107,629)	\$ (105,229)
Non-operating grant revenue	\$ 61		\$ 61

Deferred Outflows of Resources

	2024		
	PEPFF	SERF	Total
Differences between expected and actual experience	\$ 3,385	\$ 15,417	\$ 18,802
Changes in actuarial assumptions	14,244	100,127	114,371
Changes in proportion and contributions allocated	1,070	1,866	2,936
Contributions paid to plan subsequent to measurement date	1,951	33,078	35,029
Total	\$ 20,650	\$ 150,488	\$ 171,138

	2023		
	PEPFF	SERF	Total
Differences between expected and actual experience	\$ 1,798	\$ 1,682	\$ 3,480
Changes in actuarial assumptions	17,332	147,659	164,991
Differences between projected and actual investment	395	10,276	10,671
Changes in proportion and contributions allocated	947	4	951
Contributions paid to plan subsequent to measurement date	1,652	30,321	31,973
Total	\$ 22,124	\$ 189,942	\$ 212,066

Deferred Inflows of Resources

	2024		
	PEPFF	SERF	Total
Differences between expected and actual experience		\$ 883	\$ 883
Changes in actuarial assumptions	\$ 17,259	108,040	125,299
Differences between projected and actual investment	589	12,790	13,379
Changes in proportion and contributions allocated	191	16,237	16,428
Total	\$ 18,039	\$ 137,950	\$ 155,989

	2023		
	PEPFF	SERF	Total
Differences between expected and actual experience		\$ 1,384	\$ 1,384
Changes in actuarial assumptions	\$ 177	78,415	78,592
Changes in proportion and contributions allocated	271	28,890	29,161
Total	\$ 448	\$ 108,689	\$ 109,137

Net Deferred Outflows (Inflows) of Resources Recognized as Pension Expense or a Reduction in Net Pension Liability

As of June 30, 2024, other amounts reported as deferred outflows of resources and deferred inflows of resources related to pensions will be recognized in pension expense as follows:

	Fiscal year	PEPFF	SERF	Total
	2025	\$ 814	\$ (15,622)	\$ (14,808)
	2026	260	(12,821)	(12,561)
	2027	3,158	26,028	29,186
	2028	(612)	(18,125)	(18,737)
	2029	(2,960)		(2,960)
Net pension expense		\$ 660	\$ (20,540)	\$ (19,880)
Contributions paid to plan subsequent to measurement date that will reduce net pension liability		1,951	33,078	35,029
Net deferred outflows		\$ 2,611	\$ 12,538	\$ 15,149

The University's net pension liability was measured as of June 30, 2023, and the total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of that date by the respective plans. The total pension liability was determined using the following actuarial methods and assumptions, applied to all periods included in the measurement.

Actuarial Methods and Assumptions

Actuarial methods and assumptions as of June 30, 2024 were as follows:

	PEPFF*		SERF**	
Valuation date	6/30/2023		6/30/2023	
Actuarial cost method	Entry age normal		Entry age normal	
Asset valuation method	5-year smoothed fair market value		Fair value	
Long-term expected rate of return	7.00%		7.00%	
20-year municipal bond rate	3.86%	***	3.86%	***
Inflation	2.25%		2.25%	
Salary increases	Service related rates		Service related rates	
Payroll growth	3.00%		3.00%	
Experience study dates	2015 - 2019	****	2018-2022	****

* Mortality rates were based on Pub-2010 Mortality Tables using projection scale MP-2021.

** Mortality rates were based on Pub-2010 Mortality Tables using projection scale MP-2018.

*** Based on the Fidelity Index's "20-Year Municipal GO AA Index" as of June 30, 2023.

**** Updated for economic assumptions in 2023.

Actuarial methods and assumptions as of June 30, 2023 were as follows:

	PEPFF*		SERF**	
Valuation date	6/30/2022		6/30/2022	
Actuarial cost method	Entry age normal		Entry age normal	
Asset valuation method	5-year smoothed fair market value		Fair value	
Long-term expected rate of return	6.50%		6.75%	
20-year municipal bond rate	3.69%	***	3.69%	***
Inflation	2.25%		2.25%	
Salary increases	Service related rates		Service related rates	
Payroll growth	3.00%		3.00%	
Experience study dates	2015 - 2019	****	2014-2018	****

* Mortality rates were based on Pub-2010 Mortality Tables using projection scale MP-2021.

** Mortality rates were based on Pub-2010 Mortality Tables using projection scale MP-2018.

*** Based on the Fidelity Index's "20-Year Municipal GO AA Index" as of June 30, 2022.

**** Updated for economic assumptions in 2022.

The long-term expected rate of return was used to measure the total pension liability as of June 30, 2023 and 2022 of the respective plans. The actual selection of the rate was determined by looking at the asset class target allocations and long-term rate of return expectations from the State Board of Investments (SBI), along with other information, such as the Social Security Trustees Report, the U.S. Department of the Treasury yield curve rates, and historical observations of inflation statistics and investment returns.

The SBI, which manages the investments of the respective plans, prepares an analysis of the reasonableness of the long-term expected rate of return on a regular basis using a building-block method. Best estimates of expected future real rates of return are developed for each major asset class. These asset class estimates, and target allocations are combined to produce a geometric, expected long-term rate of return as summarized in the following table:

SBI Asset Class

Asset class	Target allocation	Long-term expected real rate of return (geometric mean)
Domestic equity	33.50%	5.10%
International equity	16.50%	5.30%
Private markets	25.00%	5.90%
Fixed income	25.00%	0.75%

GASB includes a specific requirement for the discount rate that is used for the purpose of the measurement of the SERF's and PEPFF's total pension liability. This rate considers the ability of SERF and PEPFF to meet benefit obligations in the future. To make this determination, employer contributions, employee contributions, benefit payments, expenses, and investment returns are projected into the future. SERF's and PEPFF's Fiduciary Net Position (assets) in future years can then be determined and compared to its obligation to make benefit payments in those years. As long as assets are projected to be on hand in the future, the long-term expected rate of return is used as the discount rate. In years where assets are not projected to be sufficient to meet benefit payments, the use of a "risk-free" municipal bond rate is required. The single discount rate is equivalent to applying these two rates (long-term expected rate of return and "risk-free" municipal bond rate) to the benefits that are projected to be paid during the different time periods.

The projection of cash flows used to determine the discount rate assumed that employee and employer contributions will be made at the rate specified in the statute. Based on that assumption, each of the pension plan's fiduciary net position as of June 30, 2023, was projected to be available to make all projected future benefit payments of current and active employees. The long-term expected rate of return on pension plan investments of 7.0 percent was applied to all periods of projected benefit payments through June 30, 2123 for SERF and PEPFF to determine the total pension liability.

The following presents the University's proportionate share of the net pension liability, calculated using the discount rate of 7.0 percent for SERF and PEPFF, as well as what the impact would be if the net pension liability were calculated using a discount rate that was 1.0 percentage point lower or 1.0 percentage point higher than these percentages:

Discount Rate Sensitivity

	2024			
	PEPFF		SERF	
	Rate	Liability	Rate	Liability (benefit)
1% Decrease	6.00%	\$ 24,354	6.00%	\$ 432,372
Discount rate	7.00%	\$ 12,275	7.00%	\$ 128,257
1% Increase	8.00%	\$ 2,343	8.00%	\$ (105,225)

	2023			
	PEPFF		SERF	
	Rate	Liability	Rate	Liability (benefit)
1% Decrease	4.40%	\$ 44,558	5.75%	\$ 506,119
Discount rate	5.40%	\$ 29,443	6.75%	\$ 215,664
1% Increase	6.40%	\$ 17,223	7.75%	\$ (24,605)

Additional information related to the respective plans is presented in Required Supplementary Information (RSI) following the Notes to the Financial Statements.

Defined Contribution Plans

The University's defined contribution plans represent benefits to be received. They are limited to the value of the participant's account balance, depending on the plan. There is no liability associated with these plans. A description of the plans and contribution information follows.

Faculty Retirement Plan (FRP)

The FRP is a mandatory retirement savings/investment plan contingent on meeting certain prescribed eligibility requirements. Pursuant to the Board's governing authority, in compliance with Section 401(a) of the Internal Revenue Code, it authorizes the University to contribute to the plan and governs the requirements of this plan. Eligibility requirements involve an employee appointment of at least nine months; employee appointments between 67 to 99 percent time are granted prorated participation. The plan is funded through employee pre-tax contributions and University contributions. Eligible academic employees with hire dates prior to January 2, 2012 contribute 2.5 percent of covered salary and the University contributes 13.0 percent. Eligible employees with a start date on or after January 2, 2012 contribute 5.5 percent of covered salary and the University contributes 10.0 percent. The FRP covers approximately 10,200 active faculty and professional and administrative (P&A) staff. This amount includes approximately 7,200 with hire dates on or after January 2, 2012.

FRP Contributions Made

	2024	2023
Employee	\$ 51,392	\$ 46,330
University	\$ 132,257	\$ 124,007

Due to plan at June 30*

	2024	2023
Employee	\$ 2,044	\$ 1,876
University	\$ 5,210	\$ 4,945

**Due to plan represents a liability the University has incurred for the employer and employee portion of contributions as of fiscal year end.*

University of Minnesota Optional Retirement Plan (ORP)

The ORP is a voluntary retirement savings/investment plan covered under Section 403(b) of the Internal Revenue Code. All faculty and staff members who are paid on a continuous basis are eligible to participate in this plan. This plan is funded mainly through employee pre-tax contributions. However, participants may elect to make after-tax Roth contributions into the plan and the University may make

discretionary contributions for select staff based on employment contracts. Approximately 5,900 full- and part-time employees contribute to this plan.

University of Minnesota Section 457 Deferred Compensation Plan

The 457 Deferred Compensation Plan is a voluntary retirement savings plan authorized under Section 457 of the Internal Revenue Code. All faculty and staff members who are paid on a continuous basis are eligible to participate in this plan. This plan is funded mainly through employee pre-tax contributions. However, participants may elect to make after-tax Roth contributions into the plan. Approximately 3,000 full- and part-time employees contribute to this plan.

10. Related Organization

Until August 31, 2023, the University was responsible for appointing eight members of the 15-member Board of Directors of UCare Minnesota, a licensed nonprofit health maintenance organization (HMO) that provides medical services for its members. The University's accountability for this organization, however, did not extend beyond making board appointments. The dean of the University of Minnesota Medical School and the head of the University's Department of Family Medicine and Community Health appointed six board members; two members were automatically appointed by virtue of the University positions that they held.

On August 31, 2023, The University entered into a legal settlement agreement with UCare. Under the terms of the agreement the University relinquishes all rights to ownership, control, or influence in UCare. UCare agreed to total payments of \$100,000, \$96,000 of which will be used to fund University of Minnesota Medical school projects that assist traditionally underserved populations for health care services. The payments are reflected in Other nonoperating revenues, net on the Statement of Revenues, Expenses, and Changes in Net Position, of which \$50,000 was received during 2024. Two additional payments of \$25,000 will be received on December 31, 2024, and 2025 and are included in current and noncurrent Receivables, net on the Statements of Net Position.

11. Commitments and Contingencies

Construction projects in progress, principally buildings, approximated \$162,540 as of June 30, 2024. The estimated cost to complete these facilities is \$324,916, which is to be funded from plant fund assets and \$77,896 in appropriations available from the State as of June 30, 2024.

The University owns steam production facilities that produce steam for heating and cooling the Twin Cities campus, which by agreement are managed, operated, and maintained by an unaffiliated company. The original agreement was for five years and began May 17, 2019, with a contract end date of May 2024 which was extended for a six month period to transition the servicing to another operator for five years ending December 2029. Under the agreement, the University must make minimum fixed payments for certain operating and maintenance costs, as well as contingent payments based upon performance requirements.

The future minimum payment for steam plant operations as of June 30, 2024, are as follows:

	<u>Steam plant</u>
Fiscal year ending June 30	
2025	\$ 579
2026	330
2027	340
2028	350
2029 and beyond	544
<u>Total commitments</u>	<u>\$ 2,143</u>

The University receives financial assistance from federal and state governmental agencies in the form of grants. The disbursement of funds received under these programs requires compliance with the terms and conditions specified in the grant agreements and are subject to audit by the grantor agencies. Any disallowed claims resulting from such audits could become a liability of the University. Management is not aware of any material disallowed claims at this time.

The University is a defendant in cases involving claims of medical malpractice, personal injuries, breach of contract, and other civil matters.

The University is a defendant in other claims. While any litigation has an element of uncertainty and the University cannot, therefore, predict how these cases will be finally resolved, management and its general counsel believe the outcomes of other cases, individually and combined, will not have a material adverse effect on the overall financial position of the University.

12. Self-Insurance Programs

The University is insured for professional, general, non-profit organization, data security and automobile liability and indemnified for property insurance deductible expenditures through RUMINCO (see Note 1, Organization, Basis of Presentation, and Summary). Claims are reported to a third-party administrator, which pays expenses and estimates claim liabilities. The total expense of a claim is estimated and booked as a liability when it is probable that a loss has occurred, and the amount of the loss can be reasonably estimated. In addition, an actuarial liability is established for incurred but not reported (IBNR) claims using a discount rate based on a rate of return of 4.71 percent.

The University is also self-insured for workers' compensation through an internally maintained fund, and excess claims insurance is maintained through the Workers' Compensation Reinsurance Association (WCRA). The internal fund for workers' compensation is maintained only to fund the current year's expected payouts. Each year, an actuarial estimate of the University's liability for workers' compensation is compiled and recorded within the statements of net position, but the liability is not separately funded. The University's medical coverage for faculty and staff and their dependents is a self-insured program (UPlan). Under UPlan Medical, the University pays claims and establishes reserves, and the administration of the program is handled by two independent administrators: Medica for medical plan administration, and Prime Therapeutics for pharmacy benefit management. The University also carries stop-loss coverage, which protects the University against the risk that an individual participant will incur medical expenses greater than \$1,000 in a single year. An annual actuarial estimate of the University's liability for medical claims, including IBNR, is recorded within the statements of net position.

The University's dental coverage for faculty and staff and their dependents is also a self-insured program (UPlan). Under UPlan Dental, the University pays claims and establishes reserves, and the administration of the program is handled by one independent administrator, Delta Dental. An annual actuarial estimate of the University's liability for dental claims, including IBNR, is recorded within the statements of net position.

Medical coverage for eligible graduate assistants is a self-insured program. Under the graduate assistant medical plan, the University pays claims and establishes reserves. The program is administered by Blue Cross and Blue Shield of Minnesota. The University also carries stop-loss coverage, which protects the University against the risk that an individual participant will incur medical expenses greater than \$400 in a single year in addition to aggregate stop-loss coverage for claims totals over 115 percent of plan year claims. An annual actuarial estimate of the University's liability for medical claims, including IBNR, is recorded within the statements of net position. The Graduate Assistant Plan also offers self-insured Dental Plan benefits without a third-party administrator.

The University's medical coverage for eligible students and their dependents is a self-insured program (Student Health Benefit Plan). Under the Student Health Benefit Plan (SHBP), the University pays claims and establishes reserves, and the administration of the program is handled by Blue Cross and Blue Shield of Minnesota. The administrator offers medical conversion policies to eligible University students who are able to convert their SHBP coverage to single coverage after graduation. The University also carries stop-loss coverage, which protects the University against the risk that an individual participant will incur medical expenses greater than \$400 in a single year in addition to aggregate stop-loss coverage for claims totals over 115 percent of plan year claims. An annual actuarial estimate of the University's liability for medical claims, including IBNR, is recorded within the statements of net position. The SHBP also offers self-insured Dental Plan benefits and the program is administered by Delta Dental.

Medical coverage for eligible Medical Residents and Fellows is a self-insured program. Under the Medical & Resident medical plan, the University pays claims and establishes reserves. The program is administered by Blue Cross and Blue Shield of Minnesota. An annual actuarial estimate of the University's liability for medical claims, including IBNR, is recorded within the statements of net position. The Medical & Resident group also offers a fully insured Dental Benefit Plan through Delta Dental.

These liabilities are recorded in Accrued liabilities and other on the Statements of Net Position.

Reported liabilities as of June 30, 2024, are shown below:

	Liability beginning of year	New claims	Claim payments	Other adjustments	Liability end of year
RUMINCO, Ltd.	\$ 11,836	\$ 5,580	\$ (4,178)	\$ (1,503)	\$ 11,735
Workers' compensation	9,287	4,321	(4,321)	(365)	8,922
UPlan medical	25,956	354,462	(353,732)	1,000	27,686
UPlan dental	838	22,280	(22,223)	107	1,002
Graduate assistant health plan	5,214	33,620	(33,620)	126	5,340
Student health plan	5,539			42	5,581
Medical residents & fellows	1,032			24	1,056
Total	\$ 59,702	\$ 420,263	\$ (418,074)	\$ (569)	\$ 61,322

Other adjustments reflect reserve changes on prior years' claims and changes in estimated IBNR.

Reported liabilities as of June 30, 2023, are shown below:

	Liability beginning of year	New claims	Claim payments	Other adjustments	Liability end of year
RUMINCO, Ltd.	\$ 9,890	\$ 5,265	\$ (3,437)	\$ 118	\$ 11,836
Workers' compensation	9,542	2,754	(2,754)	(255)	9,287
UPlan medical	25,050	329,308	(331,602)	3,200	25,956
UPlan dental	1,051	20,666	(20,867)	(12)	838
Graduate assistant health plan	5,287	30,328	(30,328)	(73)	5,214
Student health plan	6,580			(1,041)	5,539
Medical residents & fellows	853			179	1,032
Total	\$ 58,253	\$ 388,321	\$ (388,988)	\$ 2,116	\$ 59,702

Other adjustments reflect reserve changes on prior years' claims and changes in estimated IBNR.

13. Other Postemployment Benefits

Description of Plan

The University administers the UPlan—a self-insured, single-employer, defined benefit healthcare plan. It is a partnership between the University and its employees to provide quality, cost-effective health benefits to employees, retirees, and their families. Pursuant to the Board's governing authority, non-Medicare retirees and former employees can purchase medical and dental insurance coverage. The benefit provision process is initiated through the Benefits Advisory Committee (BAC). The BAC comprises representatives from all employee groups who advise the University administration on health program benefit offerings. An internal UPlan financial report is prepared on a calendar year basis. Questions regarding the UPlan may be directed to Total Compensation, 100 Donhowe Building, 319 15th Avenue S.E., Minneapolis, MN 55455.

Contributions and Benefits Provided

The UPlan is currently financed on a pay-as-you-go basis. No assets are accumulated in a trust that meets the criteria prescribed in GASB Statement No. 75 (GASB 75), *Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions*. The University has established that a former employee must pay the entire premium for continuation coverage, except as otherwise provided in a collective

bargaining agreement or personnel policy. Non-Medicare retirees and eligible participants under the Academic Disability Plan (ADP) can purchase medical and dental insurance coverage at the full premium rate. These rates are based on a blended active and pre-Medicare retiree rate. With the University being self-insured, the University becomes liable for the actual cost of retiree and disability related healthcare costs in excess of premiums collected. As a result, an implicit subsidy is created, which is reflected in the OPEB liability that is recorded. These liabilities are recorded in Accrued liabilities and other on the Statements of Net Position.

UPlan Membership Covered by Benefit Terms

UPlan membership	2024	2023
Active plan members	19,755	19,755
Inactive plan members or beneficiaries currently receiving benefits	484	484
Total	20,239	20,239

OPEB Liability

The University's OPEB liability was measured and determined as of June 30, 2024 and 2023, respectively, in accordance with GASB 75.

The components that contributed to the change in the University's OPEB liability are as follows:

	2024	2023
OPEB liability—beginning of year	\$ 47,604	\$ 51,399
Changes in net OPEB liability:		
Service cost	3,992	4,054
Interest	1,798	1,888
Differences between expected and actual experience	1,121	(69)
Changes of actuarial assumptions or other inputs	(1,258)	(5,368)
Benefit payments	(4,697)	(4,300)
Increase (decrease) in OPEB liability	956	(3,795)
OPEB liability—end of year	\$ 48,560	\$ 47,604

Actuarial Methods and Assumptions

Projections of benefits for financial reporting purposes are based on the substantive plan, the plan as understood by the employer and plan members. This includes the types of benefits provided at the time of each valuation and the historical pattern of sharing of benefit costs between the employer and plan members to that point.

The actuarial methods and assumptions applied to the measurement of the OPEB liability are as follows:

	6/30/2024		6/30/2023	
Valuation date	6/30/2024		6/30/2023	
Actuarial cost method	Entry age normal, level percent of pay		Entry age normal, level percent of pay	
Asset valuation method	N/A		N/A	
Discount rate	3.93%	*	3.65%	*
Inflation	2.75%		2.75%	
Salary increases	4.00%		4.00%	
Mortality				
	PubT-2010.H for Faculty and PubG-2010.H for all others		PubT-2010.H for Faculty and PubG-2010.H for all others	
Experience applied	2015-2017		2015-2017	

* Based on a AA/Aa or higher rated 20-year tax exempt municipal bond rate.

The University's OPEB liability is sensitive to changes in the discount rate and healthcare cost trend rates. The following presents the OPEB liability of the University, as well as what the University's OPEB liability would be if it were calculated using a discount rate that is 1.0 percentage point lower and or 1.0 percentage point higher than the current discount rate:

Discount Rate Sensitivity

	2024		2023	
	Rate	Liability	Rate	Liability
1.0% Decrease	2.93%	\$ 52,041	2.65%	\$ 50,974
Discount rate	3.93%	\$ 48,560	3.65%	\$ 47,604
1.0% Increase	4.93%	\$ 45,279	4.65%	\$ 44,417

The following presents the OPEB liability of the University, as well as what the University's OPEB liability would be if it were calculated using healthcare cost trend rates that are 1.0 percentage point lower or 1.0 percentage point higher than the current healthcare cost trend rates:

Healthcare Cost Trend Rate Sensitivity

	2024		2023	
	Rate	Liability	Rate	Liability
1.0% Decrease	4.75% decreasing to 3.50%	\$ 42,525	5.00% decreasing to 3.50%	\$ 42,028
Discount rate	5.75% decreasing to 4.50%	\$ 48,560	6.00% decreasing to 4.50%	\$ 47,604
1.0% Increase	6.75% decreasing to 5.50%	\$ 55,744	7.00% decreasing to 5.50%	\$ 54,233

OPEB Expense, Deferred Outflows of Resources, and Deferred Inflows of Resources Related to OPEB

In accordance with GASB 75, the University recorded \$5,966 and \$6,132 in OPEB expense for the fiscal years ended June 30, 2024 and 2023, respectively. In addition, the University reported the following deferred outflows of resources and deferred inflows of resources from the following sources:

Deferred Outflows of Resources and Deferred Inflows of Resources

	2024		2023	
	Deferred outflows of resources	Deferred inflows of resources	Deferred outflows of resources	Deferred inflows of resources
Differences between expected and actual experience	\$ 3,522	\$ 185	\$ 2,986	\$ 228
Changes in assumptions	4,003	8,909	4,884	8,898
Total	\$ 7,525	\$ 9,094	\$ 7,870	\$ 9,126

Amounts reported as deferred outflows of resources and deferred inflows of resources related to OPEB will be recognized in OPEB as expense as follows:

Net Deferred Outflows (Inflows) of Resources Recognized as Pension Expense or a Reduction in OPEB Liability

	Fiscal year	Total
	2025	\$ 176
	2026	176
	2027	176
	2028	89
	2029	(252)
	After 2029	(1,934)
Net deferred inflows		\$ (1,569)

Additional information related to OPEB is presented in Required Supplementary Information (RSI) following the Notes to the Financial Statements.

14. Operating Expenses by Natural Classification

Operating expenses by natural classification for the year ended June 30, 2024, are summarized as follows:

Function	Compensation and benefits	Supplies and services	Scholarships and fellowships	Depreciation and amortization	Total
Instruction	\$ 820,277	\$ 76,098			\$ 896,375
Research	671,392	380,567			1,051,959
Public service	223,987	126,029			350,016
Academic support	465,526	104,453			569,979
Student services	128,791	30,691			159,482
Institutional support	274,322	82,463			356,785
Operation and maintenance of plant	148,854	170,760			319,614
Scholarships and fellowships			\$ 70,530		70,530
Depreciation and amortization				\$ 258,080	258,080
Auxiliary enterprises	147,883	201,062			348,945
Other operating expense		12			12
	\$ 2,881,032	\$ 1,172,135	\$ 70,530	\$ 258,080	\$ 4,381,777

Operating expenses by natural classification for the year ended June 30, 2023, are summarized as follows:

Function	Compensation and benefits	Supplies and services	Scholarships and fellowships	Depreciation and amortization	Total
Instruction	\$ 763,560	\$ 68,231			\$ 831,791
Research	600,133	352,939			953,072
Public service	184,965	114,915			299,880
Academic support	400,152	92,930			493,082
Student services	113,004	30,824			143,828
Institutional support	234,071	71,804			305,875
Operation and maintenance of plant	117,939	162,736			280,675
Scholarships and fellowships			\$ 64,370		64,370
Depreciation and amortization				\$ 245,832	245,832
Auxiliary enterprises	126,366	191,777			318,143
Other operating expense		21			21
	\$ 2,540,190	\$ 1,086,177	\$ 64,370	\$ 245,832	\$ 3,936,569

15. Subsequent Events

The University has evaluated subsequent events through the report date of this Annual Report and determined that there have been no events that have occurred that would require adjustments to our disclosures in the financial statements.

16. Component Units

The financial statements for the University includes its legally separate component units, as required under GASB Statement No. 61, *The Financial Reporting Entity: Omnibus*—an amendment of GASB Statements No. 14 and No. 34 (GASB 61), its legally separate component units.

Discretely Presented Component Units

The following tables report the University's discretely presented component units in separate columns on combining statements.

The Component Units' Statements of Financial Position as of June 30, 2024 are as follows:

	University of Minnesota Foundation	University of Minnesota Physicians	Total component units
Assets			
Cash and cash equivalents	\$ 38,234	\$ 42,691	\$ 80,925
Investments, substantially at fair market value	4,513,863	54,886	4,568,749
Accounts and other receivables	295,708	201,343	497,051
Property and equipment, net	73,226	9,409	82,635
Prepays and other assets	4,238	11,209	15,447
Total assets	<u>4,925,269</u>	<u>319,538</u>	<u>5,244,807</u>
Liabilities			
Accounts payable and accrued liabilities	42,749	235,103	277,852
Income beneficiaries payable	35,286		35,286
Investments held for custody of others	450,529		450,529
Long-term debt	42,191		42,191
Lease liabilities	2,807	9,100	11,907
Total liabilities	<u>573,562</u>	<u>244,203</u>	<u>817,765</u>
Net assets			
Without donor restrictions	252,843	75,335	328,178
With donor restrictions	4,098,864		4,098,864
Total net assets	<u>4,351,707</u>	<u>75,335</u>	<u>4,427,042</u>
Total liabilities and net assets	<u>\$ 4,925,269</u>	<u>\$ 319,538</u>	<u>\$ 5,244,807</u>

The Component Units' Statements of Financial Position as of June 30, 2023 are as follows:

	University of Minnesota Foundation	University of Minnesota Physicians	Total component units
Assets			
Cash and cash equivalents	\$ 35,163	\$ 119,659	\$ 154,822
Investments, substantially at fair market value	4,033,087	44,377	4,077,464
Accounts and other receivables	376,504	147,526	524,030
Property and equipment, net	73,670	11,078	84,748
Prepays and other assets	4,527	11,446	15,973
Total assets	<u>4,522,951</u>	<u>334,086</u>	<u>4,857,037</u>
Liabilities			
Accounts payable and accrued liabilities	35,259	214,989	250,248
Income beneficiaries payable	32,855		32,855
Investments held for custody of others	403,965		403,965
Long-term debt	43,189		43,189
Lease liabilities	2,764	10,315	13,079
Total liabilities	<u>518,032</u>	<u>225,304</u>	<u>743,336</u>
Net assets			
Without donor restrictions	226,403	108,782	335,185
With donor restrictions	3,778,516		3,778,516
Total net assets	<u>4,004,919</u>	<u>108,782</u>	<u>4,113,701</u>
Total liabilities and net assets	<u>\$ 4,522,951</u>	<u>\$ 334,086</u>	<u>\$ 4,857,037</u>

The Component Units' Statements of Activities as of June 30, 2024 are as follows:

	University of Minnesota Foundation	University of Minnesota Physicians	Total component units
Change in net assets held without donor restrictions			
Revenues			
Contributions	\$ 564		\$ 564
Contract revenue		\$ 856,861	856,861
Patient service revenue		38,101	38,101
Investment income, net	9,672	2,308	11,980
Net realized and unrealized gains on investments	21,522	1,460	22,982
Loss on equity method investments		(28,820)	(28,820)
Change in value of trusts	(33)		(33)
Support services revenue	8,356		8,356
UMF - Real Estate Advisors rental revenue	6,063		6,063
University Gateway Corporation revenue	4,232		4,232
Other revenue	3,066	2,076	5,142
Other nonoperating revenues, net		3,675	3,675
Net assets released from restriction	345,353		345,353
Total revenues	<u>398,795</u>	<u>875,661</u>	<u>1,274,456</u>
Expenses			
Program services			
Distributions for University purposes	283,517		283,517
Health care services		848,209	848,209
Support services			
Management and general	15,138	60,899	76,037
Promotion and development	44,903		44,903
UMF - Real Estate Advisors	21,293		21,293
University Gateway Corporation	7,504		7,504
Total expenses	<u>372,355</u>	<u>909,108</u>	<u>1,281,463</u>
Increase (decrease) in net assets held without donor restrictions	26,440	(33,447)	(7,007)
Net assets held without donor restrictions at beginning of year	<u>226,403</u>	<u>108,782</u>	<u>335,185</u>
Net assets held without donor restrictions at end of year	<u>\$ 252,843</u>	<u>\$ 75,335</u>	<u>\$ 328,178</u>
Change in net assets held with donor restrictions			
Revenues			
Contributions	\$ 243,960		\$ 243,960
Investment income, net	69,831		69,831
Net realized and unrealized gains on investments	346,324		346,324
Change in value of trusts	5,586		5,586
Net assets released from restriction	(345,353)		(345,353)
Increase in net assets held with donor restrictions	<u>320,348</u>		<u>320,348</u>
Net assets held with donor restrictions at beginning of year	<u>3,778,516</u>		<u>3,778,516</u>
Net assets held with donor restrictions at end of year	<u>\$ 4,098,864</u>		<u>\$ 4,098,864</u>
Increase (decrease) in total net assets	346,788	(33,447)	313,341
Total net assets at beginning of year	<u>4,004,919</u>	<u>108,782</u>	<u>4,113,701</u>
Total net assets at end of year	<u>\$ 4,351,707</u>	<u>\$ 75,335</u>	<u>\$ 4,427,042</u>

The Component Units' Statements of Activities as of June 30, 2023 are as follows:

	University of Minnesota Foundation	University of Minnesota Physicians	Total component units
Change in net assets held without donor restrictions			
Revenues			
Contributions	\$ 1,107		\$ 1,107
Contract revenue		\$ 850,195	850,195
Patient service revenue		32,375	32,375
Investment income, net	5,155	1,243	6,398
Net realized and unrealized gains on investments	3,341	1,088	4,429
Loss on equity method investments		(21,204)	(21,204)
Change in value of trusts	(286)		(286)
Support services revenue	8,356		8,356
UMF - Real Estate Advisors rental revenue	6,347		6,347
University Gateway Corporation revenue	4,765		4,765
Other revenue	2,391	15,556	17,947
Other nonoperating revenues, net		3,675	3,675
Net assets released from restriction	301,014		301,014
Total revenues	<u>332,190</u>	<u>882,928</u>	<u>1,215,118</u>
Expenses			
Program services			
Distributions for University purposes	262,653		262,653
Health care services		804,410	804,410
Support services			
Management and general	13,556	68,833	82,389
Promotion and development	41,726		41,726
UMF - Real Estate Advisors	7,160		7,160
University Gateway Corporation	7,030		7,030
Total expenses	<u>332,125</u>	<u>873,243</u>	<u>1,205,368</u>
Increase (decrease) in net assets held without donor restrictions	65	9,685	9,750
Net assets held without donor restrictions at beginning of year	<u>226,338</u>	<u>99,097</u>	<u>325,435</u>
Net assets held without donor restrictions at end of year	<u>\$ 226,403</u>	<u>\$ 108,782</u>	<u>\$ 335,185</u>
Change in net assets Held with donor restrictions			
Revenues			
Contributions	\$ 254,758		\$ 254,758
Investment income, net	36,395		36,395
Net realized and unrealized gains on investments	174,274		174,274
Change in value of trusts	4,031		4,031
Net assets released from restriction	(301,014)		(301,014)
Increase in net assets held with donor restrictions	<u>168,444</u>		<u>168,444</u>
Net assets held with donor restrictions at beginning of year	<u>3,610,072</u>		<u>3,610,072</u>
Net assets held with donor restrictions at end of year	<u>\$ 3,778,516</u>		<u>\$ 3,778,516</u>
Increase in total net assets	168,509	9,685	178,194
Total net assets at beginning of year	<u>3,836,410</u>	<u>99,097</u>	<u>3,935,507</u>
Total net assets at end of year	<u>\$ 4,004,919</u>	<u>\$ 108,782</u>	<u>\$ 4,113,701</u>

University of Minnesota Foundation

Based on significant balances reported in the University's discretely presented component units' Statements of Financial Position, note disclosures for investments and net assets with donor restrictions, as reported in the separately issued financial statements of the University of Minnesota Foundation (UMF), are presented below.

Investments

The UMF investments as of June 30 are summarized as follows:

	2024		Total
	Traditional structures	Alternate structures	
Cash and cash equivalents	\$ 1,096,987		\$ 1,096,987
Fixed income	717,917	\$ 1,690,466	2,408,383
Global equity	920	36,803	37,723
Hedge funds		261,475	261,475
Natural resources	393	55,211	55,604
Real estate		23,539	23,539
Private equity		598,779	598,779
Other investments		5,710	5,710
Subtotal	1,816,217	2,671,983	4,488,200
Assets held in charitable trusts			24,552
Charitable gift annuities reported separately			1,111
Total			\$ 4,513,863

	2023		Total
	Traditional structures	Alternate structures	
Cash and cash equivalents	\$ 917,670		\$ 917,670
Fixed income	740,242	\$ 1,439,507	2,179,749
Global equity	1,052	17,052	18,104
Hedge funds	23,693	205,774	229,467
Natural resources	1,937	60,155	62,092
Real estate		26,696	26,696
Private equity		572,493	572,493
Other investments		3,998	3,998
Subtotal	1,684,594	2,325,675	4,010,269
Assets held in charitable trusts			21,738
Charitable gift annuities reported separately			1,080
Total			\$ 4,033,087

Fixed income investments include high yield bonds, factored receivables, line of credit, bank loans, mortgage, and related securitizations.

Investments held in traditional structures represent those held directly by the UMF in custodial accounts with financial institutions. Investments held in alternative structures include those held through interests in collective trust funds, limited partnerships, commingled funds, and limited liability companies.

Net asset values provided by external investment managers for alternative structures include estimates, appraisals, assumptions, and methods that are reviewed by management. It is possible that the redemption rights may be restricted by the funds in the future in accordance with the underlying fund agreements. Changes in market conditions and the economic environment may impact the net asset value of the funds and, consequently, the fair value of the UMF's interests in the funds. As of June 30, 2024 and 2023, the UMF has \$2,671,984 and \$2,325,674 respectively, of investments in alternative structures which are reported at net asset value as a practical expedient, except those reported as Level 3, investments held at cost, investments held at the equity method and consolidated investments in Note 3 of the UMF's annual report. Although a secondary market exists for these investments, it is not active and individual transactions are typically not observable. When transactions do occur in this limited secondary market, they may occur at discounts to the reported net asset value. It is, therefore, reasonably possible that if the UMF were to sell these investments in the secondary market, a buyer may require a discount to the reported net asset value, and the discount could be significant.

Fair Value Measurements

The UMF follows an accounting standard that defines fair value, establishes a framework for measuring fair value, establishes a fair value hierarchy based on the quality of inputs used to measure fair value, and requires expanded disclosures about fair value measurements. In accordance with this standard, the UMF has categorized its investments, based on the priority of the inputs to the valuation technique, into a three-level fair value hierarchy. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and lowest priority to unobservable inputs (Level 3 measurements).

The three levels of the fair value hierarchy are described below:

- **Level 1:** Inputs that utilize quoted prices (unadjusted) in active markets for identical assets or liabilities that the organization has the ability to access.
- **Level 2:** Inputs that include quoted prices for similar assets and liabilities in active markets and inputs that are observable for the asset or liability, either directly or indirectly, for substantially the full term of the financial instrument. Fixed income securities are generally traded in the over-the-counter market and are valued at a price that reflects fair value as quoted by dealers in these securities or by an independent pricing service. These prices are based on observable market data for the same or similar securities, including quoted prices in markets that are not active, or matrix pricing or other similar techniques that use observable market inputs, such as benchmark yields, expected prepayment speeds and volumes, and issuer ratings.
- **Level 3:** Inputs that are unobservable inputs for the asset or liability, including bankruptcy claims and auction rate securities, which are typically based on an entity's own assumptions, as there is little, if any, related market activity.

In instances where the determination of fair value measurement is based on inputs from different levels of the fair value hierarchy, the level in the fair value hierarchy within which the entire fair value measurement falls is based on the lowest level input that is significant to the fair value measurement in its entirety.

The following tables summarize the UMF's financial assets and other liabilities measured at fair value on a recurring basis as of June 30, 2024 and 2023:

	2024			
	Fair value measurements using			
	Level 1	Level 2	Level 3	Total
Investments				
Fixed income				
Asset backed securities		\$ 7,282		\$ 7,282
Mortgages	\$ 1,399	23,936		25,335
Corporate bonds		5,302		5,302
Government		643,539		643,539
Large cap	5,509	30,027		35,536
Other		923		923
Global equity				
Small cap	920			920
Hedge funds				
Long/short non-equity				
Natural resources				
	392			392
Total investments	\$ 8,220	\$ 711,009		\$ 719,229
Cash and cash equivalents				1,096,988
Investments measured at net asset value or its equivalent				1,365,087
Investments held at cost				66,050
Investments at equity method				150,460
Consolidated investments				1,090,387
Total investments and cash				<u>\$ 4,488,201</u>
Gift annuities not categorized above	\$ 822	\$ 289		\$ 1,111
Beneficial interest in perpetual trusts	\$ 8,536	\$ 7,760	\$ 52,537	\$ 68,833
Assets held in charitable trusts	\$ 24,552			\$ 24,552
Beneficial interest in trusts			\$ 800	\$ 800

	2023			
	Fair value measurements using			
	Level 1	Level 2	Level 3	Total
Investments				
Fixed income				
Asset-backed securities		\$ 8,335		\$ 8,335
Mortgages	\$ 1,537	16,443		17,980
Corporate bonds		7,472		7,472
Government		694,451		694,451
Preferred stock	9,005			9,005
Other		3,000		3,000
Global equity				
Small cap	1,052			1,052
Hedge funds				
Long/short non-equity	23,693		\$ 1,353	25,046
Natural resources				
	1,936			1,936
Total investments	\$ 37,223	\$ 729,701	\$ 1,353	\$ 768,277
Cash and cash equivalents				917,670
Investments measured at net asset value or its equivalent				1,211,713
Investments held at cost				48,819
Investments at equity method				161,920
Consolidated investments				901,870
Total investments and cash				<u>\$ 4,010,269</u>
Gift annuities not categorized above	\$ 774	\$ 306		\$ 1,080
Beneficial interest in perpetual trusts	\$ 9,520	\$ 7,850	\$ 51,242	\$ 68,612
Assets held in charitable trusts	\$ 21,738			\$ 21,738
Beneficial interest in trusts			\$ 704	\$ 704

Assets held in charitable trusts consist of equities, bonds, and cash.

The following is a summarization of the Level 3 significant unobservable inputs:

Instrument	Fair value		Principal valuation technique	Unobservable inputs
	2024	2023		
Auction rate securities		\$ 1,353	Price based	Weighted average transaction price
Beneficial interest in perpetual trusts	\$ 52,537	\$ 51,242	FMV of trust investments	Amount and timing of future
Beneficial interest in trusts	\$ 800	\$ 704	Discounted cash flows	Distributions discount rates duration

The changes in investments measured at fair value on a recurring basis included as Level 3 measurements are summarized as follows for the years ended June 30:

	Beginning	Investment	Net realized	Purchases	Sales	Ending
	balance at		and			balance at
	July 1, 2023	income	unrealized			June 30, 2024
			gain (loss)			
Hedge funds						
Long/short non-equity	\$ 1,353	\$ 45	\$ (50)	\$ (1,348)		
Total	<u>\$ 1,353</u>	<u>\$ 45</u>	<u>\$ (50)</u>	<u>\$ (1,348)</u>		

	Beginning balance at July 1, 2022	Investment income	Net realized and unrealized gain (loss)	Purchases	Sales	Ending balance at June 30, 2023
Hedge funds						
Long/short non-equity	\$ 1,373	\$ 95	\$ (20)	\$ (95)		\$ 1,353
Total	\$ 1,373	\$ 95	\$ (20)	\$ (95)		\$ 1,353

The changes in other investments or financial assets measured at fair value on a recurring basis included as Level 3 measurements are summarized as follows:

	Beginning balance at July 1, 2023	Change in carrying value of trusts	Ending balance at June 30, 2024
Beneficial interest in trusts	\$ 704	\$ 96	\$ 800
Beneficial interest in perpetual trusts	\$ 51,242	\$ 1,295	\$ 52,537

	Beginning balance at July 1, 2022	Change in carrying value of trusts	Ending balance at June 30, 2023
Beneficial interest in trusts	\$ 702	\$ 2	\$ 704
Beneficial interest in perpetual trusts	\$ 54,267	\$ (3,025)	\$ 51,242

The following is a summary of the investments whose net asset value approximates fair value and the related unfunded commitments and redemption restrictions associated with each major category at June 30:

	2024			
	Net asset value	Unfunded commitments	Redemption frequency	Redemption notice period
Alternative investments				
Fixed income	\$ 397,369	\$ 238,633	None or quarterly	None or 60 days
Global equity	23,003		None or daily to quarterly	None or 0-60 days
Hedge funds	261,475		None or monthly to quarterly	None or 0-90 days
Natural resources	55,212	3,764	None	None
Real estate	23,539	8,950	None	None
Private equity	598,779	121,654	None	None
Other investments	5,710		None	None
Total	\$ 1,365,087	\$ 373,001		

	2023			
	Net asset value	Unfunded commitments	Redemption frequency	Redemption notice period
Alternative investments				
Fixed income	\$ 340,870	\$ 299,641	None or quarterly	None or 60 days
Global equity	3,252		None or daily to quarterly	None or 0-60 days
Hedge funds	204,422		None or monthly to quarterly	None or 0-90 days
Natural resources	60,155	4,186	None	None
Real estate	26,696	9,360	None	None
Private equity	572,321	135,856	None	None
Other investments	3,997		None	None
Total	<u>\$ 1,211,713</u>	<u>\$ 449,043</u>		

The UMF's alternative investments which are redeemable at net asset value under the original terms of the partnership agreements and/or subscription agreements and operations of the underlying funds may be restricted or eliminated by the funds in the future in accordance with the underlying fund agreements. Due to the nature of the investments held by the funds, changes in market conditions and the economic environment may significantly impact the net asset value of the funds and, consequently, the fair value of the UMF's interest in the funds.

Investment Commitments

As of June 30, 2024, the UMF also had unfunded commitments for investments held at cost of \$142,603, unfunded commitments for investments at equity method of \$159,412, and unfunded commitments for consolidated investments of \$677,296.

The UMF had unfunded commitment for investments held as of June 30, 2023, which are allowed to be cancelled by the UMF. This was approximately \$1,000,000 and is included in the commitment disclosure above. In addition to the unfunded commitments noted above, the UMF has entered into investment commitments of \$160,500 since June 30, 2024, which are expected to be paid within one year.

Net Assets

Net assets and revenues, expenses, gains, and losses are classified based on the existence or absence of donor-imposed restrictions. Net assets of the UMF and changes therein are classified into the following two categories:

- **Net Assets without Donor Restrictions:** Net assets available for use in general operations and not subject to donor (or certain grantor) restrictions. The governing board has designated, from net assets without donor restrictions, net assets for a board-designated endowment.
- **Net Assets with Donor Restrictions:** Net assets subject to donor-imposed restrictions. Some donor-imposed restrictions are temporary in nature, such as those that will be met by the passage of time or other events specified by the donor. Other donor-imposed restrictions are perpetual in nature, where the donor stipulates that resources be maintained in perpetuity. Gifts of long-lived assets and

gifts of cash restricted for the acquisition of long-lived assets are recognized as restricted revenue when received and released from restrictions when the assets are placed in service. Donor-imposed restrictions are released when a restriction expires, that is, when the stipulated time has elapsed, when the stipulated purpose for which the resource was restricted has been fulfilled, or both.

Net Assets with Donor Restrictions

Net assets with donor restrictions as of June 30 are restricted for the following purposes:

	2024	2023
Gifts and other unexpended revenues and gains available	\$ 1,389,863	\$ 1,334,218
Endowments - original donor-restricted gift amount and amounts required to be maintained in perpetuity	1,591,588	1,549,126
Endowments - subject to foundation endowment spending policy and appropriation	1,016,243	822,081
Total endowments	\$ 2,607,831	\$ 2,371,207
Not subject to spending policy or appropriation	101,170	73,091
Total net assets with donor restrictions	\$ 4,098,864	\$ 3,778,516

Net assets were released from donor restrictions by incurring expenses satisfying the restricted purpose or by occurrence of the passage of time or other events specified by the donors as follows for the years ended June 30:

	2024	2023
Capital improvement/facilities	\$ 15,679	\$ 22,321
Faculty and staff support	6,525	4,617
Scholarships and fellowships	74,458	68,971
Lectureships, professorships, and chairs	41,896	39,285
Program support	133,894	101,939
Research and outreach/community engagement	52,793	52,003
Other	20,108	11,878
Total net assets released from donor restrictions	\$ 345,353	\$ 301,014

University of Minnesota Physicians

Based on significant balances reported in the University's discretely presented component units' Statement of Financial Position and Statement of Activity, certain note disclosures for revenue recognition (contract revenue) and significant customer concentration, as reported in the separately issued financial statements of the UMP, are presented below.

Revenue Recognition – Contract Revenue

UMPs primary source of revenue is provided by a Master Professional and Related Services Agreement (MPSA) with Fairview. UMP recognizes MPSA and other contract revenue at the amount that reflects the consideration to which UMP expects to be entitled in exchange for providing physicians, advanced practice providers, and other staff.

Significant Customer Concentration

UMP employs or has contracts with Medical School faculty members whose primary practice site is in clinics located at University of Minnesota Medical Center, Fairview. UMP has entered into an agreement with Fairview that provides, among other things, that the primary clinical site for UMP shall be the University of Minnesota Medical Center, including specialty clinics, and that Fairview will maintain the University of Minnesota Medical Center facility in accordance with specified standards.

In addition, UMP and Fairview entered into a management services agreement pursuant to which UMP agreed to manage the Fairview owned outpatient specialty clinics located at the University of Minnesota Medical Center. Additional service agreements provide for medical direction, professional laboratory and pathology services, and other purchased services.

Contract revenue recorded by UMP, and included in contract revenue, under these agreements was \$772,794 and \$729,892 for 2024 and 2023, respectively. Accounts receivable from Fairview, and included in contract receivables, was \$166,060 and \$75,022 at June 30, 2024 and 2023, respectively.

Blended Component Unit

The University has component units that provide services entirely for the University's own benefit. GASB 61 requires blended presentation—combining the component units and University financial information together, displayed as one entity. The University has six blended component units. Except as noted below, the component units are immaterial to the financial statements.

Condensed statements of net position; statements of revenues, expenses, and changes in net position; and statements of cash flows for fiscal years ended June 30, 2024 and 2023 for the University's significant blended component unit, RUMINCO are as follows:

Condensed statements of net position	2024	2023
Current assets	\$ 73,433	\$ 811
Noncurrent assets	8,054	70,933
Total assets	81,487	71,744
Deferred outflows of resources		
Total assets & deferred outflows of resources	81,487	71,744
Current liabilities	5,164	3,612
Noncurrent liabilities	2,485	2,565
Total liabilities	7,649	6,177
Deferred inflows of resources		
Total liabilities & deferred inflows of resources	7,649	6,177
Unrestricted net position	\$ 73,838	\$ 65,567

Condensed statements of revenues, expenses, and changes in net position	2024	2023
Operating revenues:		
Net underwriting income	\$ 1,958	\$ 3,427
Operating expenses	2,531	1,859
Operating income, net	(573)	1,568
Nonoperating revenues:		
Investment income (loss), net	8,844	7,359
Other revenues:		
Capital contributions		
Increase in net position	8,271	8,927
Net position at beginning of year	65,567	56,640
Net position at end of year	\$ 73,838	\$ 65,567

Condensed statements of cash flows	2024	2023
Net cash provided (used) by:		
Operating activities	\$ 2,752	\$ 2,564
Noncapital financing activities		
Investing activities	(2,833)	(2,501)
Net (decrease) increase in cash	(81)	63
Cash at beginning of year	89	26
Cash at end of year	\$ 8	\$ 89

Required Supplementary Information (RSI) (Unaudited)

Table of Contents

Required Supplementary Information (RSI) (Unaudited)	86
Other Postemployment Benefits	86
Notes to Required Supplementary Information	86
Schedules of the Employer’s Share of Net Pension Liability	87
Notes to Required Supplementary Information	88
Pensions	93

Required Supplementary Information (RSI) (Unaudited)

Years ended June 30, 2024 and 2023 (in thousands)

Other Postemployment Benefits (OPEB)

Schedule of Employer's Contributions

Year ended June 30	OPEB liability (a)	University's covered- employee payroll (b)	Contributions as a percentage of covered- employee payroll (c) = a / b
2024	\$ 48,560	\$ 1,720,399	2.82%
2023	\$ 47,604	\$ 1,654,230	2.88%
2022	\$ 51,399	\$ 1,520,185	3.38%
2021	\$ 54,111	\$ 1,461,717	3.70%
2020	\$ 46,686	\$ 1,485,066	3.14%
2019	\$ 40,283	\$ 1,427,948	2.82%
2018	\$ 34,936	\$ 1,439,621	2.43%
2017	\$ 32,461	\$ 1,384,251	2.35%
2016	\$ 32,447	\$ 1,350,645	2.40%

This schedule is intended to show information for 10 years. Additional years will be displayed as they become available.

Schedule of Changes in Total OPEB Liability

Total OPEB liability at June 30	2024	2023	2022	2021	2020	2019	2018	2017	2016
Service cost	\$ 3,992	\$ 4,054	\$ 4,700	\$ 4,571	\$ 3,682	\$ 3,870	\$ 3,763	\$ 3,446	\$ 2,961
Interest	1,798	1,888	1,227	1,098	1,496	1,361	1,202	973	1,150
Differences between expected and actual experience	1,121	(69)	297	3,024	1,148	(344)	2,596	(281)	3,374
Changes of actuarial assumptions or other inputs	(1,258)	(5,368)	(5,183)	1,940	3,683	2,879	(120)	1,023	1,674
Benefit payments	(4,697)	(4,300)	(3,753)	(3,208)	(3,606)	(2,419)	(4,966)	(5,147)	(5,794)
Increase (decrease) in OPEB liability	956	(3,795)	(2,712)	7,425	6,403	5,347	2,475	14	3,365
Total OPEB liability—beginning	47,604	51,399	54,111	46,686	40,283	34,936	32,461	32,447	29,082
Total OPEB liability—ending	\$ 48,560	\$ 47,604	\$ 51,399	\$ 54,111	\$ 46,686	\$ 40,283	\$ 34,936	\$ 32,461	\$ 32,447

This schedule is intended to show information for 10 years. Additional years will be displayed as they become available.

Notes to Required Supplementary Information

No assets are accumulated in a trust that meets the criteria prescribed in GASB Statement No. 75 (GASB 75), *Accounting and Financial Reporting for Postemployment Benefits Other Than Pensions*.

Changes of benefit terms:

2024 – The Health Savings Account (HSA) for retiree contributions was updated to \$4,150 single and \$8,300 family; the HAS in-network deductible limit was increased from \$1,500 for single and \$3,000 for family coverage to \$1,600 for single and \$3,200 for family coverage.

2023 – The Health Savings Account (HSA) for retiree contributions was updated to \$3,850 single and \$7,750 family.

2022 – The Health Savings Account (HSA) for retiree contributions was updated to \$3,650 single and

\$7,300 family.

2021 – The Health Savings Account (HSA) for retiree contributions was updated to \$3,600 single and \$7,200 family.

2020 – The Health Savings Account (HSA) for retiree contributions was updated from \$3,500 single and \$7,000 family to \$3,550 single and \$7,100 family; HealthPartners dental option was eliminated.

Changes of assumptions:

2024 – Discount rate updated to 3.93 percent.

2023 – Discount rate updated to 3.65 percent.

2022 – Discount rate updated to 3.54 percent.

2021 – Discount rate updated to 2.15 percent.

2020 – Discount rate updated to 2.21 percent.

2019 – Discount rate updated to 3.50 percent; mortality updated to PubT-2010.H for Faculty and PubG-2010.H for all others.

2018 – Actuarial cost method: entry age normal level percent of pay; discount rate updated to 3.62 percent; inflation updated to 2.75 percent; salary increases updated to 4.00 percent average including inflation; mortality RP-2014 rolled back to 2006 and projected by modified 2016 scale; experience applied fiscal year 2015 – 2017.

2017 – Investment rate of return updated to 3.228 percent; healthcare cost trend initial rate updated to 7.00 percent; healthcare cost trend second year rate updated to 6.80 percent.

2016 – Actuarial cost method: entry age; amortization method: level dollar, open group; remaining amortization period 20 years; investment rate of return 3.325 percent; projected payroll growth 4.00 percent; inflation rate: 3.00 percent; healthcare cost trend initial rate 7.50 percent; healthcare cost trend second year rate 7.30 percent; healthcare cost trend ultimate rate 5.00 percent and year ultimate rate reached 2050.

Schedules of the Employer's Share of Net Pension Liability

Public Employee Police and Fire Fund (PEPFF)

Measurement date	University's proportion of the net pension liability (a)	University's proportionate share of the net pension liability (b)	University's covered-employee payroll (c)	University's proportionate share of the net pension liability as a percentage of its covered payroll (d) = (b)/(c)	Plan fiduciary net position as a percentage of the total pension liability (e)
6/30/2023	0.711%	\$ 12,275	\$ 9,334	131.508%	86.47%
6/30/2022	0.677%	\$ 29,443	\$ 8,219	358.231%	70.53%
6/30/2021	0.624%	\$ 4,814	\$ 7,370	65.319%	93.66%
6/30/2020	0.635%	\$ 8,371	\$ 7,015	119.330%	87.19%
6/30/2019	0.652%	\$ 6,939	\$ 6,723	103.213%	89.26%
6/30/2018	0.597%	\$ 6,367	\$ 6,295	101.144%	88.84%
6/30/2017	0.589%	\$ 7,952	\$ 6,046	131.525%	85.43%
6/30/2016	0.604%	\$ 24,240	\$ 5,818	416.638%	63.88%
6/30/2015	0.613%	\$ 6,965	\$ 5,781	120.481%	86.61%
6/30/2014	0.608%	\$ 6,567	\$ 5,255	124.967%	87.07%

State Employees Retirement Fund (SERF)

Measurement date	University's proportion of the net pension liability (a)	University's proportionate share of the net pension liability (b)	University's covered-employee payroll (c)	University's proportionate share of the net pension liability as a percentage of its covered payroll (d) = (b)/(c)	Plan fiduciary net position as a percentage of the total pension liability (e)
6/30/2023	13.349%	\$ 128,257	\$ 485,133	26.437%	94.54%
6/30/2022	13.124%	\$ 215,664	\$ 446,644	48.285%	90.60%
6/30/2021	13.136%	\$ 10,709	\$ 433,670	2.469%	99.53%
6/30/2020	13.970%	\$ 185,543	\$ 455,886	40.699%	91.25%
6/30/2019	14.200%	\$ 199,773	\$ 442,079	45.189%	90.73%
6/30/2018	14.648%	\$ 203,027	\$ 437,428	46.414%	90.56%
6/30/2017	14.906%	\$ 1,105,713	\$ 428,771	257.880%	62.73%
6/30/2016	15.200%	\$ 1,884,630	\$ 417,703	451.189%	47.51%
6/30/2015	15.424%	\$ 237,436	\$ 451,306	52.611%	88.32%
6/30/2014	16.031%	\$ 259,954	\$ 410,364	63.347%	87.64%

Notes to Required Supplementary Information

Changes of benefit terms:

Public Employee Police and Fire Fund (PEPFF)

2023 – Vesting requirement for new hires after June 30, 2014 updated from graded 20-year vesting schedule to a graded 10-year vesting schedule, with 50 percent vesting after five years up to 100 percent after 10 years. A one-time, non-compounding benefit increase of 3.00 percent payable in a lump sum for calendar year 2024 by March, 31, 2024; additional one-time direct state aid contribution of \$19.4 million contributed to the Plan on October 1, 2023; effective July 1, 2023 psychological treatment is required prior to approval for a duty disability benefit for a psychological condition relating to the member's occupation; effective July 1, 2023 total and permanent duty disability benefit was increased.

2022 – No changes to benefit terms.

2021 – No changes to benefit terms.

2020 – No changes to benefit terms.

2019 – No changes to benefit terms.

2018 – Annual increases changed to 1.00 percent for all years with no trigger; an end date of July 1, 2048 was added to the existing \$9 million state contribution; new annual state aid will equal \$4.5 million in fiscal years 2019 and 2020, and \$9 million thereafter until the plan reaches 100 percent funding, or July 1, 2048, if earlier; member contributions changed to 11.3 percent of pay effective January 1, 2019 and 11.8 percent of pay effective January 1, 2020; employer contributions were changed to 16.95 percent of pay effective January 1, 2019 and 17.7 percent of pay, effective January 1, 2020; interest credit on member contributions decreased from 4.0 percent to 3.0 percent effective July 1, 2018; deferred augmentation was changed to 0.0 percent effective January 1, 2019 and augmentation that has already accrued for deferred members still applies; actuarial equivalent factors were updated to reflect revised mortality and interest assumptions.

2017 – No changes to benefit terms.

2016 – No changes to benefit terms.

2015 – Annual increase to be paid after attainment of the 90 percent funding threshold was

changed from inflation up to 2.5 percent to a fixed rate of 2.5 percent.

2014 – Effective January 1, 2015 member contributions increased from 10.20 percent to 10.80 percent and employer contributions increased from 15.30 percent to 16.20 percent. State of Minnesota required to begin contributing \$9 million to the fund annually in fiscal year 2014 and continues until the fund is 90 percent funded or the State Patrol Plan, administered by the Minnesota State Retirement System, is 90 percent funded, which occurs later.

State Employees Retirement Fund (SERF)

2023 – Effective July 1, 2023 member contribution rate changed to 5.50 percent of pay for two years; a one-time direct state aid contribution of \$76.4 million contributed to the plan on October 1, 2023; eliminated benefit increase delay for early retirements on or after January 1, 2024; a 1.00 percent one-time, non-compounding benefit increase payable in a lump sum by March 31, 2024; updated vesting period from five years to three years for members hired after June 30, 2010.

2022 – No changes to benefit terms.

2021 – No changes to benefit terms.

2020 – No changes to benefit terms.

2019 – No changes in benefit terms.

2018 – Effective July 1, 2018 member contributions increased to 5.75 percent of pay, then to 6.00 percent of pay effective July 1, 2019; effective July 1, 2018 employer contributions increased to 5.875 percent of pay, then to 6.25 percent effective July 1, 2019; effective July 1, 2018 interest credited on member contributions decreased from 4.0 percent to 3.0 percent; effective January 1, 2019, deferred augmentation was changed from 0.0 percent for future accruing benefit; contribution stabilizer provisions were repealed; post-retirement benefit increases changed to a fixed rate of 1.0 percent for five years beginning January 1, 2019 and 1.5 percent per year thereafter; augmentation adjustment in early retirement factors eliminated over a five year period beginning July 1, 2019 resulting in actuarial equivalence after June 30, 2024; the first benefit increase is delayed until the retiree reaches normal retirement age for retirements on or after January 1, 2024.

2017 – Effective January 1, 2017, actuarial equivalent factors updated to reflect current mortality and interest assumptions.

2016 – No changes in benefit terms.

2015 – Contribution stabilizer statutes were revised to make contribution rate changes less prescriptive and more flexible; effective July 1, 2015, if 2.5 percent post-retirement benefit increase is triggered and the funded ratio subsequently drops below 80.0 percent for the most recent valuation year or 85.0 percent for two consecutive years, the post-retirement benefit increase will change to 2.0 percent until the plan again reaches 90.0 percent funded ratio for two consecutive years.

2014 – Effective July 1, 2014 member and employer contribution rates increased from 5.0 percent to 5.5 percent of pay; funded ratio threshold that must be met to pay 2.5 percent post-retirement benefit increase to benefit recipients changed from 90.0 percent for one year to 90.0 percent for two consecutive years.

Changes of assumptions:

Public Employee Police and Fire Fund (PEPFF)

- 2023 – Long-term expected rate of return and discount rate updated to 7.00 percent; 20-year municipal bond rate updated to 3.86 percent.
- 2022 – Discount rate updated to 5.40 percent; 20-year municipal bond rate update to 3.69 percent; mortality updated to Pub-2010 Mortality Tables using projection scale MP-2021.
- 2021 – Long-term expected rate of return and discount rate updated to 6.50 percent; 20-year municipal bond rate updated to 1.92 percent; inflation updated to 2.25 percent; payroll growth updated to 3.00 percent; experience study updated to 2015 – 2019; mortality updated to Pub-2010 Mortality Tables using projection scale MP-2020; assumed rates of salary increase were modified as recommended in July 14, 2020 experience study and the overall impact is a decrease in gross salary increase rates; assumed rates of retirement were changed as recommended in July 14, 2020 experience study resulting in slightly more unreduced retirements and fewer assumed early retirements; assumed rates of withdrawal were changed from select and ultimate rates to service-based rates resulting in more assumed terminations; assumed rates of disability were increased for ages 25 to 44 and decreased for ages over 49 resulting in more projected disabilities; assumed percent married for active female members was changed from 60 percent to 70 percent and minor changes to form of payment assumptions were applied.
- 2020 – 20-year municipal bond rate updated to 2.45 percent; mortality updated to RP-2014 Mortality Tables projected with mortality improvement scale MP-2019 from a base year of 2006.
- 2019 – 20-year municipal bond rate updated to 3.13 percent; mortality updated to MP-2018.
- 2018 – 20-year municipal bond rate updated to 3.62 percent; mortality updated to MP-2017.
- 2017 – Discount rate updated to 7.50 percent; 20-year municipal bond rate updated to 3.56 percent; experience study updated to 2016; mortality updated to RP-2014 fully generational table (with a base year of 2006), with male rates adjusted by a factor of 0.96 and mortality improvement scale was changed from Scale AA to Scale MP-2016; the base mortality table for disabled annuitants was changed from RP-2000 disabled mortality table to the mortality tables assumed for healthy retirees; assumed termination rates decreased to 3.0 percent for the first three years of service and rates beyond the select period of three years were adjusted, resulting in more expected terminations overall; assumed percentage of married female members decreased from 65 percent to 60 percent; assumed age difference was changed from separate assumptions for male members (wives assumed to be three years younger) and female members (husbands assumed to be four years older) to the assumption that males are two years older than females; assumed percentage of female members electing joint and survivor annuities was increased; assumed salary increases changed as recommended in June 30, 2016 experience study and net effect is proposed rates average 0.34 percent lower than previous rates; assumed rates of retirement changed resulting in fewer retirements; Combined Service Annuity (CSA) load was 30 percent for vested and non-vested, deferred members; CSA has been changed to 33 percent for vested members and 2 percent for non-vested members; assumed annual benefit increase rate was changed from 1.00 percent for all years to 1.00 percent per year through 2064 and 2.50% thereafter.
- 2016 – Long-term expected rate of return updated to 7.50 percent; discount rate updated to 5.60

percent; 20-year municipal bond rate updated to 2.85 percent; inflation updated to 2.50 percent; payroll growth updated to 3.25 percent; assumed annual benefit increase rate was changed to 1.0 percent per year for all future years.

2015 – 20-year municipal bond rate updated to 3.80 percent; assumed annual benefit increase rate changed from 1.00 percent per year through 2030 and 2.50 percent each year thereafter to 1.00 percent per year through 2037 and 2.50 percent thereafter.

2014 – Long-term expected rate of return 7.90 percent; discount rate: 7.90 percent; 20-year municipal bond rate 4.29 percent; inflation 2.75 percent; payroll growth 3.50 percent; experience study 2010; Actuarial Cost Method: entry age normal; Asset Valuation Method: 5-year smoothed market; salary increases: service related rates; mortality: RP-2000 Generational Mortality Tables.

State Employees Retirement Fund (SERF)

2023 – Long-term expected rate of return and discount rate updated to 7.00 percent; 20-year municipal bond rate updated to 3.86 percent; experience study updated to 2018-2022.

2022 – Long-term expected rate of return and discount rate updated to 6.75 percent; 20-year municipal bond rate updated to 3.69 percent.

2021 – Long-term expected rate of return and discount rate updated to 6.50 percent; 20-year municipal bond rate updated to 1.92 percent.

2020 – 20-year municipal bond rate updated to 2.45 percent; inflation updated to 2.25 percent; payroll growth updated to 3.00 percent; assumed salary increase rates changed resulting in proposed rates that average 0.25 percent less than previous rates; assumed rates of retirement changed, resulting in more unreduced (normal) retirements, fewer Rule of 90 retirements and fewer early retirements; assumed rates of termination changed, resulting in new rates which are generally lower than the previous rates for years 1 to 5 and slightly higher thereafter; assumed rates of disability changed, resulting in fewer predicted disability retirements; mortality updated to Pub-2010 Mortality Tables using projection scale MP-2018; the percent married assumption for female members was changed from 65 percent to 60 percent; assumed age difference was changed from three years younger for males to two years younger; assumed number of married male new retirees electing 50 percent and 100 percent joint and survivor options changed from 15 percent to 10 percent and from 30 percent to 65 percent, respectively; assumed number of married female new retirees electing 100 percent joint and survivor option changed from 30 percent to 40 percent. The corresponding number of married new retirees electing the Life annuity option was adjusted accordingly.

2019 – 20-year municipal bond rate updated to 3.13 percent.

2018 – Discount rate updated to 7.50 percent; 20-year municipal bond rate updated to 3.62 percent.

2017 – Discount rate updated to 5.42 percent; 20-year municipal bond rate updated to 3.56 percent; combined service annuity loads were changed from 1.2 percent for active members and 40.0 percent for deferred members, to 0.0 percent for active members, 4.0 percent for vested deferred members, and 5.0 percent for non-vested members.

2016 – Long-term expected rate of return updated to 7.50 percent; discount rate updated to 4.17 percent; 20-year municipal bond rate updated to 2.85 percent; inflation updated to 2.50 percent; payroll growth updated to 3.25 percent; mortality updated to RP-2014 Mortality tables projected with mortality improvement scale MP-2015 from a base year of 2014;

assumed salary increase rates changed to rates that average 0.2 percent greater than previous rates; assumed rates of retirement were changed, resulting in fewer unreduced retirements and fewer Rule of 90 retirements; distinct rates for reduced (Early) retirements were adopted for members hired prior to July 1, 1989 and members hired after June 30, 1989; assumed rates of termination were changed, with new rates generally greater than previous rates for years 3 through 9 and less than the previous rates after 15 years; assumed rates of disability for females were reduced to 75.0 percent of previous rates; rates for male members were lower by utilizing the same disability rates for females; percent married assumption was changed from 85 percent of active male members and 70 percent of female members to 80 percent active male members to 65 percent of active female members; assumed number of married male new retirees electing the 75 percent joint and survivor option changed from 10 percent to 15 percent; assumed number of married female new retirees electing 75 percent and 100 percent joint and survivor option changed from 0 percent to 10 percent and from 25 percent to 30 percent, respectively; corresponding number of married new retirees electing the Life annuity option was adjusted accordingly; assumed post-retirement benefit increase rate was changed from 2.0 percent per year through 2043 and 2.5 percent per year thereafter, to 2.0 percent per year for all future years.

2015 – 20-year municipal bond rate updated to 3.80 percent; experience study updated to 2008 – 2014; assumed post-retirement benefit increase rate was changed from 2.0 percent per year through 2015 and 2.5 percent per year thereafter, to 2.0 percent per year through 2043 and 2.5 percent per year thereafter.

2014 – Long-term expected rate of return and discount rate: 7.90 percent; 20-year municipal bond rate 4.29 percent, inflation: 2.75 percent; payroll growth: 3.50 percent; experience study 2004 - 2008; Actuarial Cost Method: entry age normal; Asset Valuation Method: Fair value; salary increases: service related rates; Mortality: RP-2000 Generational Mortality Tables; assumed post-retirement benefit increase rate was changed from 2.0 percent per year indefinitely, to 2.0 percent per year through 2015 and 2.5 percent per year thereafter.

Pensions

Schedules of Employer's Contributions – Last 10 Years

Public Employee Police and Fire Fund (PEPFF)

Year ended June 30	Contractually required contribution (a)	Contributions in relation to the contractually required contribution (b)	Contribution deficiency (excess) (c) = a - b	University's covered- employee payroll (d)	Contributions as a percentage of covered- employee payroll (e) = b / d
2024	\$ 1,951	\$ 1,951		\$ 11,025	17.70%
2023	\$ 1,652	\$ 1,652		\$ 9,334	17.70%
2022	\$ 1,455	\$ 1,455		\$ 8,219	17.70%
2021	\$ 1,305	\$ 1,305		\$ 7,370	17.70%
2020	\$ 1,242	\$ 1,242		\$ 7,015	17.70%
2019	\$ 1,140	\$ 1,140		\$ 6,723	16.95%
2018	\$ 1,020	\$ 1,020		\$ 6,295	16.20%
2017	\$ 979	\$ 979		\$ 6,046	16.20%
2016	\$ 943	\$ 943		\$ 5,818	16.20%
2015	\$ 885	\$ 885		\$ 5,781	15.30%

State Employees Retirement Fund (SERF)

Year ended June 30	Contractually required contribution (a)	Contributions in relation to the contractually required contribution (b)	Contribution deficiency (excess) (c) = a - b	University's covered- employee payroll (d)	Contributions as a percentage of covered- employee payroll (e) = b / d
2024	\$ 33,078	\$ 33,078		\$ 529,248	6.25%
2023	\$ 30,321	\$ 30,321		\$ 485,133	6.25%
2022	\$ 27,915	\$ 27,915		\$ 446,644	6.25%
2021	\$ 27,104	\$ 27,104		\$ 433,670	6.25%
2020	\$ 28,493	\$ 28,493		\$ 455,886	6.25%
2019	\$ 25,972	\$ 25,972		\$ 442,079	5.88%
2018	\$ 24,059	\$ 24,059		\$ 437,428	5.50%
2017	\$ 23,582	\$ 23,582		\$ 428,771	5.50%
2016	\$ 22,974	\$ 22,974		\$ 417,703	5.50%
2015	\$ 22,565	\$ 22,565		\$ 451,306	5.00%

Supplemental Schedules

Table of Contents

Statements of Net Position by Campus95
Statements of Revenues, Expenses, and Changes in Net Position by Campus97

University of Minnesota
Statements of Net Position by Campus
As of June 30, 2024 (in thousands)
(Unaudited)

	Crookston	Duluth	Morris	Rochester	Twin Cities	Total
Assets						
Current assets						
Cash and cash equivalents	\$ 3,940	\$ 57,512	\$ 10,495	\$ 13,879	\$ 406,256	\$ 492,082
Short-term investments					434,152	434,152
Receivables, net	2,666	10,918	1,696	221	483,044	498,545
Lease receivables		71			6,733	6,804
Inventories	217	2,309	33		20,940	23,499
Student loans receivable, net	29	654	55		6,326	7,064
Prepaid expenses	9	564	55		21,939	22,567
Other assets					32	32
Total current assets	6,861	72,028	12,334	14,100	1,379,422	1,484,745
Noncurrent assets						
Restricted cash and cash equivalents					132,166	132,166
Restricted investments					288,258	288,258
Investments	5,002	170,255	7,130		2,954,879	3,137,266
Receivables, net					26,372	26,372
Lease receivables		344			282,642	282,986
Student loan receivables, net	64	1,892	125		35,260	37,341
Prepaid expenses		4			5,139	5,143
Other assets					1,961	1,961
Capital assets, net	37,833	198,696	38,104	88,382	2,962,142	3,325,157
Total noncurrent assets	42,899	371,191	45,359	88,382	6,688,819	7,236,650
Total assets	49,760	443,219	57,693	102,482	8,068,241	8,721,395
Deferred outflows of resources					183,302	183,302
Liabilities						
Current liabilities						
Accounts payable	5,861	22,391	4,492	1,711	191,839	226,294
Accrued liabilities and other	1,359	9,350	1,720	514	305,253	318,196
Unearned income	850	3,948	191	147	56,992	62,128
Long-term debt					286,638	286,638
Lease liabilities	441	653	4	6,203	14,102	21,403
Subscription liabilities, including accrued interest					8,266	8,266
Total current liabilities	8,511	36,342	6,407	8,575	863,090	922,925
Noncurrent liabilities						
Accrued liabilities and other	214	3,573	358	350	262,175	266,670
Unearned income					6,061	6,061
Long-term debt					1,558,038	1,558,038
Lease liabilities	32	5,201		66,145	127,666	199,044
Subscription liabilities, including accrued interest					14,339	14,339
Total noncurrent liabilities	246	8,774	358	66,495	1,968,279	2,044,152
Total liabilities	8,757	45,116	6,765	75,070	2,831,369	2,967,077
Deferred inflows of resources					456,379	456,772
Net position						
Unrestricted	(2,282)	80,913	(2,421)	24,073	1,514,128	1,614,411
Restricted						
Expendable	8,154	78,954	10,441	3,939	1,831,010	1,932,498
Nonexpendable	960	69,860	2,074		254,572	327,466
Net investment in capital assets	34,171	167,983	40,834	(600)	1,364,085	1,606,473
Total net position	\$ 41,003	\$ 397,710	\$ 50,928	\$ 27,412	\$ 4,963,795	\$ 5,480,848

University of Minnesota
Statements of Net Position by Campus
As of June 30, 2023 (in thousands)
(Unaudited)

	Crookston	Duluth	Morris	Rochester	Twin Cities	Total
Assets						
Current assets						
Cash and cash equivalents	\$ 4,079	\$ 51,211	\$ 9,301	\$ 19,443	\$ 460,476	\$ 544,510
Short-term investments					313,477	313,477
Receivables, net	2,446	8,034	1,448	341	460,592	472,861
Lease receivables, net		67			10,199	10,266
Inventories	146	2,329	39		20,304	22,818
Student loans receivable, net	36	744	64		6,212	7,056
Prepaid expenses	13	341	66		19,963	20,383
Other assets					31	31
Total current assets	6,720	62,726	10,918	19,784	1,291,254	1,391,402
Noncurrent assets						
Restricted cash and cash equivalents					139,970	139,970
Restricted investments					353,686	353,686
Investments	5,161	170,816	7,173		2,881,016	3,064,166
Receivables, net					1,738	1,738
Lease receivables, net		414			336,897	337,311
Student loan receivables, net	125	2,758	220		38,276	41,379
Prepaid expenses		14	1		7,459	7,474
Other assets					2,136	2,136
Capital assets, net	40,239	196,338	40,441	63,351	2,974,909	3,315,278
Total noncurrent assets	45,525	370,340	47,835	63,351	6,736,087	7,263,138
Total assets	52,245	433,066	58,753	83,135	8,027,341	8,654,540
Deferred outflows of resources					224,875	224,875
Liabilities						
Current liabilities						
Accounts payable	3,865	15,128	3,448	1,343	112,813	136,597
Accrued liabilities and other	1,292	8,974	1,412	459	334,197	346,334
Unearned income	879	4,073	126	120	61,725	66,923
Long-term debt					347,086	347,086
Lease liabilities	462	584		4,140	13,115	18,301
Subscription liabilities, including accrued interest					8,899	8,899
Total current liabilities	6,498	28,759	4,986	6,062	877,835	924,140
Noncurrent liabilities						
Accrued liabilities and other	269	4,297	423	332	365,666	370,987
Unearned income					6,421	6,421
Long-term debt					1,644,649	1,644,649
Lease liabilities	422	5,404		42,730	137,071	185,627
Subscription liabilities, including accrued interest					18,201	18,201
Total noncurrent liabilities	691	9,701	423	43,062	2,172,008	2,225,885
Total liabilities	7,189	38,460	5,409	49,124	3,049,843	3,150,025
Deferred inflows of resources					468	464,030
Net position						
Unrestricted	(1,595)	63,920	944	13,784	1,502,637	1,579,690
Restricted						
Expendable	6,329	70,036	9,875	3,746	1,697,260	1,787,246
Nonexpendable	967	69,832	2,084		252,652	325,535
Net investment in capital assets	39,355	190,350	40,441	16,481	1,286,262	1,572,889
Total net position	\$ 45,056	\$ 394,138	\$ 53,344	\$ 34,011	\$ 4,738,811	\$ 5,265,360

University of Minnesota
Statements of Revenues, Expenses, and Changes in Net Position by Campus
Year ended June 30, 2024 (in thousands)
(Unaudited)

	Crookston	Duluth	Morris	Rochester	Twin Cities	Total
Revenues						
Operating revenues						
Student tuition and fees, net	\$ 9,474	\$ 78,214	\$ 4,072	\$ 7,848	\$ 699,279	\$ 798,887
Federal grants and contracts	97	9,906	1,094		646,288	657,385
State and other government grants	437	7,412	207		111,605	119,661
Nongovernmental grants and contracts	388	3,119	189		527,811	531,507
Student loan interest income	1	12	3		400	416
Sales and services of educational activities, net	394	4,680	261	16	173,809	179,160
Auxiliary enterprises, net	4,916	40,994	5,702	5,042	462,030	518,684
Other operating revenues		3	45		66	114
Total operating revenues	15,707	144,340	11,573	12,906	2,621,288	2,805,814
Expenses						
Operating expenses						
Educational and general						
Instruction	11,486	67,831	12,376	3,949	800,733	896,375
Research	325	23,539	586	976	1,026,533	1,051,959
Public service	1,115	7,461	1,690	33	339,717	350,016
Academic support	3,541	25,813	4,935	2,233	533,457	569,979
Student services	3,453	16,552	5,245	2,749	131,483	159,482
Institutional support	3,488	14,549	3,534	5,410	329,804	356,785
Operation and maintenance of plant	4,154	26,913	6,611	1,111	280,825	319,614
Scholarships and fellowships	799	3,737	1,396	4,031	60,567	70,530
Depreciation and amortization	2,753	11,981	2,876	8,251	232,219	258,080
Auxiliary enterprises	8,957	37,062	9,058	2,358	291,510	348,945
Other operating expenses, net			1		11	12
Total operating expenses	40,071	235,438	48,308	31,101	4,026,859	4,381,777
Operating loss	(24,364)	(91,098)	(36,735)	(18,195)	(1,405,571)	(1,575,963)
Nonoperating revenues (expenses)						
Federal appropriations					20,227	20,227
State appropriations	15,500	71,328	27,889	10,017	672,024	796,758
Grants	5,750	24,354	4,748	3,256	250,079	288,187
Gifts	1,875	7,993	1,728	459	279,305	291,360
Investment income, net	700	8,336	670	210	217,896	227,812
Interest on capital asset-related debt	(16)	(101)		(3,004)	(67,528)	(70,649)
Other nonoperating revenues (expenses), net	275	798	455	(115)	150,976	152,389
Net nonoperating revenues	24,084	112,708	35,490	10,823	1,522,979	1,706,084
Income (loss) gain before other revenues	(280)	21,610	(1,245)	(7,372)	117,408	130,121
Capital appropriations						
Capital grants and gifts	4	51	185		51,576	51,576
Additions to permanent endowments		2,394	5		7,010	9,409
Transfers	99	2,777	2,826	4,867	(10,569)	
Other internal charges	(3,876)	(23,260)	(4,187)	(4,094)	35,417	
Total other (expenses) revenues	(3,773)	(18,038)	(1,171)	773	107,576	85,367
Increase (decrease) in net position	(4,053)	3,572	(2,416)	(6,599)	224,984	215,488
Net position at beginning of year	45,056	394,138	53,344	34,011	4,738,811	5,265,360
Net position at end of year	\$ 41,003	\$ 397,710	\$ 50,928	\$ 27,412	\$ 4,963,795	\$ 5,480,848

University of Minnesota
Statements of Revenues, Expenses, and Changes in Net Position by Campus
Year ended June 30, 2023 (in thousands)
(Unaudited)

	Crookston	Duluth	Morris	Rochester	Twin Cities	Total
Revenues						
Operating revenues						
Student tuition and fees, net	\$ 8,203	\$ 81,315	\$ 4,375	\$ 8,144	\$ 692,615	\$ 794,652
Federal grants and contracts	163	8,782	1,447	18	601,142	611,552
State and other government grants	303	5,814	212	6	111,159	117,494
Nongovernmental grants and contracts	372	2,966	213	14	523,573	527,138
Student loan interest income	4	25	7		141	177
Sales and services of educational activities, net	394	4,408	190	62	162,903	167,957
Auxiliary enterprises, net	4,759	40,961	5,401	3,038	440,131	494,290
Other operating revenues		4	47		126	177
Total operating revenues	14,198	144,275	11,892	11,282	2,531,790	2,713,437
Expenses						
Operating expenses						
Educational and general						
Instruction	10,183	68,362	11,939	3,720	737,587	831,791
Research	251	20,375	547	1,106	930,793	953,072
Public service	1,067	7,551	1,823	2	289,437	299,880
Academic support	3,288	24,384	4,225	3,799	457,386	493,082
Student services	2,837	15,555	5,376	2,418	117,642	143,828
Institutional support	3,259	14,285	3,361	5,665	279,305	305,875
Operation and maintenance of plant	4,965	28,076	6,578	192	240,864	280,675
Scholarships and fellowships	592	3,045	1,368	4,107	55,258	64,370
Depreciation and amortization	2,814	12,309	2,932	5,883	221,894	245,832
Auxiliary enterprises	8,010	35,872	8,182	(55)	266,134	318,143
Other operating expenses, net	2		2		17	21
Total operating expenses	37,268	229,814	46,333	26,837	3,596,317	3,936,569
Operating loss	(23,070)	(85,539)	(34,441)	(15,555)	(1,064,527)	(1,223,132)
Nonoperating revenues (expenses)						
Federal appropriations					18,541	18,541
State appropriations	13,536	57,320	25,723	9,557	610,205	716,341
Grants	4,542	22,067	4,344	3,198	226,254	260,405
Gifts	1,565	7,442	1,603	466	252,629	263,705
Investment income, net	1,036	16,225	972	207	91,389	109,829
Interest on capital asset-related debt	(20)	(99)		(894)	(68,302)	(69,315)
Other nonoperating revenues (expenses), net	6	69	161	(61)	9,280	9,455
Net nonoperating revenues	20,665	103,024	32,803	12,473	1,139,996	1,308,961
Income (loss) gain before other revenues	(2,405)	17,485	(1,638)	(3,082)	75,469	85,829
Capital appropriations						
Capital grants and gifts	200	206		234	46,330	46,330
Additions to permanent endowments			15		1,231	1,246
Transfers	2,017	11,093	2,662	1,618	(17,390)	
Other internal charges	(3,122)	(18,778)	(3,678)	(3,753)	29,331	
Total other (expenses) revenues	(905)	(7,479)	(1,001)	(1,901)	71,900	60,614
Increase in net position	(3,310)	10,006	(2,639)	(4,983)	147,369	146,443
Net position at beginning of year	48,366	384,132	55,983	38,994	4,591,442	5,118,917
Net position at end of year	\$ 45,056	\$ 394,138	\$ 53,344	\$ 34,011	\$ 4,738,811	\$ 5,265,360