



Board of Regents

October 2024

October 11, 2024

9:45 a.m.

Boardroom, McNamara Alumni Center

BOR - OCT 2024

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**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

**Audit & Compliance Committee
September 12, 2024**

A meeting of the Audit & Compliance Committee of the Board of Regents was held on Thursday, September 12, 2024, at 8:00 a.m. in the Boardroom, 600 McNamara Alumni Center.

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

Staff present: Chancellor Janet Schrunk Ericksen; Interim Senior Vice President Julie Tonneson; Vice President Bernard Gulachek; Executive Director Brian Steeves; Chief Auditor Quinn Gaalswyk; and Associate Vice President Katharine Bonneson.

Student Representatives present: Pete Smith and Natalia Useche Paredes.

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

2024-25 COMMITTEE WORK PLAN

Regent Farnsworth and Chief Auditor Gaalswyk reviewed the 2024-25 Committee Work Plan, as detailed in the docket.

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

ENTERPRISE RISK MANAGEMENT PROGRAM: 2024-25 INITIATIVES

Regent Farnsworth invited Associate Vice President Bonneson, Health, Safety & Risk Management, to outline updates to the University's Enterprise Risk Management Program and Institutional Risk Profile, as detailed in the docket.

The docket materials for this item begin on page 8. The closed-captioned video of this item is [available here](#).

Regent Kenya joined the meeting.

INFORMATION ITEMS

Regent Farnsworth invited Chief Auditor Gaalswyk to discuss the information items in the docket:

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

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

**RESOLUTION TO CONDUCT NON-PUBLIC MEETING OF THE AUDIT & COMPLIANCE
COMMITTEE TO DISCUSS INFORMATION TECHNOLOGY SECURITY**

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

BE IT RESOLVED, that in accordance with Minn. Stat. § 13D.05, Subd. 3(d), a non-public meeting of Audit & Compliance Committee be held on Thursday, September 12, 2024, in the Boardroom, 600 McNamara Alumni Center, for the purpose of discussing information technology security.

The committee voted unanimously to adopt the resolution, and the public portion of the meeting ended at 8:30 a.m.

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

Regents present for the non-public portion: James Farnsworth, presiding; Mary Davenport, Robyn Gulley, Mike Kenya, Tadd Johnson, and Bo Thao-Urabe.

Staff present for the non-public portion: Interim Senior Vice President Julie Tonneson; Vice President Bernard Gulachek; Executive Director Brian Steeves; and Chief Auditor Quinn Gaalswyk.

Others present for the non-public portion: Mike Benton, Brian Dahlin, Maggie Flaten, Maggie Marchesani, and Brian Slovut.

The meeting adjourned at 9:15 a.m.



BRIAN R. STEEVES
Executive Director and
Corporate Secretary

**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

**Special Committee on Academic Health
September 12, 2024**

A meeting of the Special Committee on Academic Health of the Board of Regents was held on Thursday, September 12, 2024, at 8:00 a.m. in the West Committee Room, 600 McNamara Alumni Center.

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

Staff present: President Rebecca Cunningham; Chancellors Lori Carrell, Mary Holz-Clause, and Charles Nies; Executive Vice President and Provost Rachel Croson; Vice President Jakub Tolar; Interim Vice President Michael Volna; General Counsel Douglas Peterson; Executive Director Brian Steeves; Chief Public Relations Officer Chuck Tombarge; and Executive Director of Government and Community Relations Melisa López Franzen.

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

2024-25 SPECIAL COMMITTEE WORK PLAN

Regent Wheeler and Vice President Tolar reviewed the 2024-25 Special Committee Work Plan, as detailed in the docket.

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

HEALTH SCIENCES STRATEGIC PLANNING: KEY OBJECTIVES

Regent Wheeler invited Chancellor Carrell; Executive Vice President and Provost Croson; Vice President Tolar; Connie Delaney, Dean of the School of Nursing; Keith Mays, Dean of the School of Dentistry; Laura Molgaard, Dean of the College of Veterinary Medicine; Melinda Pettigrew, Dean of the School of Public Health; and Amy Pittenger, Interim Dean of the College of Pharmacy, to provide an overview of the key objectives included in the University's draft health sciences strategic plan, as detailed in the docket.

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

The meeting adjourned at 9:14 a.m.

A handwritten signature in black ink that reads "Brian R. Steeves". The signature is fluid and cursive, with the first letters of each word being capitalized and prominent.

BRIAN R. STEEVES
Executive Director and
Corporate Secretary

**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

**Mission Fulfillment Committee
September 12, 2024**

A meeting of the Mission Fulfillment Committee of the Board of Regents was held on Thursday, September 12, 2024, at 9:30 a.m. in the Boardroom, 600 McNamara Alumni Center.

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

Staff present: President Rebecca Cunningham; Chancellors Lori Carrell, Mary Holz-Clause, Charles Nies, and Janet Schunk Ericksen; Executive Vice President and Provost Rachel Croson; Interim Senior Vice President Julie Tonneson; Vice Presidents Bernard Gulachek and Shashank Priya; Interim Vice President Michael Volna; General Counsel Douglas Peterson; Executive Director Brian Steeves; Chief Auditor Quinn Gaalswyk; Chief Public Relations Officer Chuck Tombarge; and Associate Vice President Rick Huebsch.

Student Representatives present: Madison Hilliard and Niko Vasilopoulos.

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

2024-25 COMMITTEE WORK PLAN

Regent R. Johnson and Executive Vice President and Provost Croson reviewed the 2024-25 Committee Work Plan, as detailed in the docket.

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

RANKINGS: LANDSCAPE AND CONTEXT

Regent R. Johnson invited Executive Vice President and Provost Croson, Vice President Priya, and Raj Singh, Vice Provost and Dean of Undergraduate Education to provide an overview of the landscape and context of institutional rankings, as detailed in the docket.

The docket materials for this item begin on page 8. The closed-captioned video of this item is [available here](#).

Regent Verhalen joined the meeting.

Regent Thao-Urabe left the meeting.

ANNUAL REPORT ON ACADEMIC PROGRAM CHANGES

Regent R. Johnson invited Executive Vice President and Provost Croson to present the annual report on academic program changes, as detailed in the docket.

The docket materials for this item begin on page 28. The closed-captioned video of this item is [available here](#).

GROWING THE UNIVERSITY AS A TECH AND CORPORATE ENGAGEMENT HUB

Regent R. Johnson invited Executive Vice President and Provost Croson; Vice President Priya; Associate Vice President Huebsch, Technology Commercialization; and Steve Corkery, Executive Director, Corporate Engagement Center, and Vice President of Corporate and Foundation Engagement, University of Minnesota Foundation, to provide an update on initiatives aimed at positioning the University as a leader in technology transfer and commercialization, as detailed in the docket.

The docket materials for this item begin on page 49. The closed-captioned video of this item is [available here](#).

Regent Gulley left the meeting.

BOARD OF REGENTS POLICY: INTERNATIONAL EDUCATION, RESEARCH, AND OUTREACH

Regent R. Johnson invited Executive Vice President and Provost Croson and Harvey Charles, Vice Provost for International Affairs, Global Programs and Strategy Alliance, to review proposed amendments to Board of Regents Policy: *International Education, Research, and Outreach*, as detailed in the docket.

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

Regent Thao-Urabe returned to the meeting.

CONSENT REPORT

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

The docket materials for this item begin on page 85. The closed-captioned video of this item is [available here](#).

Request for Approval of New Academic Programs

- College of Education and Human Development, Twin Cities campus—requests approval to create a new graduate minor in Parent and Family Education, effective spring 2025.

Request for Approval of Changed Academic Plans

- Medical School, Twin Cities campus—requests approval to change the name of the Clinical Informatics Fellowship, effective summer 2025.
- School of Public Health, Twin Cities campus—requests approval to change the academic-degree-granting college for the undergraduate Public Health minor from the College of Liberal Arts to the School of Public Health, effective fall 2025.

Request for Approval of Discontinued Academic Plans

- College of Food, Agricultural and Natural Resource Sciences, Twin Cities campus—requests approval to discontinue the Applied Plant Sciences graduate minor, effective spring 2025.

Request for Conferral of Tenure for New Hires

- Brady Atwood, associate professor with tenure, Department of Pharmacology, Medical School, Twin Cities campus
- Brigitte Seim, associate professor with tenure, Hubert H. Humphrey School of Public Affairs, Twin Cities campus

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

INFORMATION ITEMS

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

- University, Student, Faculty, and Staff Activities and Awards
- Completed Comprehensive Review of Board Policies

The docket materials for this item begin on page 90. The closed-captioned video of this item is [available here](#).

The meeting adjourned at 11:58 a.m.



BRIAN R. STEEVES
Executive Director and
Corporate Secretary

**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

**Board of Regents Work Session
September 12, 2024**

A work session of the Board of Regents of the University of Minnesota was held on Thursday, September 12, 2024, at 12:45 p.m. in the West Committee Room, 600 McNamara Alumni Center.

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

Staff present: President Rebecca Cunningham; Executive Vice President and Provost Rachel Croson; Interim Senior Vice President Julie Tonneson; General Counsel Douglas Peterson; Executive Director Brian Steeves; and Chief Auditor Quinn Gaalswyk.

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

TUITION RECIPROCITY: OVERVIEW AND FRAMEWORK

Regent Mayeron invited Executive Vice President and Provost Croson; Raj Singh, Vice Provost and Dean of Undergraduate Education; and Gregory Sneed, Vice Provost for Enrollment Management, to provide an overview of the University's tuition reciprocity agreements and framework, as detailed in the docket.

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

The meeting adjourned at 2:02 p.m.



BRIAN R. STEEVES
Executive Director and
Corporate Secretary

**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

**Finance & Operations Committee
September 12, 2024**

A meeting of the Finance & Operations Committee of the Board of Regents was held on Thursday, September 12, 2024, at 2:30 p.m. in the Boardroom, 600 McNamara Alumni Center.

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

Staff present: President Rebecca Cunningham; Chancellors Lori Carrell, Mary Holz-Clause, Charles Nies, and Janet Schrunk Ericksen; Interim Senior Vice President Julie Tonneson; Vice Presidents Bernard Gulachek, Kenneth Horstman, Alice Roberts-Davis, and Jakub Tolar; Interim Vice President Michael Volna; General Counsel Douglas Peterson; Executive Director Brian Steeves; Chief Auditor Quinn Gaalswyk; Chief Public Relations Officer Chuck Tombarge; and Executive Director of Government and Community Relations Melisa López Franzen.

Student Representatives present: Simon Moreno and Joscelyn Sturm.

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

2024-25 COMMITTEE WORK PLAN

Regent Huebsch and Interim Senior Vice President Tonneson reviewed the 2024-25 Committee Work Plan, as detailed in the docket.

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

COLLECTIVE BARGAINING AGREEMENTS

Regent Huebsch invited Vice President Horstman to present for review and action the resolution related to the proposed labor agreement with the Minnesota Building and Construction Trades Council, as detailed in the docket.

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

A motion was made and seconded, and the committee voted unanimously to approve on behalf of the Board the resolution related to the proposed labor agreement with the Minnesota Building and Construction Trades Council.

PRESIDENT'S RECOMMENDED FY 2026-27 BIENNIAL BUDGET REQUEST

Regent Huebsch invited President Cunningham and Interim Senior Vice President Tonneson to review the President's recommended FY 2026-27 Biennial Budget Request, as detailed in the docket.

The docket materials for this item begin on page 12. The closed-captioned video of this item is [available here](#).

ASSET PRESERVATION ACROSS THE SYSTEM

Regent Huebsch invited President Cunningham, Vice President Roberts-Davis, and Brian Swanson, Assistant Vice President, University Services, to discuss the current state of systemwide University facilities, as detailed in the docket.

The docket materials for this item begin on page 37. The closed-captioned video of this item is [available here](#).

Huebsch recessed the meeting at 3:58 p.m.

PRESIDENT'S RECOMMENDED 2024 SIX-YEAR CAPITAL PLAN AND 2025 STATE CAPITAL REQUEST

Regent Huebsch called the meeting back to order at 4:12 p.m. He invited President Cunningham and Vice President Roberts-Davis to review the President's recommended 2024 Six-Year Capital Plan and 2025 State Capital Request, as detailed in the docket.

The docket materials for this item begin on page 55. The closed-captioned video of this item is [available here](#).

ROCHESTER CAMPUS PLAN

Regent Huebsch invited Chancellor Carrell; Monique MacKenzie, Director of Campus Planning; and Shane Stennes, Chief Sustainability Officer, to present for action the Rochester Campus Plan, as detailed in the docket.

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

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

Regents Thao-Urabe and Wheeler left the meeting.

CONSENT REPORT

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

The docket materials for this item begin on page 226. The closed-captioned video of this item is [available here](#).

Central Reserves General Contingency Allocations

Employment Agreements

- GerShun Avilez, Dean, College of Liberal Arts, Twin Cities campus
- Laura Schuler, Head Coach, Women's Hocket, Duluth campus

Real Estate Transaction

- Authorization of a five-year lease extension with a renewal option for the Advanced Research and Diagnostic Laboratory at 1200 Washington Avenue South, Minneapolis , Twin Cities campus

Sale of Educational Broadband Service Channels

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

INFORMATION ITEMS

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

- A. Investment Advisory Committee Update
- B. Capital Finance and Debt Management Report
- C. Intent to Dispose of Property – Approximately 60 Acres at UMORE Park, Twin Cities campus

The docket materials for this item begin on page 258. The closed-captioned video of this item is [available here](#).

The meeting adjourned at 5:05 p.m.



BRIAN R. STEEVES
Executive Director and
Corporate Secretary

**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

**Governance & Policy Committee
September 13, 2024**

A meeting of the Governance & Policy Committee of the Board of Regents was held on Friday, September 13, 2024, at 8:00 a.m. in the Boardroom, 600 McNamara Alumni Center.

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

Staff present: President Rebecca Cunningham; Chancellors Lori Carrell, Mary Holz-Clause, Charles Nies, and Janet Schrunck Erickson; Executive Vice President and Provost Rachel Croson; Interim Senior Vice President Julie Tonneson; Vice Presidents Kenneth Horstman and Alice Roberts-Davis; General Counsel Douglas Peterson; Executive Director Brian Steeves; Chief Auditor Quinn Gaalswyk; and Chief Public Relations Officer Chuck Tombarge.

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

2024-25 COMMITTEE WORK PLAN

Regent Mayeron and Executive Director & Corporate Secretary Steeves reviewed the 2024-25 Committee Work Plan, as detailed in the docket.

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

PUBLIC INPUT TO THE BOARD

Regent Mayeron invited Executive Director & Corporate Secretary Steeves, Associate Secretary Jason Langworthy, and Assistant Executive Director Marlo Welshons to discuss how the Board receives input from the public, as detailed in the docket.

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

Regent R. Johnson joined the meeting.

BOARD COMMITTEE STRUCTURE ADJUSTMENTS

Regent Mayeron invited Executive Director & Corporate Secretary Steeves and Associate Secretary Jason Langworthy to discuss adjustments to the Board's standing committee structure, as detailed in the docket.

The docket materials for this item begin on page 15. The closed-captioned video of this item is [available here](#).

COMPREHENSIVE REVIEW OF THE BOARD'S CODE OF CONDUCT

Regent Mayeron invited Executive Director & Corporate Secretary Steeves and Associate Secretary Jason Langworthy to provide an overview of Board of Regents Policy: *Code of Conduct for Members of the Board of Regents*, as detailed in the docket.

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

The meeting adjourned at 9:26 a.m.

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

BRIAN R. STEEVES
Executive Director and
Corporate Secretary

**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

**Board of Regents
September 13, 2024**

A meeting of the Board of Regents of the University of Minnesota was held on Friday, September 13, 2024, at 9:49 a.m. in the Boardroom, 600 McNamara Alumni Center.

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

Staff present: President Rebecca Cunningham; Chancellors Lori Carrell, Mary Holz-Clause, Charles Nies, and Janet Schrunk Ericksen; Executive Vice President and Provost Rachel Croson; Interim Senior Vice President Julie Tonneson; Vice Presidents Bernard Gulachek, Kenneth Horstman, Calvin Phillips, Shashank Priya, and Alice Roberts-Davis; Interim Vice President Michael Volna; General Counsel Douglas Peterson; Executive Director Brian Steeves; Chief Auditor Quinn Gaalswyk; Chief Public Relations Officer Chuck Tombarge; Associate Vice Presidents Maggie Towle and Pamela Webb; and Executive Director of Government and Community Relations Melisa López Franzen.

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

RECOGNITIONS

Regents Professors

Recognition was given to the following newly appointed Regents Professors:

- Elizabeth Borer, Ecology, Evolution and Behavior, College of Biological Sciences, Twin Cities campus
- Harry Orr, Laboratory Medicine and Pathology, Medical School, Twin Cities campus
- Mikhail Shifman, Physics and Astronomy, College of Science and Engineering, Twin Cities campus

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

INTRODUCTIONS

Chancellor, Duluth campus

Regent Mayeron invited President Cunningham to introduce Charles Nies, Chancellor of the University of Minnesota Duluth. The docket materials for this item begin on page 6. The closed-captioned video of this item is [available here](#).

APPROVAL OF MINUTES

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

Board of Regents – July 10, 2024
Litigation Review Committee – July 19, 2024
Board of Regents – July 22, 2024
Board of Regents – August 27, 2024

The docket materials for this item begin on page 7. The closed-captioned video of this item is [available here](#).

REPORT OF THE PRESIDENT

President Cunningham delivered the report of the President.

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

REPORT OF THE CHAIR

Regent Mayeron delivered the report of the Chair.

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

RECEIVE AND FILE REPORTS

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

- Virtual Forum Comments

The docket materials for this item begin on page 24. The closed-captioned video of this item is [available here](#).

CONSENT REPORT

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

- A. Gifts
- B. Adjustment to Board Calendar
- C. Report of the Naming Committee

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

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

SYSTEMWIDE STRATEGIC PLAN: PROCESS KICKOFF

Regent Mayeron invited President Cunningham to discuss the process for development of a new Systemwide Strategic Plan, as detailed in the docket.

The docket materials for this item begin on page 39. The closed-captioned video of this item is [available here](#).

ANNUAL REPORT OF THE UNIVERSITY OF MINNESOTA FOUNDATION

Regent Mayeron invited Kathleen Schmidlkofer, CEO and President, University of Minnesota Foundation, to present the annual report of the University of Minnesota Foundation, as detailed in the docket.

The docket materials for this item begin on page 50. The closed-captioned video of this item is [available here](#).

CHANGES TO INDIRECT COST RECOVERY RATES

Regent Mayeron invited Vice President Priya, Associate Vice President Webb, and David Hagen, Director, Office of Cost Analysis, to discuss changes to the University's Indirect Cost Recovery Rates, as detailed in the docket.

The docket materials for this item begin on page 72. The closed-captioned video of this item is [available here](#).

PUBLIC SAFETY UPDATE: 2024-25 ACADEMIC YEAR OVERVIEW

Regent Mayeron invited Matt Clark, Chief of Police, Department of Public Safety, to provide an overview of ongoing public safety efforts for the 2024-25 academic year, as detailed in the docket.

The docket materials for this item begin on page 90. The closed-captioned video of this item is [available here](#).

Regent Gulley left the meeting.

REPORT OF THE LITIGATION REVIEW COMMITTEE

Regent T. Johnson, chair of the committee, reported that the committee held a special meeting on July 19, 2024. At this meeting, the committee considered and adopted a resolution that authorized

the closing of the meeting. In the closed meeting, discussion was held on matters subject to the attorney-client privilege.

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

Regent Gulley returned to the meeting.

REPORT OF THE AUDIT & COMPLIANCE COMMITTEE

Regent Gulley, vice chair of the committee, reported that the committee considered and adopted a resolution that authorized the closing of the meeting for the purpose of discussing information technology security.

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

REPORT OF THE GOVERNANCE & POLICY COMMITTEE

Regent Mayeron, vice chair of the committee, reported that the committee did not act on any items this month.

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

REPORT OF THE FINANCE & OPERATIONS COMMITTEE

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

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

- 1) The resolution related to the proposed labor agreement with the Minnesota Building and Construction Trades Council as follows:

WHEREAS, the parties have met and negotiated and have reached agreement on terms and conditions of employment regarding the employees of this bargaining unit; and

WHEREAS, the Minnesota Building and Construction Trades Council has ratified acceptance of this agreement; and

WHEREAS, Board of Regents Policy: Reservation and Delegation of Authority reserves to the Board of Regents (Board) the authority to approve labor agreements.

NOW, THEREFORE, BE IT RESOLVED that the Board approves the proposed labor agreement with the Minnesota Building and Construction Trades Council as outlined in the Finance & Operations Committee docket for September 12, 2024.

- 2) The Rochester Campus Plan.
- 3) Approval of the Consent Report for the Finance & Operations Committee as presented to the committee and described in the September 12, 2024 committee minutes.

REPORT OF THE MISSION FULFILLMENT COMMITTEE

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

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

- 1) Approval of the Consent Report for the Mission Fulfillment Committee as presented to the committee and described in the September 12, 2024 committee minutes.

REPORT OF THE SPECIAL COMMITTEE ON ACADEMIC HEALTH

Regent Wheeler, chair of the special committee, reported that the special committee did not act on any items this month.

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

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

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

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

NOW, THEREFORE, BE IT RESOLVED, that in accordance with Minn. Stat. § 13D.01, Subd. 3 and 13D.05 Subd. 3(b), a non-public meeting of the Board of Regents be held on Friday, September 13, 2024, in the Boardroom, 600 McNamara Alumni Center, for the purpose of an attorney-client privileged discussion of litigation, including the following:

- I. *In re College Athlete NIL Litigation*, No. 4:20-cv-03919 (N.D. Cal.)
- II. *Carter v. NCAA*, No. 3:23-cv-06325 (N.D. Cal.)
- III. *Hubbard v. NCAA*, No. 4:23-cv-01593 (N.D. Cal.)

The Board voted unanimously to adopt the resolution and the public portion of the meeting ended at 12:16 p.m.

Regent Verhalen joined the meeting.

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

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

Staff present for the non-public portion: President Rebecca Cunningham; Executive Vice President and Provost Rachel Croson; Interim Senior Vice President Julie Tonneson; Interim Vice President Michael Volna; General Counsel Douglas Peterson; Executive Director Brian Steeves; Chief Auditor Quinn Gaalswyk; and Chief Public Relations Officer Chuck Tombarge.

Others present for the non-public portion: Brent Benrud, Jeremiah Carter, Mark Coyle, Jessica Durkin, Rachel Goeller, Kevin Gomer, Jason Langworthy, Julie Manning, Tim McCleary, Carrie Ryan Gallia, and Brian Slovt.

The meeting adjourned at 1:22 p.m.

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

BRIAN R. STEEVES
Executive Director and
Corporate Secretary



BOARD OF REGENTS DOCKET ITEM SUMMARY

Board of Regents

October 11, 2024

AGENDA ITEM: Report of the President

☐

Review

☐

Review + Action

☐

Action

☒

Discussion

☐

This is a report required by Board policy.

PRESENTERS: President Rebecca Cunningham

PURPOSE & KEY POINTS

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



BOARD OF REGENTS DOCKET ITEM SUMMARY

Board of Regents

October 11, 2024

AGENDA ITEM: Report of the Chair

☐

Review

☐

Review + Action

☐

Action

☒

Discussion

☐

This is a report required by Board policy.

PRESENTERS: Regent Janie S. Mayeron

PURPOSE & KEY POINTS

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



BOARD OF REGENTS DOCKET ITEM SUMMARY

Board of Regents

October 11, 2024

AGENDA ITEM: Receive & File Reports

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Review

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Review + Action

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Action

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Discussion

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This is a report required by Board policy.

PRESENTERS: Regent Janie S. Mayeron

PURPOSE & KEY POINTS

A. Virtual Forum Comments

Comments that were received by the Board's Virtual Forum from September 6, 2024, through 10:00 a.m. on October 4, 2024, and comply with the Board's guidelines are available in the Virtual Forum Comment Report.

B. Annual Report on Legal Matters

C. Summary of Expenditures for the Office of the President, Eastcliff, and the Office of the Board of Regents

**Board of Regents
Virtual Forum Submissions
October 2024**

Name: Derrick Damm

Affiliation: Alumni

Topic: University Operations

Date: 9/10/2024

I am writing on behalf of the St. Paul Gopher Coalition; a collective of alumni dedicated to the continued vibrancy of the undergraduate community on the St. Paul campus of the UMN-TC. Over the last two years, we have engaged individuals at all levels, from students, teaching & administrative faculty, to the state legislature, regarding the perceived and actual state of undergraduate student life in St. Paul; and what we discovered is concerning.

There are several items we've been working to address, and we want to bring them to the attention of the board:

1. Undergraduate Housing/Dining in St. Paul - Bailey Hall has received very little investment since the 1980s, and that has impacted the reputation of the University and negatively affected the formerly strong connections with greater Minnesota. Whereas many FFA and 4H students once stayed in Bailey Hall during the summer, building memories and connections to the campus most strongly aligned with the education those students will likely pursue; they don't make that connection any longer. We hear the argument that we don't want to invest in the facilities because nobody wants to live there, but we also hear from students that they don't want to live there because it hasn't kept pace with modern expectations.
2. Out-State Recruiting & Competitiveness - Our regional neighbors are not only paying more attention to our out-state students, they are advertising in the heart of our campus. We see advertisements for UND/NDSU/UWRF/SDSU/etc. on local city buses, billboards in our UMN arenas, and in commercials during our sporting events. The impression is that we are apathetic towards the students being recruited by those institutions. When we do have someone come for a visit at one of the colleges in St. Paul, the guides have little-to-no knowledge of the details regarding the campus. The heart of the matter is that we are losing many of the best (St. Paul type) students before they even apply.
3. Land Grant & Living/Learning Missions - From our point of view, the St. Paul campus embodies (or has the potential to embody) both the "Land Grant" and the "Living Learning Communities" missions more than any other community in the UMN system. At the same time, the bulk of the attention/investment is directed to Minneapolis. Minnesota is a national leader in agriculture, natural resources, and food science. At the same time, those

students are choosing to go to college somewhere else. Many members of our coalition were involved with one of the five "Greek" houses on the St. Paul campus, and they are seeing this first-hand. This trend threatens the continued viability of those organizations and threatens the potential for future reinvestment by those 5,000+ alumni back into the UMN community.

Many of us from rural Minnesota remember St. Paul being the window into the university experience, via the State FFA Convention, MN State Fair, and several other events. Right or wrong, the absence of those experiences exhibits a feeling of disinterest on behalf of the UMN, towards students from greater Minnesota.

It's our desire that the future of the undergraduate community in St. Paul be prioritized. We ask that solutions to address Bailey Hall be given proper attention, recruitment/outreach in rural areas be done more purposefully, and that the needs of St. Paul be given the appropriate consideration. We would love the opportunity to work with you to ensure UMN-TC represents the state equitably.

SPGC

Name: Joanne Richardson

Affiliation: Staff

Topic: Budget or Tuition

Date: 9/18/2024

As a part of core mission support, I would like to strongly encourage the board to directly address compensation rates across the board. Wages have not kept up with inflation, and despite receiving merit raises every year since the pandemic for stellar job performance, my purchasing power as a staff member (Academic Affairs and Provost, Institute for Advanced Study, Open Rivers Journal) has reduced. The staff support every core function of the university and are instrumental in its success.

The university also does not support a regent's scholarship program for children of employees, famously claiming that wage increases will compensate employees for the lack of this benefit. As a long-time employee I have not seen this promised wage increase, and as mentioned, I've only seen my purchasing power erode. As the parent of two prospective university students, this is a critical issue not only for me but fundamentally risks my employment and the unique and valuable work I do for the university and the program that I run.

I thank you for your attention to this matter.

Name: Maggie Hennefeld
Affiliation: Faculty
Topic: University Operations
Date: 9/18/2024

Please put a stop to this PEAK initiative, which is upending staff workflow and stretching our departments too thin unnecessarily. For the record, my #1 thing that I would want as a faculty member is not "operational efficiency" but a supportive and cohesive work environment. I appreciate your efforts to address economic challenges. I hope we can find another way forward. People's lives/livelihood and happiness are at stake, truly.

Name: Glen Powell
Affiliation: Staff
Topic: PEAK
Date: 10/2/2024

Hello,

I find PEAK to be problematic for a number of reasons. To name a few...

#1 It has decimated morale in CLA. The incredibly poor roll out of information that led people to believe, at the very beginning, that no one would lose their jobs, only to have the responsibility tracker and the subsequent results put into real jeopardy people's jobs, is terrible communication and expectation setting. People are left not trusting the process or those running it.

#2 Treating differently whole swaths of University employees, in that Phase 1 employees went through one process while Phase 2 went through a different process, based (presumably) on the results of the earlier process. This piecemeal approach assumes employees in Phase 3 and Phase 4 will be treated differently than their earlier cohorts. Are there no labor laws that might apply here?

#3 The likely duplication of effort (ex: staff filling out TDX forms instead of direct entry into PeopleSoft) coupled with the inefficiency of centralizing tasks that often require local expertise and knowledge.

#4 Utilizing a ticketing system that (who's kidding who) creates a boatload of emails and confusing messages, and lots of 'reinventing the wheel' as unit staff must interact with different central staff every time a task is initiated.

Thank you

Name: Keiko Ehret

Affiliation: Staff

Topic: PEAK

Date: 10/2/2024

My colleagues and I have been very concerned about the impact of PEAK on faculty, staff and students. Our Admin Forum even presented financial impacts of tasks that are anticipated to move out of our department units and centralized, demonstrating how there is a high probability for there to be new duplications of efforts resulting in less efficiency and higher transactional costs. This is also undermining morale in many departments, resulting in turnover, and loss of institutional knowledge. While concerns have been acknowledged, it has been unclear if the feedback is having any impact on the planning and implementation about this important initiative. Additionally, faculty are anticipated to have to be more self-sufficient in some of the tasks shifting out of our units. Faculty I have spoken to are mostly unaware of the changes and expectations of their roles in PEAK, as this has been centered almost entirely around the staff, and impacts to the staff (which are also significant).

My admin colleagues and I are in favor of finding efficiencies, and would support efforts that can find some savings to the college/university. However, regarding PEAK, we have been given few tools to work with that would achieve these objectives, and the current plan seems to be more "make it up as we go along" from what has been shared with us so far. The timeline for implementation also seems very optimistic. Many of us are nervous about the fallout of a failed implementation, and the long term effects if this chaos results in a mass exit of valued longer-term employees, which already seems to be occurring in some units. I am happy to participate in finding solutions, and I am concerned about the current path we are on with this initiative.

Name: Molly Ball

Affiliation: Faculty

Topic: The PEAK Initiative

Date: 10/2/2024

I teach as a visiting assistant professor in the American Studies Department. I was appalled to find out that the Account Specialist in our Department would be removed due to the PEAK Initiative. Having tried to navigate the reimbursement system on my own, I can say with confidence that he is the only reason I have been able to access and use my research funds in a remotely efficient way. He has not only supported me in technical ways (such as helping me navigate Chrome River), but has also brought his knowledge of the Department to bear in various ways. For instance, he's currently helping me work out the finances for

bringing a guest speaker to one of my courses; because he has worked with the Department for so long, he knows the various issues that can crop up around getting a speaker entered into the system and has given invaluable advice about how to make sure the process goes smoothly. He is actively helping me enhance my students' learning experience. The idea that these same functions could be served as efficiently by a centralized office seems questionable--being able to seek our Account Specialist's help directly makes it easier, more efficient, and much more painless to serve undergraduates at the University of Minnesota, Twin Cities.

Name: Jennifer Pierce

Affiliation: Faculty

Topic: PEAK Initiative

Date: 10/2/2024

As a faculty member who has worked at the University for almost 30 years, I have experienced many initiatives like the PEAK initiative which are designed to increase "efficiency." (I also study work and workplaces, so I am familiar with the research in this area.) These initiative inevitably eliminate jobs and pile extra work onto the workers who remain. In my own department, the loss of one staff worker to the PEAK initiative will mean an increased workload to our department administrator. Our department administrator already works for three different academic departments. (This was one of the "efficiencies" created by "hubbing" some years ago.). How is he going to do the extra work?

All to say, overworking our employees does not increase efficiency. Research shows that it increases stress, decreases morale, and leads to burn-out. The PEAK initiative will only hurt our employees. As the flagship institution, the University of Minnesota needs to do better. Dump the PEAK initiative.

Name: Lena Schroeder

Affiliation: Staff

Topic: University Operations

Date: 10/2/2024

I am the graduate program coordinator in a hub office in CLA. I am extremely concerned about the effects PEAK will have on my effectiveness in my role. I am not directly affected (I was not asked to fill out the responsibility tracker), but many of the tasks that I do will be included in the proposed ticketing system.

Having a centralized office where communication is moderated through a ticketing system strips the departments of personal contacts that can help faculty, students, and staff complete administrative tasks. Having an executive accounts specialist in the office allows me to work together with someone who knows our accounts well, knows the people in the department, and can give me feedback quickly on financial requests. Working with a rotating cast of staff in a centralized office will deprive us of the deep knowledge that in-house staff members have. I struggle to see how this helps anyone. The faculty in our departments require a lot of assistance when it comes to financial matters, and I know this is the case in many other departments.

Furthermore, I have been very disappointed with the communication and roll-out of PEAK in CLA. The lack of discussion around the responsibility trackers after their submission and before pulling people's jobs seems so disrespectful to the staff and very irresponsible on the part of the college. I know people who filled it out incorrectly because they misunderstood the directions, and I have heard of people who used the responsibility tracker as a way to leave their department. The lack of consistency around whose positions got pulled to central and whose did not is confusing. PEAK seems to be a bulldozer making permanent changes to the way the University functions, and the blatant disregard for people's livelihoods and the effectiveness of departments in supporting their students, faculty, and staff is baffling and disappointing.

Name: Claire Hilgeman

Affiliation: Staff, Alumni, Community Member

Topic: Academic Affairs

Date: 10/3/2024

The PEAK initiative regarding centralizing technology has made doing the job of an Academic Advisor much harder. Academic Advisors are not hired for their tech skills. With the ever changing tech knowledge required of us to do our jobs well and efficiently, we need ongoing in person tech support. What we get now is a 3-4 page jumble of dubious instructions and screen shots to plow through and a "good luck." Sometimes if we have the time to get through the packet of directions, the process does not work for us anyway. Our "tech support" for setting up our computer phones was pages of directions that worked for about 25% of the advisors in CLA. The result is that many simply have one less way of contacting their students unless we use our personal devices. This is not ideal for obvious reasons. When we open a tech ticket, we often get a 2 sentence response saying our ticket has been resolved when it very much has not been, since we are still left with the issue. We really miss our in person tech support.

Centralizing HR has been challenging at best. I chair an advisory committee to the Dean. Key information dealing with the purview of our committee, HR support personnel, timelines for our work over the course of a calendar year, etc. was either lost or forgotten. Since our purview deals with faculty promotions, multiple year contracts and professional development leaves, very few faculty even attempted to apply and at least one who did had a 6 month delay on a decision due to missed timelines caused by significant personnel changes. Faculty EARNs the right to request leaves, promotions, and multiple leave contracts. Throwing up obstacles and making the process impossible is not OK.

PEAK was an initiative "spun" to evince "finding efficiencies." Much was said about not reducing personnel. As it turned out, there was no need to lay people off- so many left due to being shuffled around to jobs that bore no resemblance to what they were originally hired for or had an aptitude for. Job satisfaction has been low, confusion and frustration is up as people are trying to figure out exactly what duties are in their portfolios and we lost 1/4 of our work force right before a registration period. I am terrified of what will happen if and when the PEAK initiative reaches Academic Affairs.

Name: Jessie Barnett

Affiliation: Faculty, Staff

Topic: PEAK

Date: 10/3/2024

Before the PEAK initiative continues, additional efforts are needed to evaluate impacts on UMN employees and system campuses. As the P&A Senate Representative for UMR, I want to voice my constituents' messages about challenges associated with centralization of services. It is also very important to note that home-campus staff are still burdened with resolving PEAK-instigated issues. Additionally, increased efforts to improve awareness of PEAK and the changes it brings are needed across the system.

My personal experience of navigating parental leave during the PEAK transition (and losing health insurance coverage for my spouse due to a PEAK-made mistake, needing my system campus HR staff to continually assist me and advocate for me through a mire of unnecessary paperwork, incorrectly billed medical expenses, financial hardship, documentation, and more) is just one example of unintended personnel impacts. The lost productivity, increased effort on system campus employees, etc, needs to be examined further prior to future rollout.

Name: Kara Kersteter

Affiliation: Staff

Topic: PEAK

Date: 10/3/2024

I am in CLA, which is Phase 2 of PEAK and I have many concerns about it.

- Processes and procedures are still being built, even though the Phase 1 units have already transitioned to PEAK. Why aren't these done?
- If there were problems with the implementation of Phase 1, the process should have been paused and the problems fixed before moving forward. Instead, PEAK leadership has chosen to build the plane while flying it.
- The Responsibility Tracker is unreliable and its administration was inequitable. Employees were given differing instructions on how to complete it based on which college they work in and which information meeting they attended. This has led to dramatic inconsistencies in responses. It also failed to capture the time that goes into working at the University such as relationship-building, problem-solving, and adjusting to constantly changing conditions.
- PEAK moves towards inefficiency, requiring that work be duplicated. Work will cost more under PEAK.
- Employees will move out of departments and will not be replaced, leading to an increased workload on remaining employees, who will not see any increase in compensation. This will negatively impact employee retention and replacement. This additional turnover will reduce efficiency and increase operating costs.
- PEAK will substantially increase the administrative burden on faculty. This will also lead to increased transactional costs, frustration, and problems retaining top faculty.
- The people impacted by PEAK will be disproportionately women and BIPOC individuals. The administrative burden on female and BIPOC faculty is greater than that of white and male faculty. This additional administrative burden negatively affects their success and retention. The University of Minnesota already has a difficult time retaining talented female and BIPOC faculty, and this will make retention even harder.
- Employees who qualified for the Expression of Interest process in Phase 2 were initially promised that there would be a job waiting for them. It was described as a "lateral move." Now we are hearing that a) there aren't enough PEAK jobs for employees who are undergoing Expression of Interest and b) those jobs are not in the same job code. This means that it is not a "lateral move" and "selection criteria" will be applied to see who actually gets a job. We do not know what will happen to those who are not selected. All we know is that they have at least 30% of their job moving.

- The PEAK rollout has led to significant decreases in employee engagement and morale. Employees frequently express frustration of the quality of information shared with affected units and the rollout has reinforced feelings that their work is not valued by the University.
- The PEAK leadership received letters from a group of CLA Administrators and a group of CLA academic department chairs in May expressing these concerns and others not listed here. In both letters, leadership was urged to pause PEAK until the issues could be resolved. Although PEAK leadership was forthcoming and scheduled a number of meetings with the groups, no substantive effort was made to address the problems raised in the meetings.

Name: Jessie Barnett

Affiliation: Faculty, Staff

Topic: PEAK

Date: 10/3/2024

As the P&A Senate Representative for UMR, I am sharing a summary of constituent feedback about the PEAK Initiative.

In summary, PEAK has been highly disruptive in almost every area it has been implemented on the UMR campus. UMR had efficient processes with low error rates and now we have delays and nearly every process requires more of our staff time at all levels. It has been more than frustrating. Most of the processes that have been implemented do not conform with best practices for quality processes. Members of our human resources staff and administrative staff members are trained and experienced in quality processes. Professional and administrative employees are disappointed that PEAK has introduced duplicate entry, multiple meetings, unnecessary steps, etc into the processes that result in inefficiencies and higher error rates. Our many impacted employees have ample, ample evidence to support their perspectives. UMR has had to add staff in both HR and the Business Office since PEAK was implemented. The initiative is not working efficiently, effectively, or in a cost-saving manner for UMR. We encourage continued analysis and revision of the processes before they are implemented in other units.

Name: Qiuxia Welch

Affiliation: Staff

Topic: PEAK

Date: 10/3/2024

This entire project has created so much stress to everyone I work with. Here are the issues:

1. Lack of transparency. We get these emails about the PEAK, but no real information was shared, except it was coming.
2. The worksheet was waste of time, especially for the Marcomm people, now that we have been told that is delayed until some time 2025. But I still don't know what it means to me and my work.
3. The effect of this is wide and deep. Currently, people in HR and finance are effected. I don't know who and what positions. But all the work we do are so connected. All I know is that everything takes longer now, people are burned out and everything is a mess. I am not sure how long people will be able to stay with their positions. The turnover is way too high. It is effecting our work and mental health.

Name: Stan Cunningham

Affiliation: Staff

Topic: PEAK Initiative

Date: 10/3/2024

I feel the PEAK Initiative has harmed more than helped my organization (Auxiliary Services). To date, it has added layers of management, slowed down the resolution of issues and generally depressed morale. In addition, for an effort that is supposed to make us more efficient and inexpensive, we seem to be spending more on the initiative than we are saving. All in all, I don't feel this is a good use of taxpayer money and it is not benefiting the University at large. Thank you.

Name: Holley Locher

Affiliation: Staff

Topic: PEAK

Date: 10/3/2024

I write from a perspective informed via my UMN masters and PhD in higher education administration, and my 18 years experience in the field. PEAK in its current incarnation is a significant step backward for the University in terms of administrative efficiency. To implement PEAK as-is, when the technology is not in place to improve efficiency, is precisely the wrong move to make at a time when resources are constrained and public perception of higher education is low, especially with regard to "administrative bloat." Currently, a staff member who completes the task of posting a position vacancy "costs" the University \$9.54 in salary/fringe (e.g., annual salary of \$60K, requires 15 min to complete).

Under PEAK, that staff member will instead be required to submit the necessary information via a ticketing system to a central OHR staff member who will enter it into the system. Time and effort are exactly doubled (assuming the central OHR staff member also earns \$60K and requires 15 min. to complete the task). What used to cost the University \$9.54 to complete will now cost \$19.08; multiple that increased cost across thousands of daily HR and fiscal transactions system-wide. I love the University; it is my educational and career home. And I love administration, especially when I can contribute to improved efficiency of operations and stakeholder satisfaction. PEAK as-is significantly reverses operational efficiency on a massive scale. Because of my deep commitment and dedication to the success of the University, I feel it is incumbent upon me to voice my concerns.

Name: liz thomson

Affiliation: Staff

Topic: PEAK transition

Date: 10/3/2024

Specifically for doing check requests and fin/ops- I think the PEAK work with TDX has worked really well. I appreciate that there is a ticket management system and I can see comments all in one place (not in my email).

I personally don't care who is handling my ticket, as long as they are polite and competent.

Name: Kari Adams

Affiliation: Staff

Topic: PEAK

Date: 10/3/2024

PEAK implementation: The Morris campus was in phase one for PEAK. In phase one, it felt like nothing was certain, we didn't know what to expect, and everything shifted while the process worked out. Because the process was so new, and it also seemed so big, the uncertainty created a perfect environment for fear, rumors, and distrust to grow. It was difficult to answer questions accurately or to give anyone clear information, even if you were one of the people who had been designated as a lead. If someone was wondering if or how their job would be affected, we kept having to say, "We don't know. It's not clear. We will know more sometime." That's a scary answer for an employee who needs to know what's coming in order to make a budget or decide what's best for them and their family.

PEAK, after implementation: For very simple finance requests, PEAK has worked perfectly. If you're able to answer every question on the TDX form exactly as expected, and if your

invoice tidily fits into the pre-defined categories, the process moves with lightning quickness and is done right away. However, if there's even the slightest uniqueness about a request, or if you don't have access to every contract or PO associated with a payment request, you can get trapped in an endless cycle of having your ticket canceled, getting instructions to enter a different type of ticket, entering that ticket, having that one canceled for some other reason, entering a new ticket, having that one canceled...Basically, it seems, from my point of view, like the function of the team taking the tickets is simply to copy what you've entered in one box and to paste it into another box in another system. If something doesn't paste easily into the box, or if the requestor would need the finance professional to look up a PO or contract, or if there's something that doesn't clearly fit into the predefined categories, then it seems likely the ticket will be canceled. When you're the one entering a ticket, it gives the impression that the finance team is happy to do one kind of work—basic data entry. As soon as there's something where the team might have to solve a complex problem, it's easier to cancel the ticket and push it back to the requestor. (This may not be the reality at all—it's just how it seems when you're the one entering a ticket that will go off to an unseen entity on the other end.)

On the marcom side, it was frustrating how inaccurately the University estimated how long it would take to hire the PEAK team and get the team to work. The estimated timeframe was months shorter than the reality. I don't think it's been running for long enough to get an accurate picture of the results. So far, for our existing team, PEAK has tended not to reduce workloads, but to increase them. The amount of review and the number of meetings has added to the responsibilities for the college, campus, and unit communicators. I'm divided on how I feel about this. On the one hand, we've been able to tackle some vital projects we never had time to do before. On the other, it's exhausting to try to keep up. Also something to look at: salary equity. Our campus hires at the floor of each job class because we HAVE to in order to meet the campus budget. The PEAK team hires people with less expertise at the midpoint, meaning brand new people with virtually no related experience could be making thousands of dollars more than someone who has a decade of experience at a campus.

Name: Rachel Doughty

Affiliation: Faculty

Topic: PEAK

Date: 10/3/2024

My experience with PEAK here at UMR has been through ordering chemical supplies for our teaching labs. Our stockroom head has been assigned a new supervisor through PEAK, and the amount of time it takes for a new shipment order to be approved has doubled. I believe

this new supervisor is not on the UMR campus, so any concerns or clarifications have to be made over email or phone. The process was must more efficient when we could simply walk down the hall to clear up an issue.

Name: Naomi Skulan

Affiliation: Staff

Topic: PEAK

Date: 10/3/2024

I would like to make a comment about my concerns with PEAK here at the Morris campus. Since PEAK has been implemented, there have been significantly more errors with my student workers' contracts. Particularly, it takes MUCH longer for the contracts to be processed than it ever did before. This means that we are not able to have them work during a crucial part of the year (the first few weeks of classes) and they are relying on that money and are unable to work. There have been many cases where PEAK has made things much LESS efficient on our campus then more. It is very frustrating, as we have local folks here who did a good job at these tasks and now their hands are tied.

Name: Amanda Nelson

Affiliation: Staff

Topic: PEAK Initiative

Date: 10/3/2024

I am concerned with the rolling out of the PEAK initiative and believe it to be detrimental to efficient operations at the University, as well as for the retention of our staff. The problems I see with PEAK include, but not limited to: (1) an increase in administrative burden and work; (2) a disproportionate negative impact on certain employee groups; (3) the loss of critically-informed local expertise; (4) a negative impact on job satisfaction and morale; and finally (5) an anticipated increase in staff turnover. I believe that PEAK is taking resources out of local units, and also expecting those units to continue doing the same amount of work with fewer resources.

I am also concerned with the communication channels of PEAK, which has created a culture of fear amongst staff members. There has not been enough timely information of the processes of PEAK, which has caused employees to be worried about what work is moving, if they are affected, and how, and the movement of piecemeal resources outside of the unit has made it the unit's responsibility to make employee's jobs whole again.

Name: Kevin Klair
Affiliation: Staff
Topic: PEAK Initiative
Date: 10/3/2024

- Implementation of PEAK is removing portions of responsibility from positions. Units that have only one or two positions that have roles moving to PEAK are left with work that needs to be done, with an employee that is still needed, but with less than a full-time role and with less funding to pay for the position. Taking twenty or thirty-some percent of a position doesn't work for many units.
- PEAK seems to be centralizing transactional work but at the same time moving more work onto faculty and P&A staff, thus reducing their capacity to fulfill the primary educational mission of the university.
- Relationships matter. Currently many staff are part of departments or centers and are extremely committed to and loyal to that unit. They know the people, feel part of the team and are dedicated to getting work done for the people in the unit. Moving to an anonymous response system removes relationships and the related motivation to helping faculty and other staff succeed. Not only does this substantially reduce productivity, but this approach also reduces job satisfaction for employees just responding to a ticket instead of helping a colleague.
- Quite simply, PEAK is creating numerous challenges for units, removing resources, increasing work for educators, and potentially reducing productivity. The challenges seem relatively large relative to the perceived benefits.

Name: Carol Rachac
Affiliation: Staff, Alumni
Topic: PEAK Initiative
Date: 10/3/2024

Over many years working at the University, I have seen many initiatives to save money and streamline operations. We have centralized and de-centralized various functions numerous times, and each time there were growing pains and some marginal improvements. PEAK is the first of these initiatives where I have failed to see benefit either for the institution or the employees. And it has caused a great deal of stress and concern for staff system-wide regarding job security but also job diversity (or lack of it). If it eventually leads to actual promotional paths and improved job satisfaction for employees, that would be great. But I don't feel that the initial rollout has been effective. It focuses on traditional business

practices and takes a rigid one-size-fits-all approach the is suffocating in an environment based on specialization, creativity and discovery. Additionally, the initiative was too far reaching from the onset. Thus far, the cost to the U seems out of step with the results. Perhaps the U should have selected one or two areas to test (for example finance & HR) to see if this approach and this consulting firm was going to be effective. Collegiate units are expending too much time and energy justifying why their core operations require specialists in their units, rather than generalists in a central office. And the response thus far from the new central offices is not one of collaboration and service but rather a gatekeeper mentality. We are told simply 'no' rather than 'let's work together to meet your needs and ours.' One size might fit most but there need to be opportunities for some creativity and flexibility when warranted. I would argue that this is most important when it comes to Marketing/Communications and higher-level (perhaps not basic user level) Information Technology functions.

Name: Sarah Jahn

Affiliation: Staff, Alumni

Topic: PEAK Initiative

Date: 10/3/2024

As my unit prepares to "go live" in Phase 2 of the PEAK initiative in the coming months, I would like to bring attention to a few concerns. Despite our efforts to streamline and optimize administrative processes within our unit, the PEAK implementation represents a noticeable shift away from these established efficiencies. This change has, in some cases, increased administrative burdens—sometimes doubling them—while reducing the resources necessary to manage that workload.

I believe we can achieve compliance and consistency without requiring a TDX ticket for every single financial transaction. I would be more than happy to discuss alternative approaches, as I see room for improvement that still supports the initiative's goals. As someone who works closely with sponsored projects and values compliance and consistency, I fully appreciate the need for structure. However, I am deeply uncomfortable sacrificing efficiency—whether in terms of time, money, or other resources—without compelling evidence that this will lead to improvements in those areas.

Furthermore, given the University's history of facing criticism for an overly complex administrative structure, I am concerned that these changes could lead to further scrutiny and negative public perception. Having earned both my undergraduate and master's degrees from the University of Minnesota, and having served as a full-time staff member for 16 years, I care deeply about this institution. I want nothing more than to see the University

succeed in its mission to provide high-quality education and research, but I am concerned that the current direction of PEAK may hinder rather than help in achieving those goals.

I am available to discuss this further if needed and hope to contribute to a solution that benefits all stakeholders.

Name: Laura Luepke

Affiliation: Staff

Topic: PEAK

Date: 10/3/2024

As CLA has navigated the PEAK process, it has become painfully clear that PEAK will introduce massive inefficiencies through duplication of work that increases, rather than decreases, both work and costs. This is occurring because PEAK requires both unit-level entry in TDX as tickets followed by central input by other staff. For example, whereas unit staff currently enter job postings directly in Recruiting Solutions in about 20 minutes, with PEAK, unit employees will instead complete a TDX ticket, which still takes about 20 minutes. Then, an OHR staff member will review the data from the form and manually re-enter it into Recruiting Solutions requiring about 20 more minutes. What was once a 20-minute task will now take 40 minutes.

This double entry approach also increases the risk of input errors, which further hinder efficiency. Likewise, as work transitions to central staff who lack the disciplinary expertise and local unit context necessary to effectively execute essential business functions in finance, hiring, and other contexts, additional inefficiencies will be introduced through time spent on follow-up questions, resubmission of rejected tickets, etc. A wide range of purchasing and hiring decisions require insight into disciplinary needs of academic departments that staff in central units simply will not have.

These changes will not save money or time, but they will reduce the quality of unit services. PEAK moves staff (often in fractions of people), and the funds for their employment, to central units without moving any of the workload. Some units in CLA stand to lose 1/3 of their staff with no reduction in workload.

With many staff and faculty already at or over capacity to do their existing work effectively (a reality the PEAK responsibility tracker process masked), the additional labor required of the staff who remain will require units to cut services. And as faculty spend more time on administrative tasks that can be performed more efficiently and lower cost by staff under pre-PEAK processes, the institution's research and teaching missions will suffer.

CLA simply cannot afford to continue down this road with PEAK. This failed initiative was implemented without sufficient understanding of the complexity of departments and other collegiate units, which set it up for failure. It has now proceeded in the face of mounting

evidence that PEAK cannot achieve its original goals regarding improved efficiency and will instead have the opposite impact.

Nor can UMN afford the optics of increased administrative inefficiency and additional layers of administrative structure. Pushing forward a failed initiative that increases waste will negatively impact public perception and undermine the institution's ability to ask for essential state funding.

Name: Michael Houlahan

Affiliation: Staff

Topic: PEAK Initiative

Date: 10/3/2024

I wish to echo the concerns raised by many of my CLA colleagues about the status and aim of the PEAK Initiative. The positive stories of PEAK shared on the website are wonderful - I am happy for those colleagues and areas where success can be measured beyond a nice quote. What is missing are the realistic reports of challenges both realized and anticipated, and a lack of true conversation in the spirit of moving the initiative forward at any cost. Overall, my primary concern is that the initiative has failed to meet, and will continue to fail in regards to increasing efficiency. While I understand that a major change initiative is not easy to implement, I have seen a blind eye turned on many logical arguments and concerns expressed from staff and administrators in the College of Liberal Arts specifically.

A summary of additional concerns includes:

- (1) the increase in administrative burden and work (particularly in regards to impacts on faculty ability to complete the most mission-critical work).
- (2) the disproportionate negative impact on certain employee groups (a missed opportunity to maintain a focus on equity);
- (3) the loss of critically-informed local expertise;
- (4) the negative impact on job satisfaction and morale;
- (5) the anticipated increase in staff turnover.

Name: Jennifer Hooke

Affiliation: Staff

Topic: PEAK

Date: 10/3/2024

PEAK has resulted in our campuses searches moving much more slowly than they used to. I recently searched for an employee and we lost 2 people in the search process because of the slowness of the process. Positions take longer to get posted, background checks take longer to process so we have to wait to onboard people, and overall where we used to be nimble and quick, we are now plodding along and at the mercy of the PEAK processes.

Name: Melissa Wroblewski

Affiliation: Staff

Topic: University Operations

Date: 10/3/2024

In regards to the new FinOps and HR Ops Centers with the PEAK Project, I would like to make the statement that I feel both of these areas should run similarly. What I mean by this is that both 'lanes' should have one-on-one meetings with the individual colleges that are part of the operations centers. This opportunity provides for individualized questions and issues to be addressed with management and discussed more easily. FinOps currently does this and I feel it has helped tremendously. I have heard this does not happen in the HR Ops Center. I also feel that there needs to be greater consistency with entry of tasks (everyone entering needs to be upholding policy the same way for each transaction). Along these lines, I think that once a ticket is submitted and further action is needed to complete the ticket, that it should be the operation centers staff who needs to route the ticket around to the appropriate places to get all task completed to finish the payment, PO, bill, etc. There shouldn't be 10 messages back and forth to a ticket submitter for them to create Another ticket before THIS ticket can be completed. The operations center should be a 'one-stop-shop' and all areas within the operations center(s) need to work behind the scenes to get the requests completed successfully with one ticket and not multiple. At least on the FinOps side.

When it comes to the HR Operations center, I am very disappointed to see that the multiple area of HR do not seem to know what the other areas do. This causes frustration with the submitters when they submit a ticket, there are issues, and the HR Ops employee is not able to successfully direct the ticket to where it needs to go, or direct the submitter to what or where they need to go to get the task completed. I feel HR Operations has a severe disconnect on how tasks are done, and where, and who should be doing said tasks. There needs to be more team work in this area it seems. It should be less data entry and more analysis and customer service with each request.

I also wondered if there would/could be the option for reports to be run on issues or mistakes or certain tasks that an operation center sees a lot, and if there could be a training for the system staff on how to correct/avoid these issues going forward. Educate everyone a bit more with learning sessions. (e.g. Session on contracts and what should be done with any contract submissions sent in as a ticket to avoid delays.)

I want these operation centers to be successful and we don't want employees getting frustrated doing the work they have successfully done for years, just because of the change in procedure for submitting the work. I worry continued frustration may cause employees to leave.

Lastly, I would like to state that in the FinOps area, I am very pleased with the billing and general ledger lanes. I personally have less issues with those submissions over purchasing. I will also state that I really appreciate the purchasing manager in the FinOps Center, and his staff for meeting with me and others from my campus to work through individualized issues. That means a lot!

Thank you,

Name: Stephen Fiksdal

Affiliation: Staff, Alumni

Topic: University Operations

Date: 10/3/2024

Re: PEAK Implementation Update (Finance & Operations Committee)

PEAK is ill-conceived, and simultaneously cruel in its implementation. The community-facing communications and descriptors (peak.umn.edu) emphasize 'personal career growth,' etc. but its goals are not to provide more jobs; in fact PEAK's goals are to reduce FTE in Departments. The most aggravating aspects of PEAK have to do with PEAK's conflicted and obfuscating inception or 'marketing,' on the one hand, and the actual impact and stress-inducing and heavy workload it forces upon staff, on the other. If the University's enterprise operational leaders want to move FTE from Departments, they should do so more honestly and forthrightly and not force departments to contribute to their own demise as functioning and effective workplaces, through such processes as the responsibility tracker. It's dishonest to ask a worker to share their knowledge and then use that to eliminate their work.

I challenge the committee to issue a poll to University staff, surveying or rating impressions/implications/burdens/outcomes/experience with PEAK. I anticipate that the numbers would be significantly negative. In fact, it would be most honest on the part of PEAK leadership to post the results of such a survey, rather than the 'testimonials' from the

handful of persons who've experienced a positive transition and whose faces and quotes are the only images on the PEAK website. Additionally, communication with those most affected by PEAK has been abysmal, exacerbated by significant missteps on the part of PEAK leadership.

PEAK is causing great stress among the University's staff. The obfuscating and hedging engaged by leadership who 'sell' it is, at best, disrespectful, and at worst, dishonest to the University's hard-working staff, area leaders, and to the public.

In brief, my experience with PEAK has been aggravating because of the insistence on the part of PEAK leadership to 'sell' PEAK, rather than communicate effectively, directly, and respectfully with those whose daily work and skills contribute to the success, effectiveness and mission of the University.

Stephen Fiksdal

BA '93, CLA

Chair's Office Assistant, Department of Psychology

Name: Claire Halpert

Affiliation: Faculty

Topic: University Operations

Date: 10/3/2024

I am writing to express my concerns about PEAK, as it is currently being implemented in CLA. As a department chair in a small unit (whose staff is already "hubbed"--shared with another unit), I have only seen downsides to PEAK so far: while ostensibly centralizing work and freeing up local staff, PEAK instead seems to be mechanizing the *end* point of many transactions/processes into a system of standardized forms, while leaving the bulk of the work associated the process in the units (for example, most of the work of a requisition is still carried out by local staff, who work with faculty, research a purchase, navigate vendors); moving the actual step of purchasing to central does not really reduce work, but instead adds another layer of forms and bureaucracy, making processes slower and less adaptable. In my 12 years at the University, I have seen this dynamic play out with the centralization of many IT services into OIT and with the adoption of ChromeRiver for financial transactions; in both cases, faculty and local staff are now forced to spend increasing amounts of time interacting with inflexible and cumbersome systems. The extent to which these systems "save" staff effort centrally is surely offset by the massive increases in time spent by faculty and local staff. From what we have seen of PEAK so far, the university seems to be reenacting that dynamic in many more aspects of our work. Among the justifications for PEAK seem to include the idea that "marbled" positions, where a staff person has a variety of job responsibilities, are undesirable. My experience working with

staff in CLA is quite the opposite, both on an individual and systemic level: staff seem to appreciate the variety in their jobs, and the ability to be involved in multiple aspects of department functioning. At the unit-level, unexpected and time-sensitive issues often arise; having local staff who can triage the work of the department allows us to be properly responsive to crises. Systems like OIT and ChromeRiver do not: centralizing strips the work of its context and makes it many times harder and more inefficient to deal with urgent issues than having the local capacity for knowledgeable staff to attend to pressing priorities. I encourage the Board to pause the implementation of PEAK and to conduct a proper accounting of its likely impact; the "time tracker" tool that rolled out to CLA as part of the process was woefully inadequate at addressing the issues I've sketched here.

Name: Carol Fischenich
Affiliation: Staff
Topic: University Operations
Date: 10/3/2024

We are currently in the process of transitioning for the PEAK Initiative. It has been a frustrating process mostly because we are well into it and still not clear on what exactly will be happening in our department. Personally the portion of my job that will transition is entry of AR and journal entry which has been determined to be 7% of what I currently do. My understanding is that I will still do all of the reconciling and prep work necessary to complete a journal or billing. I will then enter all that data into a form that will route to a person centrally to enter the actual journal or invoice. This seems absolutely redundant. It also means time becomes more of a factor on getting things entered so that they can make deadlines. I still not have heard a good answer on how this process benefits my department or the University. There may be pieces of PEAK that make sense in a central location such as UMarket orders or pcard processing but so much of it seems like duplication.

Name: Deanna Flategraff
Affiliation: Staff
Topic: University Operations
Date: 10/3/2024

The PEAK finance project that is being rolled out soon to the TC campus units is of concern to me due to the of the duplication of efforts, losing internal controls at the department levels, dept doing more audit work since someone else entering vs. doing entry themselves, dept entering docs into TDX form vs. right into the EFS so another staff can enter into staff

and then the additional costs added to dept for PEAK which is being trickled down to the department levels through the cost pool.

I believe that strengthening core financial practices and policies needed to be done. I also believe that this could have been done by making the department level staff as experts vs. hiring a whole another team of experts in AP, AR, Pcards Rec, etc. If training was provided periodically as refreshers to the department units this would have accomplished the same providing experts. Purchasing, Disbursements, etc. can see what needed to be trained on by errors they see on their end. Another way of strengthening at the unit level vs PEAK was asking each unit to explore and find where they could have streamline inefficiencies, possibly consolidating college service units, and then central on things like pcards where the unit/staff is telling them where to charge and approval done.

I have been through many centralized to decentralized and this one seems the most drastic and inefficient way of doing business. I will stand behind whatever is decided but know that I am always open to streamlining, team development and adding efficiencies. Donors may find out the additional admin costs and we will need to justify to them as well of the additional cost within financials. I just do not see any streamlining and efficiencies happening at the unit level especially because we are not an academic unit.

Name: Amanda Furst

Affiliation: Staff

Topic: University Operations

Date: 10/3/2024

Dear Board of Regents:

I am the Assistant Dean and Chief of Staff of the Law School. The Law School is in Phase 1 of PEAK. Over the past three and a half years, I have been working to implement PEAK at the Law School and have participated in over 70 meetings with Huron or University staff, as well as countless additional meetings with Law School staff and leadership.

I write today with strong concerns about the implementation of PEAK for Marketing and Communications, specifically in web development.

At the Law School, we have two full-time web developers who perform high-quality and efficient work. Our website is customized, strategic, and stands out in a field of intense competition. It is a critical tool for the Law School and an award-winning website. With our strong web team, the Law School has made great progress on our strategic priorities, especially in admissions and philanthropy.

I am very concerned about turning over a key communications tool - our website - to a centralized team. I worry that the dedicated support, efficiency in completing projects, and

rapid response that we currently have will be significantly impacted. Most importantly, I am concerned that our website will no longer be customized and elevated - which would have a serious impact on the Law School's ability to continue to make progress on our goals. I have continued to communicate these concerns to PEAK leadership.

I urge you to consider a model for PEAK that allows units and colleges to retain their websites if they so choose. The Law School is happy to explore options to meet PEAK's goals without impacting our ability to direct a critical communications tool.

Thank you for your time.

Amanda Furst

Assistant Dean & Chief of Staff

Law School

Name: Karen Ho

Affiliation: Faculty

Topic: PEAK Transition

Date: 10/4/2024

As Chairs and Directors in Departments, Centers, and Programs across the College of Liberal Arts, we are writing to express our concern about the implementation of the PEAK initiative and its implications for our office staff, in particular our departmental administrators. We understand that the CLA Interim Dean has given assurances that the positions of departmental administrators are not at risk as a result of the PEAK rollout and Expressions of Interest to move staff positions to central administration. A number of our administrators have however expressed concern about impending changes to their own responsibilities, and some have already left the College. For example, if a portion of their current responsibilities have been reassigned to central, will this result in a reduction of their current salary? Will they be expected to take on the responsibilities of office staff who are relocating to new positions in central administration? If so, will they receive additional compensation for doing so, and if so, to what extent? Several administrators have expressed great concern and uncertainty about their current situation (and of the staff members they supervise), including whether they can afford to remain in their current situations if doing so means more work for the same amount of pay or perhaps less.

Given the extent to which all CLA units rely upon their administrators in carrying out their teaching and research and engagement missions, we are deeply concerned about this situation, both on behalf of our administrators, whose knowledge and expertise we value highly, and on behalf of our faculty and students.

We thus have a crucial request and demand: that no Department Administrator is negatively impacted by the results of the PEAK Initiative process and the Expressions of Interests. In the College of Liberal Arts, each unit is unique, and it is the Department Administrator who understands the local specificity and specialized knowledge of each unit and the communities that they serve. In particular, we would like to confirm the following:

That Department Administrators will be able to keep their 100% position.

That Department Administrators will not experience a loss in compensation.

That no Department Administrator will have to take on additional workload directly due to work transferred to Central without explicit agreement and without a corresponding increase in compensation; as a general matter, this additional workload cannot be unfairly borne by the unit.

We make these requests because the rollout of PEAK has generated enormous stress, burden, and unfairness on the shoulders of Department Administrators and staff. As such, we request that there needs to be a procedure whereby the additional workload for administrators created by PEAK staffing losses can be tracked and made visible to CLA. The remedy cannot only be additional compensation or agreement but also future adjustment in staffing levels and perhaps also retention of very valued and necessary staff. Our department administrators are already working over 100% and do not have the capacity to absorb this unaccounted-for workload. This situation is compounded for smaller units and less resourced units, such as RIDGS units and units in the Arts and Humanities.

Name: Linda Klint

Affiliation: Staff

Topic: PEAK

Date: 10/4/2024

I am writing today to express my frustrations with PEAK. The University has invested significant money into this endeavor to save money and streamline process and procedures. As someone that has been part of Phase 1 I would express that we have not accomplished either with PEAK. We have just added yet another layer to process and procedure that has caused significant delays and errors that could have been avoided by not rolling out the PEAK initiative. I know that we had spent a significant amount of money and time with the consulting company and yes they indicated this should move forward but that is what they were paid to do. Had they truly listened to the staff in the units they would have indicated to not move the PEAK initiative forward. Nothing against the staff that were moved to Central Operations they have been doing the best they can with what they have been given

but we lost staff in our units and have not been allowed to replace those staff even though the work is still there. They also have taken funding from the units for the "duties" that supposedly went to PEAK although units still have the work to get it into the system so Central Ops can then do the work these staff were once doing much more efficiently and effectively. Before you consider proceeding to the next Phase of PEAK please consider that this is NOT working and should NOT proceed. I am not saying that there is no value in some of the activities but the system as a whole is not of value. Ask those in Phase 1 what is working and what is not and redo the work streams before proceeding to Phase 2. This is of best interest to the University, Staff, and Finances. Do not hire an outside consulting team again for this work within the University to gather this valuable information and listen to those of us that work with this new PEAK system everyday as we are the ones that know what works and what doesn't work. It is the right thing to do. I believe we owe a thorough review of PEAK before wasting anymore time and resources to the MN tax payers and the University staff.

Thanks for listening and considering this before taking the next step blindly without the real information from the staff that do the work every day.

Name: Catherine Burke

Affiliation: Staff

Topic: PEAK

Date: 10/4/2024

I am deeply concerned about the additional cost to the University that the PEAK initiative will cause, and I believe that the estimated additional cost is not being conveyed to the Regents. It is going to add millions in recurring costs for the new positions in the PEAK offices, and it seems like that is being downplayed to the Regents.

I also am concerned that the opinions and objections from the units going through PEAK are not being heard. Instead, they are being brushed off as comments from disgruntled employees who don't like change. Many staff and collegiate leadership see the issues PEAK is causing in terms of service to faculty, timely and efficient processing of items, and the ability to support research objectives efficiently. These are true and legitimate concerns, but they are not being brought forward to the Regents or even acknowledged as such.

I would urge the Regents to solicit feedback from the Deans and collegiate leadership directly and not take what is being told to them by PEAK leaders.

Name: Dale Trexel

Affiliation: Staff, Alumni

Topic: PEAK

Date: 10/4/2024

The PEAK process for deciding which websites were "in scope" for University Relations to take over was a sham. Decisions about scope had been made before UR had any communication with web teams about what websites did, especially behind the scenes features that were not accessible without special access. Once websites were shown to be "out of scope" based on PEAK's own website documentation, goalposts were moved to bring UR's desired sites back "in scope" in their eyes.

MarCom employees impacted by PEAK were not treated fairly: they were required to make decisions about their careers (whether to join UR or not) before anyone knew what the impact of PEAK would be on the work they were doing in their home unit. Although there were no overt "threats", the "consequences" of ones decisions were spelled out in ways that clearly implied negative impacts if one were not to sign on.

The goal of having UR assist under-staffed units with their websites is a good one! Great, even! But the PEAK approach to do this by taking away resources from units that valued their websites enough to have already invest in talented and productive web teams was poorly conceived, disruptive and ultimately counter-productive. Instead of fostering collaboration, the bad feelings that now linger after this process means that people outside of UR are suspicious of motives and reluctant to share information. It's sad, the opportunities lost to the potential for a collaborative and vibrant UMN Drupal community, due to the PEAK process.

Name: Monica Wittstock

Affiliation: Staff

Topic: PEAK

Date: 10/4/2024

To the Board of Regents:

I am the Director of Communications of the University of Minnesota Law School. The Law School is in Phase 1 of PEAK. I have participated in many meetings with Huron and University staff, completed surveys, responsibility trackers, and identified ways our work at the Law School aligns with the University's overarching strategic goals and the PEAK initiative.

I am taking this opportunity today to write with strong concerns as a senior leader in University communications about the way PEAK is being implemented for Marketing and Communications, specifically for managing web development.

Our website law.umn.edu is a dynamic and responsive tool of engagement and information used to connect with our most important stakeholders, e.g., prospective and current students, alumni, academics, researchers within and beyond the legal field, legal practitioners of the bench and bar, and more. We have invested significant time and resources to ensure our website reflects the stature and status as a top nationally ranked law school.

At the Law School, we have two full-time web developers who are highly skilled and work in front and back-end development. This team, along with members of the communications team, work together to manage the Law School's large, complex website. Our website is customized, competitive, strategic, and needs to stand out in a way that differentiates us from the competition. It is our main source of communication to our audiences and a critical tool that serves the Law School's mission. This award-winning website has helped us advance our strategic priorities, especially in admissions and philanthropy.

Many of my colleagues and I are deeply concerned about centralizing the development of the Law School's website. It makes little sense to centralize control over such a specialized marketing and communications tool. Websites are not one-size-fits-all. They have to be responsive, timely, and meet the changing needs and demands of a competitive field. I fear that the centralization of development and design under the PEAK initiative, which shifts responsibility away from our highly qualified team, will not only undermine the Law School's autonomy in customizing our web presence but will also result in significant production delays. A small, single centralized team tasked with serving all five campuses cannot effectively scale to meet the diverse and complex needs of each unit. This approach seems counterproductive to the efficiency that PEAK aims to achieve. I sincerely worry that this decision to centralize web development will make the Law School fall far behind its competition because this is just not how websites, or professional schools, succeed.

I urge you to reconsider this model for web development. Colleges and units — and especially professional schools like the University of Minnesota Law School — are more than willing to continue collaborating with OIT and Common Goods Services to make sure our websites are secure, accessible, meeting brand standards, and continue to serve the mission and the goals of the University. I am confident that there are excellent alternative and collaborative solutions that would allow us to continue our work on the Law School's website and also support the strategic initiatives of PEAK and the University of Minnesota.

Thank you in advance for your time and consideration.

Sincerely,
Monica Wittstock
Director of Communications
Law School

Name: Kara Kerster
Affiliation: Staff
Topic: PEAK
Date: 10/4/2024

I would like the letter concerning CLA Administrators' concerns about PEAK, that I submitted to uregents@umn.edu on October 2, 2024, shared publicly. The title of the document to be shared is "CLA Administrative Staff Response to PEAK - May 2024."

View the file: [CLA Administrative Staff Response to PEAK - May 2024](#)

University of Minnesota Office of the General Counsel

ANNUAL REPORT 2024





**Left to right. Crookston: Regal the Golden Eagle | Rochester: Rockie the Raptor
| Twin Cities: Goldy Gopher | Morris: Pounce the Cougar | Duluth: Champ the Bulldog**

The background of the page features a large, semi-transparent watermark of the University of Minnesota seal. The seal is circular and contains the text "UNIVERSITY OF MINNESOTA" around the perimeter. In the center, it says "ACADEMIA" at the top and "IN PRINCIPIO" at the bottom. The seal is rendered in a dark red color that matches the page's background.

MISSION OF THE OFFICE OF THE GENERAL COUNSEL

To Safeguard the constitutional authority of the Board of Regents and those who act on its behalf to govern the University

To Represent the University in adversarial forums zealously and in accordance with the highest standards of integrity and ethics

To Protect the University's legal interest in all transactions, thereby protecting the investment of the citizens of Minnesota in the University

To Provide legal services and counsel to University officials so that all the institution's activities comply with applicable laws and University policies

To Protect the principles of due process in the University's treatment of faculty, staff and students and all other members of the University community



**FALL 2023
STUDENTS AND
FACULTY AND
STAFF**

41,142
undergraduate students

11,797
graduate students

4,141
professional students

11,286
non-degree seeking
students

5,508
international students

27,675
employees

4,823
faculty

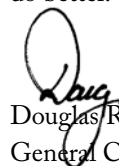
Dear Friends and Colleagues,

Be assured that the University of Minnesota continues to embrace its noble mission, and the values, creativity and controversy that comes with it. The inauguration of President Rebecca M. Cunningham underscores the University's commitment to the public's welfare.

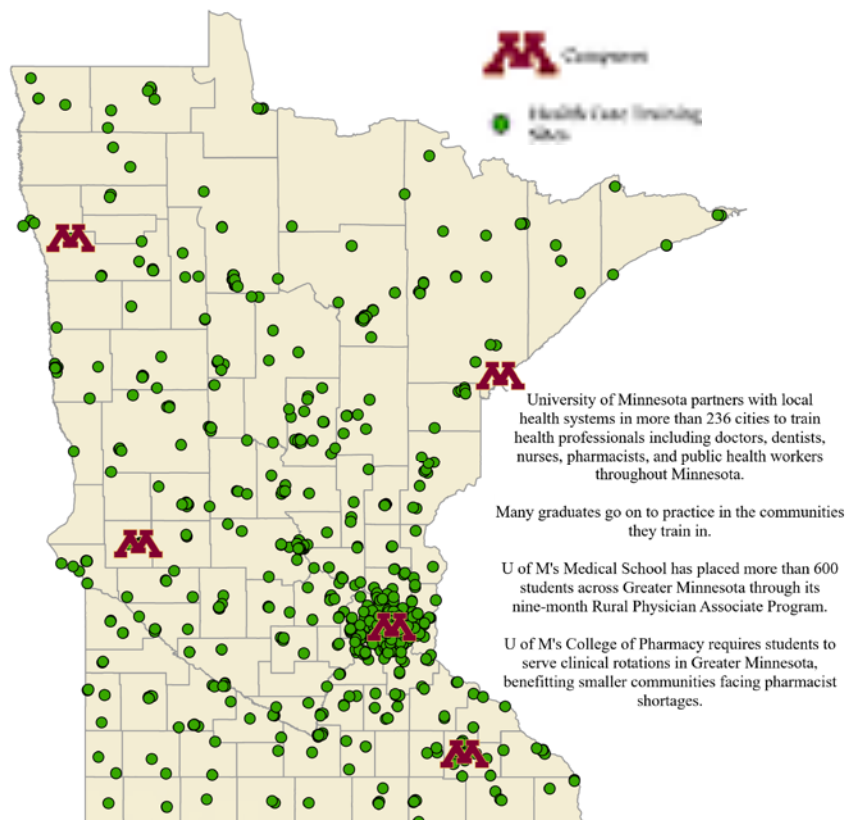
That dedication to the University's charter mission brings challenges that find the Office of General Counsel providing advice and counsel as to the many dimensions of that wonderful mission. With an election season upon us, the University will be a home for debating the issues that too often divide us, requiring a respect for First Amendment principles and a sensitivity to the impact of free and robust speech within our community. The University's central role in public health and workforce development will find us re-defining the future of M Health and shaping how our powerhouse graduate schools can band together for the common good. Intercollegiate athletics is at a crossroads, with the future of Golden Gopher athletics and the values behind the student-athlete experience in the balance. OGC values the privilege of contributing to the conversation over how this university can serve with regard to those and many other issues of the day.

We also continue to change as an office. Kate Rozalia Kaput has joined us from Illinois to head up our Clery Act compliance responsibilities. Melissa Vogt and John Katuska joined the Transactions Group; Arike Mercer works in the NCAA compliance office; and Brittany Kotta joins our top flight LAA staff. Our new colleagues join a collegial group of professionals who contribute mightily to the University's mission, and thereby make this General Counsel's job a pleasure.

Thank you for the privilege of entrusting us with the legal affairs of this great university. We appreciate the opportunity to serve. As always, let us know how we can do more or do better.


Douglas R. Peterson
General Counsel

 Health Care Training Sites



PRACTICE AREAS IN THE OFFICE OF THE GENERAL COUNSEL

OGC attorneys represent and counsel the University in many areas, including the following:

- Litigation and other contested matters
- Student affairs
- Labor and employment
- Data privacy and public disclosure law
- Health care
- Real estate and construction
- Technology transfer and intellectual property transactions
- International programs
- Corporate and commercial transactions
- Securities and finance
- Gifts and tax
- Research regulation
- Employee Benefits

SELECT HIGHLIGHTS

COMMUNITY-UNIVERSITY HEALTH CARE CENTER (CUHCC)

The University's community clinic, Community-University Health Care Center (CUHCC), is the first and oldest community health center, serving the health care needs of the South Minneapolis community for over 58 years. Ninety percent of CUHCC's patients fall below 200% of the federal poverty level. As a federally qualified health center, CUHCC not only provides medical, dental, and mental health care, but also connects vulnerable patients with necessary legal services, advocacy for domestic abuse and sexual assault, and care coordination services.

Many of CUHCC's patients are enrolled in Medicaid. The Minnesota Department of Human Services (DHS), the agency that administers Medicaid in Minnesota, pays CUHCC using a formula prescribed by federal and state law when CUHCC sees a Medicaid patient. When DHS calculated CUHCC's 2021 Medicaid rate, it excluded the costs of providing an essential service known as mental health targeted case management (MH-TCM) services. MH-TCM services are vital for patients experiencing severe and persistent mental illness. DHS's rate calculation threatened CUHCC's ability to continue providing those services. The University challenged CUHCC's 2021 Medicaid reimbursement rate in an administrative proceeding and ultimately asked the Minnesota Court of Appeals to review DHS's decision to exclude MH-TCM services from CUHCC's reimbursement rate. In April 2024, the Court of Appeals unanimously agreed with the University's position and directed DHS to recalculate CUHCC's 2021 Medicaid reimbursement rate to include MH-TCM services. This is an important victory for the patients who rely on CUHCC's services, especially those in need of the MH-TCM services at issue in this case.

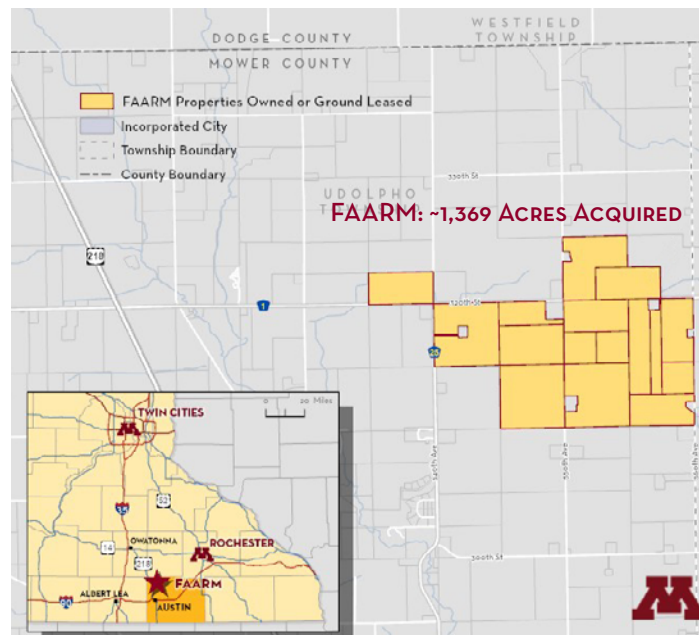




"The Office of Human Resources (OHR) works in close partnership with the Office of General Counsel (OGC) on a spectrum of important employment matters that enhance the faculty, staff and student employee experience at the University, allowing them to feel safe and supported in the workplace. Fairness, equity, inclusion and respect in all areas of the employment experience – labor and employee relations, compensation, benefits, hiring and selection, performance management, career development, and leadership and employee training – are directly impacted by the decisions that the University makes. OGC serves as a trusted partner as we collaborate on federal and state regulation changes, new legislation, and complex legal decisions. This partnership allows the University to proactively develop a plan of action as required by law, with the parallel consideration of how any changes will continue to support and protect our employees and the University of Minnesota."

- Ken Horstman
Vice President for Human Resources

FUTURE OF ADVANCED AGRICULTURE RESEARCH IN MINNESOTA (FAARM)

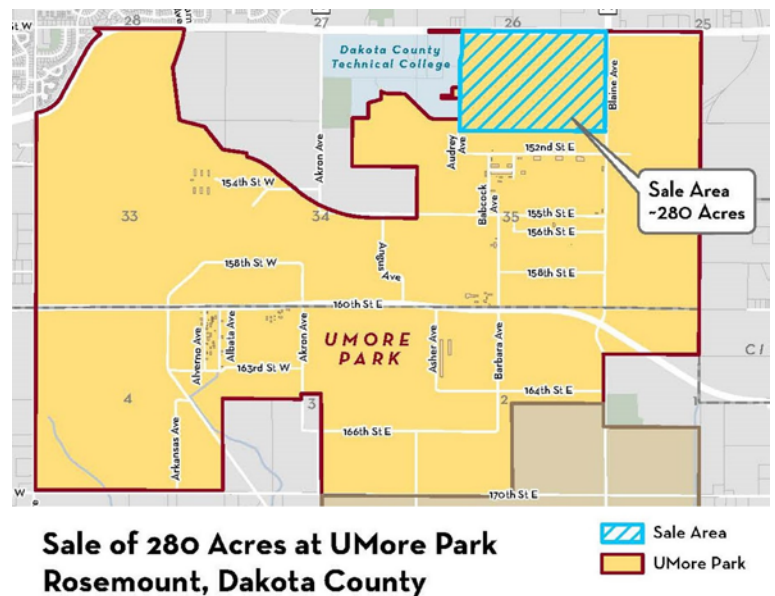


OGC has assisted in the acquisition of approximately 1,369 acres of farmland in Udolpho Township, Mower County, Minnesota, for the University's development of an advanced agricultural research complex. The project has concluded the pre-design phase, with exploration of conceptual site plans for FAARM's various program elements and will serve as a state-of-the-art teaching and research facility to advance the health intersections among people, animals, crops, and the environment. The pre-design analysis will guide

decisions for additional land acquisition, initially estimated at 1,600 acres. OGC has assisted with title issues, closing documentation, and leases of the acquired land, as well as initial planning communications with local government authorities.

SALE OF 280 ACRES OF UNIVERSITY'S UMORE PARK LAND

OGC assisted with the negotiation and preparation of a purchase and sale agreement for approximately 280 acres of its UMore Park land located in Rosemount, Minnesota, together with related roadway, utility, and construction agreements to facilitate the purchaser's development of the property. The purchaser is Jimnist LLC, a Delaware limited liability company, whose parent company is Meta Platforms, Inc., which is constructing a \$700 million data center on the property. The University received \$39.7 million for the property, the sale of which closed on December 29, 2023.



**Sale of 280 Acres at UMore Park
Rosemount, Dakota County**

Sale Area
UMore Park

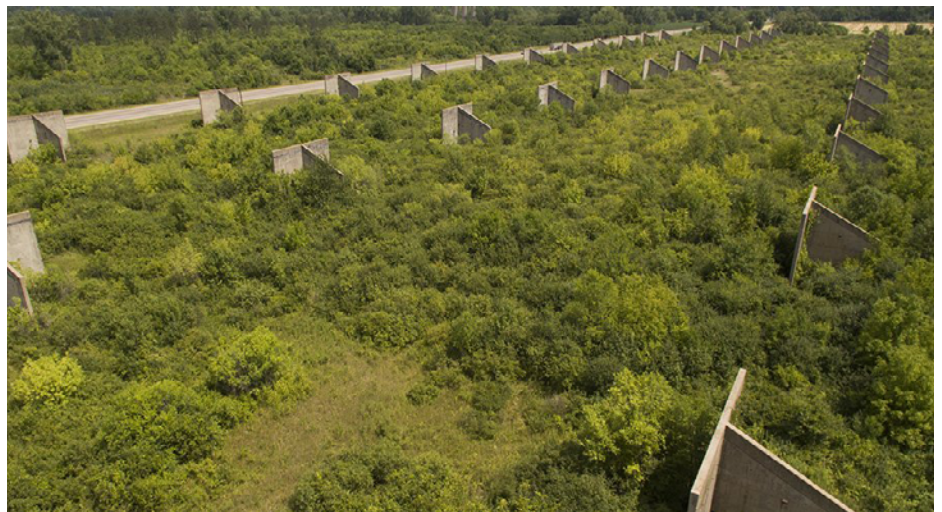
NAVIGATING CHANGES IN COLLEGE ATHLETICS



The past year has seen significant developments in college athletics as court cases continue to re-shape the longstanding rules regarding amateurism. OGC has worked closely with the Department of Athletics on Name, Image, and Likeness (NIL) issues, i.e., new rules that allow college athletes to receive compensation for the use of their NIL, as well as issues surrounding collectives, i.e., non-University booster entities that make and/or facilitate contracts with college athletes for the use of their NIL. OGC is also monitoring and advising on the proposed settlement of several federal court cases filed by college athletes against the National Collegiate Athletics Association (NCAA) and the Power Five athletics conferences. If approved, the settlement will bring even more changes, including the ability of schools to distribute a share of their media, sponsorship and ticketing revenue with college athletes.

GOPHER ORDNANCE WORKS AT UMORE PARK

In 2017, the University sued the federal government and E.I. Du Pont De Nemours (DuPont), under federal and state environmental protection laws, seeking to recover costs incurred due to environmental contamination at UMore Park relating back to the former Gopher Ordnance Works. The federal government and DuPont operated Gopher Ordnance Works during the Second World War to produce smokeless gunpowder and related materials. The federal court recently approved a settlement under which the federal government will pay the University \$13 million.



TITLE IX

In April 2024, the U.S. Department of Education published new Title IX regulations effective August 1, 2024. Title IX is a federal statute that bars discrimination on the basis of sex in educational programs and activities that receive federal funding. The new regulations establish very detailed procedures for schools to follow when they learn of sex discrimination, which includes sex-based harassment, sexual misconduct, differential treatment sex discrimination, and related retaliation. The new regulations also define sex-based harassment as harassment based on sex stereotypes, sex characteristics, pregnancy or related conditions, sexual orientation, gender identity, and gender expression. To bring the University into compliance with these new regulatory requirements, the OGC collaborated with the Equal Opportunity and Title IX Office (EOT) to update several University policies, including Board of Regents policies on faculty tenure and student conduct, the University's civil service employment rules, and Administrative policies on conflict resolution and discrimination. These proposed updates were informed by extensive systemwide consultation with faculty, staff, and students. OGC and EOT presented these amended policies to the Board of Regents for review on July 10. Days prior to the July 22 meeting at which the Board was slated to approve the new policies, a federal court enjoined the Department of Education from implementing or enforcing the regulations against the University. Therefore, the Board passed a resolution at the July 22 meeting delegating to President Cunningham the ability to implement the new policies at a future date in the event the injunction is lifted.



TRANSACTIONS GROUP

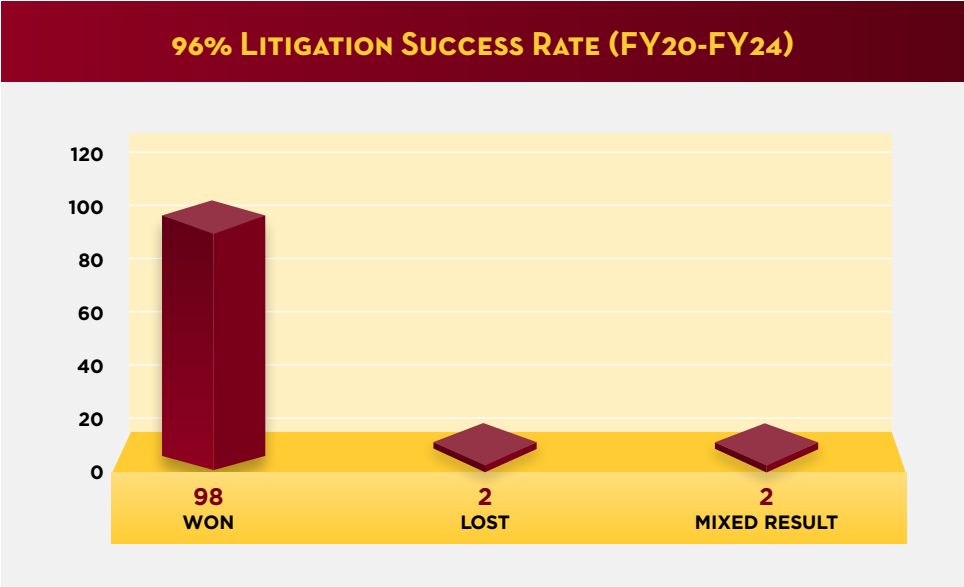
The OGC transactional attorneys serve as a key resource to the University, providing legal advice and consultation on all manner of complex business transactions throughout the year. Transactional attorneys and paralegals advise on both high and low dollar purchasing agreements, external sales agreements, sponsored research agreements, technology commercialization licenses, investments and bond issuance, complex financial transactions, and real estate transactions and construction agreements. OGC transactional attorneys work with the University community to protect the University's intellectual property by advising on patent, copyright and trademark issues. Beyond business transactions, OGC transactional attorneys advise University units on the legal implications of international programs, educational affiliations, international and domestic academic partnerships, immigration, employee benefits and retirement plans, and offer guidance and interpretation of University policy. OGC transactional attorneys must adapt to quickly changing areas of law, and one area of particular interest is the rapidly increasing use of generative artificial intelligence by the University community. The Transactions Group is dedicated to learning about the technical and legal aspects of generative artificial intelligence, and will continue to advise on the legal risks and requirements that accompany use of this rapidly evolving technology.



The Transactions Group has made some significant adjustments to the way it processes agreements for legal review. The Transactions Group attorneys have worked on improving agreement templates and an addendum that can be used to amend common contract clauses. On the research side, the Transactions Group holds office hours twice per week to address quick questions from the contract reviewers in Sponsored Projects Administration. These adjustments have led to much more efficiency in the legal contract review process, and it has enabled the team to address more complicated agreements and a higher volume of software license agreements.

LITIGATION AND CONTESTED MATTERS

OGC attorneys represent the University in a variety of litigation and contested matters. They defend labor and employment, personal injury, statutory and constitutional, and student-related claims brought against the University. These matters found OGC attorneys in state and federal trial and appellate courts, in arbitrations, and in other forums. As an example, OGC attorneys successfully defended the University in federal district court and before the United States Court of Appeals for the Eighth Circuit against a constitutional challenge to the University’s allocation of space to nine cultural centers on the second floor of Coffman Union.



COMPLIANCE UNITS IN THE OFFICE OF THE GENERAL COUNSEL

CLERY COMPLIANCE OFFICE

The [Clery Compliance Office](#) in OGC is dedicated to ensuring the University’s compliance with the Clery Act systemwide. The Clery Compliance Office works cooperatively with each campus to comply with the seven pillars of the Clery Act: submitting crime statistics to the U.S. Department of Education; issuing timely warnings and emergency notifications; producing daily crime and fire logs; disclosing missing student notification procedures; providing educational programming aiming to prevent dating violence, domestic violence, stalking, and sexual assault; disclosing fire safety information for University Housing; and publishing and distributing the [Annual Security and Fire Safety Reports](#). In addition, the office has undertaken significant efforts institution wide in overall compliance, awareness, and community engagement.

Compliance with the Clery Act is contingent upon the collaboration of offices across the institution. The Clery Compliance Office is committed to creating an environment of institutional responsibility to foster a safe and inclusive environment for our students, faculty, and staff across the University system. Moving forward, the Clery Compliance Office aims to further enhance reporting, expand educational outreach, and continually improve our safety policies and procedures. Our commitment to maintaining a safe and informed campus community remains a top priority as we strive for excellence in compliance and safety measures.



LABOR AND EMPLOYMENT

22
ARBITRATIONS

51
AGENCY CLAIMS

8
FAVORABLE RULINGS

0
UNFAVORABLE
RULINGS

7
SETTLED CASES



The Twin Cities Campus
**OFFICE OF ATHLETIC
COMPLIANCE**

hosted over
97
EDUCATIONAL
SESSIONS

conducted
8
AUDITS

Monitoring
practice/competition at
128
EVENTS

performed
11
INVESTIGATIONS

13
SELF-REPORTS
to the NCAA/Big Ten

72
NCAA/BIG TEN
WAIVERS

OFFICE OF ATHLETIC COMPLIANCE

During the 2023-24 academic year, the University of Minnesota teams and student-athletes performed at a high level both on and off the playing field. They received numerous athletic and academic awards. [The Office of Athletic Compliance](#) worked closely with the Athletics Department to ensure that coaches and staff were prepared to compete while remaining compliant with NCAA, Big Ten and WCHA rules. This past academic year was also year three under the NCAA's new Name, Image, and Likeness guidance allowing student-athletes to profit from commercial activities in ways that they have never been permitted to in the past. The Office of Athletic Compliance helped advise an outside entity, also known as a "collective," named Dinkytown Athletes, which began operation in 2022-23. The Office of Athletic Compliance worked with Dinkytown Athletes to ensure it was abiding by NCAA and institutional guidelines, as Dinkytown Athletes worked to provide Name, Image and Likeness opportunities for University of Minnesota student-athletes.

The NCAA and Power 5 conferences, which includes the B1G, are working to finalize a settlement agreement with plaintiffs in the House lawsuit. This settlement agreement will substantially change the way college sports operate. Some of the changes within this settlement agreement include shifting NCAA rules from scholarship to roster limits, permitting institutions to share revenue directly with student-athletes, and also creating a separate NIL clearinghouse to evaluate NIL deals. The Office of Athletic Compliance continues to advise the Athletics Department on these rapidly evolving changes to ensure the University of Minnesota is best positioned for the new age of college athletics.



DATA ACCESS AND PRIVACY OFFICE

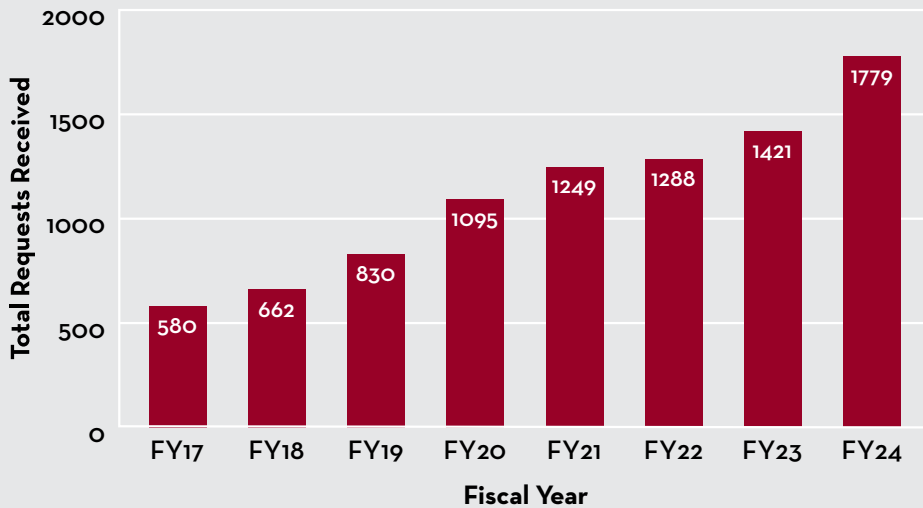
As in recent years, the University continues to experience an increasing volume of data requests. The ever-changing legal landscape shaped by the MN Government Data Practices Act, as well as numerous federal privacy laws, continues to add to the complexity of honoring the University's obligations to both protect private data and provide public access. As in previous years, the work of Data Access and Privacy continues to grow in volume and complexity.

In FY24, we received an all-time high number of 1,779 requests which was a 25% increase over FY23. Of special note this year was a nearly 40% increase in the number of requests from media outlets while requests for police, financial and employment records continue to be the most sought-after records. While the number of requests increased from the past year, our response time improved to an average of 7.4 days with a mean of 2 days. We attribute this increase in speed, in part, to the policy and procedural changes that were implemented in December 2020 which allowed us to provide more requesters with data faster than ever before.

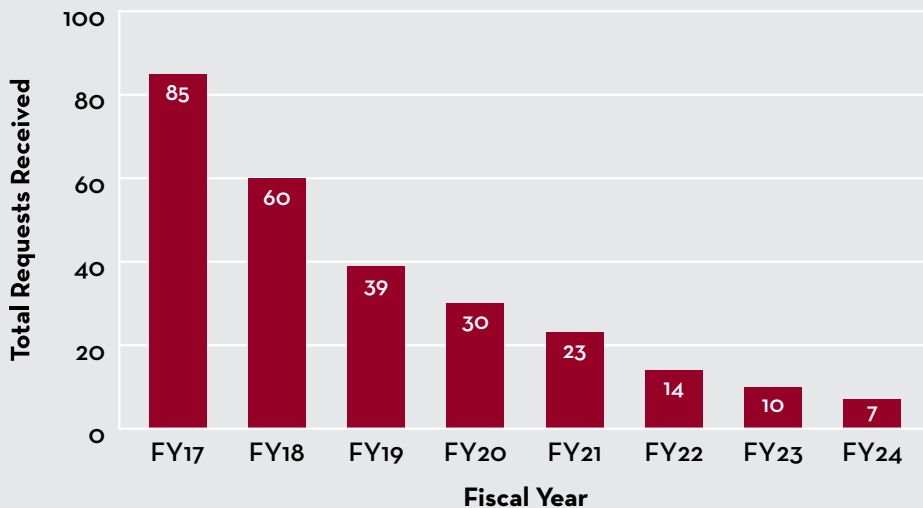
The University's Records and Information Management (RIM) program, which is housed in the DAP Office, works with University faculty and staff to ensure that the information they create and receive is kept according to legal, administrative and historical requirements and destroyed or deleted when no longer needed.



MGDPA FORMAL REQUESTS RECEIVED BY UNIVERSITY (FY)



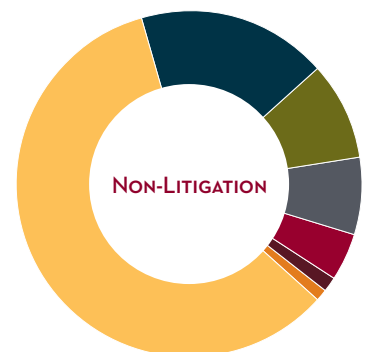
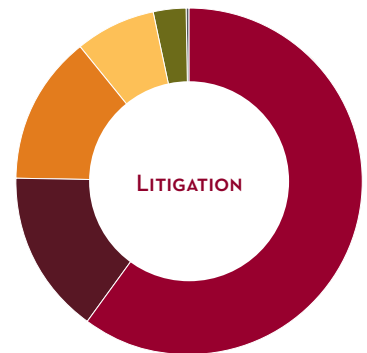
MGDPA AVERAGE NUMBER OF DAYS TO CLOSE A REQUEST (FY)



USE OF OUTSIDE COUNSEL

OGC handles most of the University's legal needs with internal resources. Besides the substantial economy that comes with an in-house legal department, the quality of legal services the University receives is enhanced by OGC's comprehensive knowledge of the University's unique structure, operations, strategic priorities, and mission. OGC does retain outside counsel, however, when specialized expertise or additional resources on a particular matter are necessary. For example, the University regularly retains outside counsel for patent prosecution services. We value the advice the University receives from outside counsel and appreciate their professionalism as they honor our expectation that they carry the University's mission and value as they go about their work on the University's behalf.

OUTSIDE COUNSEL DISTRIBUTION



OGC STAFF PROFESSIONAL AND COMMUNITY SERVICE

OGC staff hold many leadership roles in professional organizations as well as volunteering their time to various non-profit, community and public service institutions:

Lisa Beane Minnesota Commission on Judicial Selection, First Judicial District Attorney Member; District of Minnesota Federal Practice Committee; Minnesota Lavender Bar Association, Board Member

Laurie Beyer-Kropuenske Minnesota State Bar Association Public Law Section Council, Member

Whitney Cushing Ronald McDonald House Twin Cities, Volunteer

Arnie Frishman University of Minnesota Law School, Guest Lecturer on IP Agreements; Nightly Talmud Study Group at Congregation Bais Yisroel, Member; Bais Yaakov Girls High School, Founding President; Bais Yisroel Shabbos Observer, Founding Editor

Neil Goldsmith National Association of College and University Attorneys (NACUA), Conference Planning Committee Member; American Bar Association (ABA) Developing Labor Law Committee, Contributing Editor; Talmud Torah of Minneapolis, Board Member

Kevin Gomer National Association for Athletics Compliance, Membership and Awards Committee

Dan Herber Minnesota Law Review Alumni Advisory Board

Lynnette Johnson Brandy Chase at Rose Hill, Board of Directors, Treasurer

Susan Kratz Minnesota Continuing Legal Education, 2024 Health Law Institute Planning Committee; Lutheran Church of the Good Shepherd, Minneapolis Council President

Ruilin Li UMN China Center Advisory Council

Elizabeth Lim Karen Organization of Minnesota, Board of Directors

Susan McKinney ARMA International, Twin Cities Chapter, Board Chair

Doug Peterson NCBE: Uniform Bar Exam Drafting Committee, and Character and Fitness Investigations Committee; Minnesota Chief Legal Officers Group, Member

Tim Pramas Taught Law School classes “Civil Rights and Civil Liberties Moot Court” and “Law in Practice;” Neighborhood House, Volunteer, food shelf collection and organization; Minnesota Second District Ethics Committee, Attorney Member, review and recommend regarding attorney professional misconduct

Kate Rozalia Kaput National Association of Clergy Compliance Officers and Professionals (NACCOP), Federal Relations Committee Member, Ambassador, Mentor

Carrie Ryan Gallia University of Minnesota Law School, teaches judicial opinion writing; Jefferson Band and Choir Booster Clubs, Member; Xperitas, Board of Directors; Girl Scout Leader

Dan Volkosh City of Lakeville Parks, Recreation & Natural Resources Committee, Member; Council on Governmental Ethics Laws (COGEL), Membership Committee, Member; Head Election Judge, Lakeville

Karen Wagner Higher Education Legal Managers, Interim President; City of New Brighton Public Safety Commission, Chair





THE OFFICE OF THE GENERAL COUNSEL

Attorneys

Lisa Beane
Brent Benrud
Arnie Frishman
Neil Goldsmith
Dan Herber
John Katuska

Kaley Klanica
Susan Kratz
Ben Kremenak
Ruilin Li
Elizabeth Lim
Sarah McGee
Doug Peterson

Dan Piper
Tim Pramas
Carrie Ryan Gallia
Brian Slovut
Melissa Vogt
Beth Zamzow

Paralegals

Robert Amos
Kathy Bitterly

Carrie Briggs
Whitney Cushing

Diana Lutz-Clark
Laurel Luxenberg

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Rosalie Blaylark
Marcy Hoyles
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Brittany Kotta
Nancy Larson

Scottie Isla Povolny
Sarah Shaftman
Karen Wagner

Law Clerks

Sean Asselin

Daisy Geng

Megan Johnson

Athletic Compliance

Alexandra Andringa
Aaron Berens

Katharine Cresser-Di Salvi
Kevin Gomer
Arike Mercer

James Praska
John Wallace

Clery Act Compliance

Kate Rozalia Kaput

Data Access and Privacy

Laurie Beyer-Kropuenske

Kristine Haugslund
Susan McKinney

Dan Volkosh



Office of the General Counsel

**360 McNamara Alumni Center
612-624-4100**

**OGC.UMN.EDU
OGCWEB@UMN.EDU**

UNIVERSITY OF MINNESOTA
PRESIDENT'S OFFICE
SUMMARY OF EXPENDITURES
GENERAL OPERATIONS AND MAINTENANCE FUND
12 MONTHS ENDING JUNE 30, 2024
(UNAUDITED)

	CURRENT YEAR		PRIOR YEAR	
	CURRENT BUDGET 2023-2024	REVENUES/ EXPENDITURES 2023-2024	PRIOR YEAR BUDGET 2022-2023	REVENUES/ EXPENDITURES 2022-2023
Beginning Balance (Prior Year Carry forward)	\$1,093,358	\$1,195,091	\$617,761	\$1,063,129
Revenues				
Transfer in	148,495	\$191,325	953,842	\$875,149
Total Year Allocation	3,874,715	3,874,715	3,583,092	3,583,092
Total Resources	\$5,116,568	\$5,261,131	\$5,154,695	\$5,521,370
Expenditures				
President's Office Salaries	1,797,448	1,474,518	1,648,328	1,583,802
President's Office Fringe Benefits	641,666	528,383	587,880	567,156
Previous Presidents' Retirement	-	275,000	160,000	160,000
Supplies, Expense, Equipment Ofc of the President-General Operations	266,586	202,426	273,977	213,048
President's Travel & External Relations	27,000	13,932	27,000	20,128
Academic/Programmatic Initiatives (includes searches)	394,244	869,062	1,197,232	1,281,706
University-Wide Memberships	514,927	497,212	515,929	497,212
Sub Total Expenditures-President's Ofc	3,641,871	3,860,533	4,410,346	4,323,052
Eastcliff Management Office Salaries	-	-	-	-
Eastcliff Management Office Fringe Benefits	-	-	-	-
Supplies, Expense, Equipment Eastcliff Management Ofc-General Operations	-	-	-	3,227
Sub Total Expenditures-Eastcliff	-	-	-	3,227
Total Expenditures	3,641,871	3,860,533	4,410,346	4,326,279
Ending Balance	\$1,474,697	\$1,400,598	\$744,349	\$1,195,091

UNIVERSITY OF MINNESOTA
FACILITIES MANAGEMENT AND PRESIDENT'S OFFICE SUMMARY OF EXPENDITURES FOR EASTCLIFF
GENERAL OPERATIONS & MAINTENANCE FUND
12 MONTHS ENDING June 30, 2024
(UNAUDITED)

	CURRENT YEAR			PRIOR YEAR		
	FM Eastcliff Management 2023/24	Eastcliff Event Management 2023/24	TOTAL	FM Eastcliff Management 2022/23	Eastcliff Event Management 2022/23	TOTAL
Beginning Balance (Prior Year Carry forward) *		\$ 64,674	\$ -		\$ 67,901	\$ 67,901
Revenues						
Total Year Allocation	\$ 280,352		\$ -	\$ 277,900	\$ -	\$ 277,900
Total Resources	\$ 280,352	\$ 64,674	\$ -	\$ 277,900	\$ 67,901	\$ 345,801
Expenditures						
Salaries and Fringe Benefits			\$ -	\$ 19,323	\$ -	\$ 19,323
Supplies, Expense, Equipment	\$ 334,771		\$ -	\$ 251,416	\$ 3,227	\$ 254,643
Transfer to/(from) the Eastcliff Project Reserve	\$ (54,419)		\$ -	\$ 7,162	\$ -	\$ 7,162
Total Expenditures	\$ 280,352	\$ -	\$ -	\$ 277,900	\$ 3,227	\$ 281,127
Ending Balance	\$ -	\$ 64,674	\$ -	\$ -	\$ 64,674	\$ 64,674

UNIVERSITY OF MINNESOTA
BOARD OF REGENTS
SUMMARY OF EXPENDITURES
GENERAL OPERATIONS & MAINTENANCE FUND
TWELVE MONTHS ENDING JUNE 30, 2024

	FY 2024				FY 2023		
	Budgeted Revenues / Expenditures	Actual Revenues / Expenditures	Percentage Expended		Budgeted Revenues / Expenditures	Actual Revenues / Expenditures	Percentage Expended
Beginning Balance (Prior Year Carryforward)	\$ 143,707	\$ 173,651			\$ 181,660	\$ 191,999	
<u>Revenues</u>							
Total Allocation	\$ 975,937	\$ 975,937			\$ 943,937	\$ 943,937	
Net Transfers	\$ -	\$ 33,000			\$ -	\$ -	
Total Resources	\$ 1,119,644	\$ 1,182,588			\$ 1,125,597	\$ 1,135,936	
<u>Expenditures</u>							
Salaries	\$ 561,770	\$ 571,018	101.6%		\$ 610,156	\$ 605,240	99.2%
Fringe Benefits	\$ 198,545	\$ 203,539	102.5%		\$ 208,076	\$ 208,897	100.4%
Supplies, Equipment, Board Expenses, etc.	\$ 259,921	\$ 174,305	67.1%		\$ 248,269	\$ 148,149	59.7%
Total Expenditures	\$ 1,020,236	\$ 948,863	93.0%		\$ 1,066,501	\$ 962,286	90.2%
Ending Balance	\$ 99,408	\$ 233,725			\$ 59,096	\$ 173,651	



BOARD OF REGENTS DOCKET ITEM SUMMARY

Board of Regents

October 11, 2024

AGENDA ITEM: Consent Report - **REVISED**

☐

Review

☒

Review + Action

☐

Action

☐

Discussion

☐

This is a report required by Board policy.

PRESENTERS: Regent Janie S. Mayeron

PURPOSE & KEY POINTS

A. Gifts

The President recommends approval of the Summary Report of Gifts to the University through August 31, 2024.

B. Adoption of the Eastcliff Advisory Board Bylaws

The Board chair recommends adoption of the Eastcliff Advisory Board Bylaws. The new bylaws implement the governance recommendations from the Eastcliff Property Task Force that were approved by the Board on July 22, 2024. The proposed bylaws streamline governance of Eastcliff in the following ways:

- Expands technical expertise on the Eastcliff Advisory Board and eliminates the Eastcliff Technical Advisory Committee. This avoids having two different groups review projects and make decisions or recommendations.
- Increases the Board of Regents approval threshold for capital improvements and significant expenditures from \$25,000 to \$100,000.
- Requires the Eastcliff Advisory Board to review and recommend a long-term plan at least once every five years.
- Delegates to the Eastcliff Advisory Board oversight of the annual budget, annual facility operations and maintenance plan, University of Minnesota Foundation development plan, and other capital improvements and significant expenditures that fall below the new Board of Regents approval threshold.

C. Amendment to Minnesota-Wisconsin Public Higher Education Reciprocity Agreement

The President recommends approval of the Minnesota-Wisconsin Public Higher Education Reciprocity Agreement, which was amended August 20, 2024. This amended agreement does not make any substantive changes to the reciprocity agreement between Minnesota and Wisconsin. It instead provides that the University of Wisconsin System, rather than Wisconsin Higher Education

Aids Board, administers the agreement on behalf of University of Wisconsin schools. This amendment was necessitated by a recent act passed by the Wisconsin General Assembly that transferred the Wisconsin Higher Education Aids Board's authority in this regard to the University of Wisconsin System, a technical change that was mentioned during the Board's September work session on reciprocity. Minnesota law (Minn. Stat. § 136A.08, subd. 6) provides that this amended reciprocity agreement is only valid as to the University of Minnesota with Board of Regents approval.

D. Election of Treasurer

The Board chair nominates and recommends the election of Gregg Goldman as treasurer of the Board of Regents for the remainder of the term ending June 30, 2024, effective November 11, 2024. The effective date aligns with his start date as the University's executive vice president for finance and operations, pending Board approval.

Included within the role of treasurer is the granting of signatory authority on behalf of the University. That signatory authority will be transferred to Gregg Goldman upon completion and submission of the necessary documentation to the University's financial institutions.

E. Nominations to the University of Minnesota Foundation Board of Trustees

As outlined in Board of Regents Policy: *Appointments to Organizations and Boards*, the Board chair, in consultation with the President, recommends nominees for Board-appointed seats on the University of Minnesota Foundation Board of Trustees. The Board chair nominates and endorses the appointment of the following individuals:

- *Regent Mary A. Davenport (Completing 1st term as a Regent-nominated Trustee, eligible for 2nd term)* – Regent Mary Davenport is a former higher education administrator with 30 years of experience with Minnesota State, where she held various local and statewide roles that included service as a faculty member, dean, vice president, and president. Davenport also brings over five years of university classroom teaching experience. She has served on boards in the government and nonprofit sectors, including the Governor's Workforce Development Council, Minnesota Job Skills Partnership, KSMQ Public Television, the Austin Area Commission for the Arts, and the Greater Rochester Arts and Cultural Trust. She was awarded a Bush Leadership Fellowship in 2003. Davenport received undergraduate and graduate degrees from the University of Wisconsin–Stevens Point and the University of Wisconsin–Stout. She earned her PhD at Colorado State University and has completed various professional education programs at the Harvard Kennedy School, the Institute for Women in Higher Education at Bryn Mawr College, and the Duke University Sanford Center for Public Policy.
- *Regent Douglas A. Huebsch (Completing 1st term as a Regent-nominated Trustee, eligible for 2nd term)* – Regent Douglas Huebsch is president of Goose Group, a company that owns and operates several destination retail stores, a microbrewery, and a specialty chocolate factory. He was also a partner and founder in New Life Farms, producing turkey and cattle. Huebsch was an Otter Tail County Commissioner for 12 years. His extensive volunteer experience includes service as chair of Prairie Lakes Municipal Solid Waste Authority and the Minnesota Statewide Community Health Services Advisory Committee. He served on the

boards of Lakes Country Service Cooperative, Otter Tail Lakes Country Tourism, and the Otter Tail County Community Development Agency. From 2013–2014, Huebsch chaired the USDA National Committee on Agricultural Statistics that provided guidance to the Secretary of Agriculture. Huebsch received a bachelor of applied economics from the University of Minnesota. He went on to serve as chair of the University of Minnesota Alumni Association (UMAA) board of directors and on the presidential search advisory committee for the University's 17th president. He received the University of Minnesota Alumni Service Award in 2020.

RECOMMENDATIONS

The President recommends approval of the Consent Report with the exception of the adoption of the Eastcliff Advisory Board Bylaws, [election of treasurer](#), and nominations to the University of Minnesota Foundation Board of Trustees.

Chair Mayeron recommends adoption of the Eastcliff Advisory Board Bylaws, [the election of treasurer](#), and nominations to the University of Minnesota Foundation Board of Trustees.



BOARD OF REGENTS DOCKET ITEM SUMMARY

Board of Regents

October 11, 2024

AGENDA ITEM: Consent Report

☐

Review

☒

Review + Action

☐

Action

☐

Discussion

☐

This is a report required by Board policy.

PRESENTERS: Regent Janie S. Mayeron

PURPOSE & KEY POINTS

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- Increases the Board of Regents approval threshold for capital improvements and significant expenditures from \$25,000 to \$100,000.
- Requires the Eastcliff Advisory Board to review and recommend a long-term plan at least once every five years.
- Delegates to the Eastcliff Advisory Board oversight of the annual budget, annual facility operations and maintenance plan, University of Minnesota Foundation development plan, and other capital improvements and significant expenditures that fall below the new Board of Regents approval threshold.

C. Nominations to the University of Minnesota Foundation Board of Trustees

As outlined in Board of Regents Policy: *Appointments to Organizations and Boards*, the Board chair, in consultation with the President, recommends nominees for Board-appointed seats on the University of Minnesota Foundation Board of Trustees. The Board

chair nominates and endorses the appointment of the following individuals:

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RECOMMENDATIONS

The President recommends approval of the Consent Report with the exception of the adoption of the Eastcliff Advisory Board Bylaws and nominations to the University of Minnesota Foundation Board of Trustees.

Chair Mayeron recommends adoption of the Eastcliff Advisory Board Bylaws and nominations to the University of Minnesota Foundation Board of Trustees.

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

October 2024 Regents Meeting

	August		Year-to-Date	
	2024	2023	07/01/24 08/31/24	07/01/23 08/31/23
U of M Gift Receiving	\$ 62,907	\$ 122,565	\$ 724,864	\$ 133,647
Arboretum Foundation	\$ 857,739	899,402	4,127,349	1,457,499
Univ of MN Foundation	\$ 16,538,853	18,910,199	36,395,944	53,401,963
Total Gift Activity	\$ 17,459,499	\$ 19,932,166	\$ 41,248,157	\$ 54,993,109

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

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

Gifts to benefit the University of Minnesota
Gifts received August 2024

Donor	Gift / Pledge	Purpose of Gift
\$500,000 - \$1,000,000		
Dalos Grobe	Gift	College of Liberal Arts
Joanne M Pearson Estate	Gift	Medical School
Katherine Ostrander	Gift	College of Science and Engineering
Rene Zona	Gift	Medical School
\$250,000 - \$500,000		
Amy R & Philip S Goldman Fdn	Pledge	Medical School
Esri	Pledge	College of Design; Libraries
Mark Snyder and Gloria Sheehan	Pledge	College of Science and Engineering
Wal-Mart Fdn	Gift	Institute on the Environment
\$100,000 - \$250,000		
Belle and Harry Yaffe	Gift	College of Education and Human Development
Blythe Brenden-Mann Fdn	Gift	Academic Clinical Affairs
Chesley Family Fund-Vanguard Charitable	Gift	Intercollegiate Athletics
Christopher and Cally Swanson	Pledge	Intercollegiate Athletics
Dr. Harry Brickley Farm Foundation, Inc.	Gift	Medical School
Eddy Foundation Charitable Trust U/W	Pledge	University of Minnesota Duluth
Frederick B Wells Jr Trust	Gift	Medical School
Grammarly, Inc.	Gift	College of Science and Engineering
Lynn Slifer and Thomas Kinsey	Pledge	College of Education and Human Development
Peggie A Notarianni Estate	Gift	School of Dentistry; School of Public Health
TikTok Inc.	Gift	College of Science and Engineering
University of Minnesota Women's Club	Gift	Office of Undergraduate Education
\$50,000 - \$100,000		
Alan and Gina Amatuzio	Gift	Academic Clinical Affairs
Amy Chazin	Pledge	Intercollegiate Athletics
Andy Warhol Foundation for the Visual Arts Inc	Gift	College of Liberal Arts
Anonymous Donor	Gift	College of Education and Human Development
Children's PSC Foundation	Gift	Medical School
Clarence John and Dianna Shyree Deschene	Pledge	College of Education and Human Development
Dawn and Daniel Zouber	Pledge	Intercollegiate Athletics
Dennis Erickson	Gift	University of Minnesota Duluth
Guy Grove Family Foundation	Gift	Medical School
Honeywell International Inc	Gift	College of Science and Engineering
International Paper Foundation	Pledge	Minnesota Landscape Arboretum
James Langland and Penny Langland, M.D.	Gift	Intercollegiate Athletics
James and Deborah Deanovic	Gift	School of Dentistry
Jane and Helmut Mauer	Gift	College of Education and Human Development
Jennifer and Kevin Weist	Gift	Medical School
John Wetzel, Ph.D.	Pledge	College of Liberal Arts
Judith Libertus	Gift	College of Liberal Arts
Katharine Dumas	Gift	University of Minnesota Duluth

\$50,000 - \$100,000

Kathleen and David Gullickson	Pledge	Intercollegiate Athletics
Lamarche Creek Fdn	Pledge	University of Minnesota Duluth
Madhubala Viswanathan, Ph.D.	Pledge	Carlson School of Management
Maryan S Schall Estate	Gift	College of Liberal Arts
Michael and Jennifer Hecht	Gift	College of Continuing and Professional Studies
Minnesota Lions Hearing Foundation	Gift	College of Liberal Arts
Mitchell Hillman	Pledge	Office of Undergraduate Education
Mitchell Richter and Kristin Ulrich	Pledge	University of Minnesota Duluth
Otto Bremer Trust	Gift	Office of Undergraduate Education;
Peter Beniares	Pledge	University of Minnesota Rochester
Philip and Margaret Soran	Gift	Intercollegiate Athletics
Robina Foundation Fund of the Minneapolis Foundation	Gift	Academic Clinical Affairs
Room and Board Foundation	Gift	Law School
Schneiderman's Furniture Inc	Gift	College of Veterinary Medicine
Schwab Vollhaber Lubratt Inc	Gift	Medical School
Scott and Nicole Tassani	Pledge	Academic Clinical Affairs
Timothy and Nancy Phillips	Gift/ Pledge	Intercollegiate Athletics
		Office of Undergraduate Education

\$25,000 - \$50,000

Bell Bank	Gift	Intercollegiate Athletics
Best Buy Fdn	Gift	College of Education and Human Development
Brownstein Family Foundation	Gift	College of Liberal Arts
Campbell Foundation	Pledge	Carlson School of Management
Cargill Inc - Risk Management	Gift	College of Science and Engineering
Edith Leyasmeyer, Ph.D.	Gift	School of Public Health
Elizabeth Draxten and Stacy Rubsam	Gift	Carlson School of Management
General Mills Inc	Gift	Carlson School of Management
George W Taylor Charitable Trust	Gift	College of Science and Engineering
Graco Foundation	Gift	College of Science and Engineering;
Illinois Corn Marketing Board	Gift	University of Minnesota Duluth
Jane Cowles	Gift	Research and Innovation Office
John and Rebecca Siekmeier	Gift	Intercollegiate Athletics
Martha and Daniel Beck	Pledge	Law School
Michael Magnusson, D.V.M. and Denise Magnusson	Gift	Medical School
Michael O'Connor, Ph.D. and MaryJane O'Connor	Pledge	University of Minnesota Crookston
Nancy Anderson	Gift	College of Biological Sciences
Nutrien Inc	Gift	Office of Undergraduate Education
Rudolph & Gladys Miller Medical Research Foundation	Gift	College of Food, Agricultural and Natural Resource Sciences
Seagate Technology Inc	Gift	Intercollegiate Athletics
Stephen Litton, D.D.S.	Gift	College of Science and Engineering
Stewart and Lesley Crosby	Pledge	School of Dentistry
Target Corporation	Gift	College of Food, Agricultural and Natural Resource Sciences
Vicki and Alan Mueller	Gift	Humphrey School of Public Affairs
		Undesignated

\$10,000 - \$25,000

American Cancer Society Inc	Gift	Research and Innovation Office
Andrew and Jennifer Reiersen	Gift	University of Minnesota Duluth
Anne Field and Litton Field Jr.	Gift	College of Veterinary Medicine
Anonymous Donor	Gift	Intercollegiate Athletics
Anonymous Donor	Gift	College of Food, Agricultural and Natural Resource Sciences
Bertha A Lewis Estate	Gift	College of Science and Engineering
Beverly Deren-Frank, M.D.	Gift	Medical School
Bruder Family Foundation	Gift	Academic Clinical Affairs
Carolyn Pengidore	Gift	College of Veterinary Medicine
Corey Sauer	Gift	Weisman Art Museum
Craig and Robin Dahl	Gift	Academic Clinical Affairs
Donald Johnson, Jr. Jr. and Charlotte Johnson	Gift	Intercollegiate Athletics
Donald and Mary Kunz	Gift	College of Veterinary Medicine
Edith Walters-Jones and S. Robert Jones Fund- Mpls Fdn	Gift	College of Biological Sciences
Emerson Electric Fdn	Gift	Carlson School of Management; College of Science and Engineering
Emily and Allen Anderson	Gift	School of Nursing
Ethelyn Cohen	Pledge	College of Education and Human Development
Evans Transportation	Gift	Academic Clinical Affairs
Home Federal Savings Bank	Gift	University of Minnesota Rochester
J. Kevin Costley and Adina Overbee	Gift	Law School
James Ramsey, Ph.D. and Roberta Ramsey	Gift	College of Science and Engineering
James and Mary Kunza	Gift	Academic Clinical Affairs
Jefferson Partners Lp	Pledge	Carlson School of Management
John & Mary Pappajohn Scholarship Fdn	Gift	Office of Undergraduate Education
KGP Co. Services, LLC	Gift	Carlson School of Management
Kirk Baumgardner	Gift	School of Dentistry
Larry and Sheila Schneiderman	Gift	Medical School
Lathrop GPM LLP	Gift	Carlson School of Management
Louise Fester	Gift	Academic Clinical Affairs; College of Veterinary Medicine
Lynda Welage	Gift	College of Pharmacy
MLBA Purple Ribbon Auction Committee	Gift	University of Minnesota Extension
Max Kade Foundation Inc	Gift	College of Liberal Arts
Michael Bronson, M.D.	Gift	Academic Clinical Affairs
Minnesota Center for Nursing	Gift	School of Nursing
Minnesota Turf Seed Council Inc	Gift	College of Food, Agricultural and Natural Resource Sciences
Paul and Christine Lilienthal	Gift	Academic Clinical Affairs
Paul and Jeanne Ravich	Gift	Law School
Public Welfare Foundation	Gift	College of Liberal Arts
RL Growers Cooperative	Gift	College of Food, Agricultural and Natural Resource Sciences
Rajiv Shah, M.D. and Rajni Shah, O.D.	Gift	Academic Clinical Affairs
Richard and Dorothy Seebach	Gift	College of Liberal Arts; College of Science and Engineering
Sharron Steinfeldt	Gift	Libraries
St Jude Medical Inc	Gift	Academic Clinical Affairs

\$10,000 - \$25,000

Super Radiator Coils	Gift
Suresh Krishna and Bhuvana Nandakumar	Gift
Susan Connor, Ph.D. and Kevin Connor, D.D.S.	Gift
Syngenta Crop Protection LLC	Gift
Timothy Huebsch	Gift
Todd Rainwater	Gift
Wendy Wells and Ralph Moller	Gift
Zongyu Chen, M.D., Ph.D. and Qing Yao	Gift

\$5,000 - \$10,000

AB CarVal Foundation	Gift
Adam and Jessica Tilly	Gift
Alexander Iafallo	Gift
Anna M Heilmaier Charitable Fdn	Gift
Anonymous Donor	Gift
Artim Industrial Property LLC	Gift
Carol Sundet-Meeker and Hugh Meeker	Gift
Casey Emerick	Gift
Cass-Clay Creamery Inc	Gift
Center for Computer-Assisted Legal Instruction	Gift
Charles Hoberman	Gift
Charles and Maryanne Lo	Gift
Corteva Finance BV	Gift
Courtney Andersen	Gift
Cure PSP Foundation	Gift
Dane Larsen and David Solomito	Gift
David Doty	Gift
Deborah Malmon	Gift
Diane Hoberman Louie	Gift
Douglas and Pam Swenson	Gift
Erica Kairis	Gift
Erwin L Weber Trust	Gift
FMC Corporation	Gift
Hannah McNeely	Gift
Henry Hanson, Ph.D. and Barbara Hanson, Ph.D.	Gift
International Dairy Queen Inc	Gift
James Hoberman	Gift
James and Janet Richard	Gift
James and Sharon Hauschild	Gift
Janet and Markus Keel	Gift
Jean and William Engelmann	Gift
Jeanne Lowe	Gift
Jeffrey and Carolyn Malmon	Gift
John Okada	Gift
John and Nan Beard	Gift
John and Pat Carow	Gift
Joseph Brady	Gift

Intercollegiate Athletics
Carlson School of Management
College of Veterinary Medicine
College of Food, Agricultural and Natural Resource Sciences
Carlson School of Management
Medical School
Medical School
Medical School
Academic Clinical Affairs
Academic Clinical Affairs
University of Minnesota Duluth
Northrop
University of Minnesota Extension
University of Minnesota Duluth
Intercollegiate Athletics
Academic Clinical Affairs
University of Minnesota Crookston
Law School
Libraries
College of Science and Engineering
College of Food, Agricultural and Natural Resource Sciences
Academic Clinical Affairs
Medical School
Academic Clinical Affairs
Law School
Law School
Libraries
Minnesota Landscape Arboretum
Humphrey School of Public Affairs
Office of Undergraduate Education
College of Food, Agricultural and Natural Resource Sciences
Weisman Art Museum
College of Science and Engineering
Carlson School of Management
Libraries
Intercollegiate Athletics
Academic Clinical Affairs
College of Science and Engineering
University of Minnesota Extension
Academic Clinical Affairs; College of Liberal Arts
Medical School
College of Science and Engineering
College of Food, Agricultural and Natural Resource Sciences
University of Minnesota Duluth
College of Food, Agricultural and Natural Resource Sciences

\$5,000 - \$10,000

Judith Malmon	Gift	Office for Student Affairs
Kaimay Terry and Joseph Terry, M.D.	Gift	Medical School
Kathleen Mottl and Lawrence Mottl, M.D.	Gift	College of Veterinary Medicine
Kohler Co	Gift	College of Food, Agricultural and Natural Resource Sciences
LLoyd K Johnson Foundation	Gift	Medical School
Lawrence Shelley and Julie Jensen	Gift	Intercollegiate Athletics
Leonberger Health Foundation	Gift	College of Veterinary Medicine
Limitless Precision Machining LLC	Gift	University of Minnesota Duluth
Margaret Hoberman	Gift	Libraries
Mary Stehr	Gift	College of Food, Agricultural and Natural Resource Sciences; Office of Undergraduate Education
Medtronic Inc	Gift	College of Design; College of Science and Engineering
Michael Gordon	Gift	Academic Clinical Affairs
Michael Malmon	Gift	Office for Student Affairs
Michael and Mia Jordan	Gift	Academic Clinical Affairs
Milk Specialties Global	Gift	College of Food, Agricultural and Natural Resource Sciences
Morris Area Fastpitch Association	Gift	University of Minnesota Morris
Nancy Miller	Gift	School of Nursing
Nebraska Ethanol Board	Gift	Research and Innovation Office
Paget Pengelly	Gift	Humphrey School of Public Affairs
Park Dental Partners Foundation	Gift	School of Dentistry
Patricia and Robert Porter	Gift	College of Veterinary Medicine
Patricia and Robert Strickland	Gift	Carlson School of Management
Paul and Judy Ulland	Gift	University of Minnesota Extension
Philip Rapport, M.D. and Rebecca Rapport, Ph.D.	Gift	Medical School
R.D. Offutt Company	Gift	Minnesota Landscape Arboretum
Richard Rank, Ph.D.	Gift	College of Education and Human Development
Richard and Susan Heichert	Gift	Intercollegiate Athletics
Rodney Perlman	Gift	Academic Clinical Affairs
Ronald and Nancy Reimann	Gift	Carlson School of Management
Scott King	Gift	Humphrey School of Public Affairs
Steven and Mary Miller	Gift	College of Science and Engineering
Steven and Sandra Sunde	Gift	Intercollegiate Athletics
Terry Lundberg	Gift	University of Minnesota Duluth
Thrivent Trust Company	Gift	Intercollegiate Athletics
Todd and Tammie Zarfes	Gift	College of Science and Engineering
Toni Okada	Gift	College of Science and Engineering
Treatment Com AI Inc	Gift	Unrestricted
Tyler Fedrizzi	Gift	College of Science and Engineering
Vincent and Tara Jones	Gift	University of Minnesota Duluth
Virginia Perman	Gift	College of Veterinary Medicine
WIPFLI Fdn Inc	Gift	Carlson School of Management
William and Linda Garvelink	Gift	College of Liberal Arts



EASTCLIFF ADVISORY BOARD BYLAWS

SECTION 1. CHARGE.

Eastcliff has a unique role among University of Minnesota buildings in that it serves both as a public facility for events and meetings and as the private residence of the University president and family. The Eastcliff Advisory Board (EAB) is created by, and accountable to, the Board of Regents. Its mission is to advise the Board of Regents on plans and major expenditures related to Eastcliff, provide additional oversight to facility operations, and assist in soliciting private resources to support Eastcliff's continued use in a manner worthy of the University's rich history and tradition. It plays an important role in considering both internal and external perspectives regarding spending decisions at Eastcliff and ensuring that the Board of Regents has appropriate governance-level oversight of this important University asset.

SECTION 2. MEMBERSHIP.

Chair (voting):

- Board of Regents member (selected by the chair of the Board of Regents)

Voting Members:

- Executive Vice President for Finance & Operations or designee (1)
- Vice President for University Services or designee (1)
- Board of Regents Executive Director & Corporate Secretary (1)
- President, University of Minnesota Foundation or designee (1)
- Associate Vice President, Facilities Management (1)
- Members who are not University employees, appointed by the chair of the Board of Regents for two-year terms that run concurrently with the term of the EAB chair (3)

Non-Voting Members:

- President's designee, Office of the President (1)
- University Associate (President's Spouse) (1)
- Dean, College of Design, Twin Cities campus or designee (1)
- Director, Minnesota Landscape Arboretum or designee (1)
- Director, Weisman Art Museum, Twin Cities campus or designee (1)
- Other members of the University community as needed based on their expertise.

Staff:

- Office of the Board of Regents

SECTION 3. RESPONSIBILITIES.

Subd. 1. Long-term Plans.

At least once every five years, EAB shall review and recommend to the Board of Regents a long-term plan for Eastcliff. These long-term plans should focus on enhancing the original integrity and design of Eastcliff and its grounds while also promoting its use as an important institutional and residential University resource. Long-term plans should include anticipated capital improvements and significant expenditures over the subsequent five years.

Subd. 2. Annual Budget; Facility Operations and Maintenance Plan.

EAB shall review and approve the annual Eastcliff budget as well as the facility operations and maintenance plan. As needed, EAB shall advise the Office of the President and Facilities Management on operating policies and procedures including staffing, general maintenance, security, and the appropriate level of scheduling and use of Eastcliff.

Subd. 3. Capital Improvements and Significant Expenditures

EAB shall provide oversight of all capital improvements and significant expenditures at Eastcliff. Capital improvements and significant expenditures are defined as physical improvements or repairs, equipment, furniture, fixtures, decorations, and other enhancements. EAB shall exercise oversight as follows:

- a) Individual capital improvements and significant expenditures with a value between \$1,000 to \$24,999 shall be reported to EAB annually. If a capital improvement or significant expenditure below \$25,000 could be viewed as personally benefiting the president or their family, the Office of the President or Facilities Management shall consult with the EAB chair before proceeding. The EAB chair has the discretion to route any item identified as personally benefiting the president or their family to the EAB for approval.
- b) Individual capital improvements and significant expenditures with a value between \$25,000 to \$99,999 shall be approved by EAB. The EAB chair may act on behalf of EAB in situations where waiting for the next scheduled meeting to obtain EAB approval on a particular matter could have a significant impact on Eastcliff operations or poses a considerable health, safety, or financial risk. Any such urgent approvals and all materials provided to support the request shall be provided to EAB upon approval by the EAB chair.
- c) Individual capital improvements and significant expenditures with a value of \$100,000 or more shall be reviewed by EAB and recommended to the Board of Regents for its approval. Included in its recommendation shall be advice to the Board of Regents on the appropriate source of funding for projects being recommended for approval and highlight when private funds are being recommended to be used in alignment with donor intent.

All capital improvements and significant expenditures shall follow relevant University policies and procedures.

Subd. 4. Fundraising.

EAB shall annually review the University of Minnesota Foundation's (UMF) development plan for Eastcliff and assist, as needed, in the solicitation of private resources consistent with that plan. As needed, EAB shall advise UMF on issues of public interest as well as on matters pertaining to donor appreciation and communications. The term 'Friends of Eastcliff' may be used at the discretion of EAB to recognize individuals and families who have provided financial support for Eastcliff.

Subd. 5. Annual Report.

EAB shall submit to the Board of Regents an annual report on Eastcliff that includes the following information for the previous fiscal year:

- a) operating financials, including sources and uses of funding;
- b) current endowment fund levels;
- c) all capital and significant expenditures;
- d) overview of maintenance and repairs performed; and
- e) summary of official events and activities held at Eastcliff.

REVISION HISTORY

Adopted by the Board of Regents: pending

Supersedes: Friends of Eastcliff Committee Bylaws dated November 2008; Eastcliff Advisory Board Bylaws dated February 14, 2014; and Eastcliff Technical Advisory Committee Bylaws dated February 14, 2014.

MINNESOTA-WISCONSIN PUBLIC HIGHER EDUCATION RECIPROCITY AGREEMENT

General Provisions

I. Purpose and Nature of the Agreement

The purposes of this Agreement are to continue to improve the postsecondary education advantages of residents of Minnesota and Wisconsin through greater availability and accessibility of postsecondary education opportunities and to achieve improved effectiveness and economy in meeting the postsecondary education needs of Minnesota and Wisconsin residents through cooperative planning efforts. These purposes will be accomplished by granting students access to public postsecondary institutions in the neighboring state at a rate below that charged to other non-resident students. Under this Agreement, Minnesota residents are afforded the opportunity to attend public institutions in Wisconsin on the same academic basis that Wisconsin residents attend these institutions; and Wisconsin residents are afforded the opportunity to attend public institutions in Minnesota on the same academic basis that Minnesota residents attend these institutions.

With the exception of those programs identified within this Agreement for which specific quotas are established, the opportunity to enter a public institution in the neighboring state will be dependent upon the availability of space in the particular program which the student seeks to enter. A student whose reciprocity application is approved by the appropriate agency in his/her state of residence will be accommodated in a public institution in the neighboring state if he/she meets those admission requirements which are applied to residents of the neighboring state and if space is available in the program which the student seeks to enter.

II. Basic Principles of the Agreement

The basic principles underlying this Agreement are that the primary beneficiaries are to be the residents of Minnesota and Wisconsin through the broadening of educational opportunities and that neither state shall benefit at the expense of the other, either financially or through the unintended, adverse effects on the missions of adjacent universities in the other state. To accomplish these objectives;

- A. The computation of the net interstate reimbursement obligation shall be based upon the variable cost of educating students eligible for the program as defined in this Agreement; and
- B. The states may agree on special measures to set and coordinate educational policies including tuition and financial aid policies under the Agreement as it affects the adjacent regional universities of the two states.

III. Duration of the Agreement

This Agreement shall continue from year to year unless modified or terminated as hereafter provided. The terms and conditions governing the agreement may be modified at any time upon mutual agreement of both parties. Should either state desire to make changes to the agreement or conditions contained in the annual administrative memorandum, that state must send to the other state's administrating agency, in writing and by certified mail, a detailed listing of proposed changes and a rationale for why these changes are being sought. Both parties must then meet within 60 days of receipt of this letter. This agreement may be canceled by either state with four years advance notice of intent to terminate. Such notice must be provided in writing, and by certified mail, to the head of the respective administrating agency by July 1 in order to initiate the four-year period for shut down activities. Should either state notify the other of an intent to terminate the agreement, the last annual administrative memorandum agreed to by both states will be the controlling policy document during the term of the shut down period, except for annual changes which may need to be made to accurately reflect prevailing tuition charges for the four year shut down period. The Agreement is continued subject to the provision of legislative appropriations.

IV. Scope of the Agreement-Students

All persons who qualify as residents of Minnesota and Wisconsin for purposes of postsecondary education under laws and regulations of the state of residency may be eligible to attend a public postsecondary institution in the neighboring state under this

Agreement with the following exceptions:

- A. Wisconsin students enrolled in extension or distance learning courses offered by Minnesota institutions in Wisconsin are not covered under this agreement. Minnesota students enrolled in extension or distance learning courses offered by Wisconsin institutions in Minnesota are also not covered under this Agreement.
- B. Professional students in a Doctor of Medicine, Doctor of Dental Sciences, or Doctor of Veterinary Medicine Program in the public institutions of either state will be ineligible for reciprocity tuition under this Agreement.

V. Scope of the Agreement-Institutions

All public postsecondary education institutions in Minnesota and Wisconsin are included under this Agreement and are available to residents of the neighboring state in accordance with terms of this Agreement.

VI. Scope of the Agreement-Continuing Students

An eligible student who is enrolled in an eligible institution in either state during the initial year of the four-year shut down period described under 'Duration of Agreement' shall continue to receive reciprocity benefits during the four-year shut down period, provided the student continues to be enrolled each year at an eligible institution. A student who is not enrolled in an eligible institution during the initial year of the shut down period will no longer be eligible for reciprocity benefits under this Agreement.

Collegiate Education

I. Plan for Collegiate Students Under the Agreement

Under this Agreement, all Minnesota residents are eligible to attend public collegiate institutions in Wisconsin as undergraduate, and graduate, students on the same basis for admission and performance that Wisconsin residents attend the same institutions. Similarly, all Wisconsin residents are eligible to attend public collegiate institutions in Minnesota as undergraduate, and graduate, students on the same basis for admission and

performance purposes that Minnesota residents attend these institutions.

For purposes of this Agreement, each state shall establish a reciprocity tuition structure that will apply to its students enrolled in public institutions in the neighboring state. Students will be charged the higher of the tuition rate of the campus attended or of a comparable campus in their home state. Details of the reciprocity tuition rates will be mutually agreed upon by both parties and described in the annual administrative memorandum. In the event the resident tuition rates charged in both states are not finalized by July 15, any adjustments made to the previous year's tuition rates shall be applied to the tuition rates for the new fiscal year, once finalized.

There shall be no restrictions on the number of students from either state who may participate in this reciprocity program.

II. Administrative Agencies

The following state agencies shall be responsible for the administering of this Agreement in their respective states:

State of Minnesota Office of Higher Education

State of Wisconsin Higher Educational Aids Board, for vocational technical education

Board of Regents of the University of Wisconsin System, for public institutions of higher education other than vocational technical education

III. Application Procedures and Student Eligibility

- A. The application procedure, determination of eligibility, and effective reciprocity tuition schedules shall be specified in the annual administrative memorandum prepared by the administering agencies.
- B. Neither state agency will be financially liable for students enrolled under the reciprocity Agreement who have not received prior approval and certification by the responsible agency.
- C. The states agree to encourage the use of paperless applications and reporting between agencies to enhance service to students and families and to promote administrative

efficiency.

Vocational-Technical Education

I. Plan for Vocational Students Under the Agreement

Wisconsin students enrolled in Minnesota technical colleges and Minnesota students enrolled in Wisconsin technical colleges shall not be counted in the interstate payment obligation. Both states agree to abide by the relevant application and reporting requirements for technical colleges, as mutually agreed upon by the Wisconsin Technical College System and the Minnesota Office of Higher Education. Tuition rates charged to technical college students are described in the annual administrative memorandum.

Procedure for Computation of Interstate Reimbursement

I. Definition of Terms

As used in this Agreement the terms listed below shall be defined as follows:

A. Fixed Costs

That portion of total student costs which do not vary with changes in enrollment.

B. Variable Costs

Variable costs are that portion of total student costs which vary with changes in enrollment. For purposes of this Agreement, the variable cost shall be mutually agreed upon by both states' examination of cost data. The agreed upon variable cost will be 64 percent of total student costs.

C. Reciprocity Tuition

The tuition charged to reciprocity students attending in each state, as outlined annually in the Minnesota/Wisconsin Reciprocity Tuition rate confirmation memo.

D. Segregated Fees

Campus fees charged for student activities, health services, and other auxiliary activities are not included under this Agreement and shall be assessed directly to the student.

E. Gross State Reimbursement Obligation

The gross state reimbursement obligation is the number of reciprocity student credit hours multiplied by the variable cost per credit for reciprocity students attending in each

state.

F. Net State Reimbursement Obligation

The net state reimbursement obligation is the number of reciprocity student credit hours multiplied by the variable cost per credit minus reciprocity tuition (as defined by section I.C. above) for reciprocity students attending in each state.

G. State Reimbursement Obligation

The difference between the two state net reimbursement obligations. The state with the larger net state reimbursement obligation is obligated to the other state for the difference between the two net state reimbursement obligations.

H. Credits Carried

Credits carried are the credits actually paid for by the student and reflect any adjustments which may have occurred during the period of each term in which a student is eligible for a tuition refund. Each state's net reimbursement obligation is determined on the basis of credits carried and paid for as opposed to credits earned.

II. Student Categories

For purposes of this Agreement and the determination of the net state reimbursement obligation, categories of student enrollment, institutions, and associated instructional costs per student credit hour will be defined in the annual administrative memorandum.

III. Computational Methodology

A net state reimbursement obligation will be computed for each category of student enrollments, institutions, and associated instructional costs per student credit hour described in the annual administrative memorandum. The following formula will be used in computing the various net state reimbursement obligations.

Minnesota's Obligation to Wisconsin

Wisconsin's Obligation to Minnesota

Number of MN Student Credits Consumed in
WI

Number of WI Student Credits Consumed in
MN

x Variable Costs per Credit Hour

x Variable Costs per Credit Hour

= Gross Minnesota Reimbursement
Obligation

= Gross Wisconsin Reimbursement
Obligation

- MN Reciprocity Tuition*

-WI Reciprocity Tuition*

= Net Minnesota Reimbursement Obligation

= Net Wisconsin Reimbursement Obligation

* Net of refunds.

The sum of the various net state reimbursement obligations will determine each state's net state reimbursement obligation. The state with the larger net state reimbursement obligation is financially obligated to the other state for the difference between the two net state reimbursement obligations.

IV. Special Provisions

- A. Enrollment determinations under this Agreement shall begin with the fall session and include the next following spring and summer sessions.
- B. Any impasse that may arise regarding the interstate reimbursement obligation will be resolved by a third party mutually agreed to by both agencies. This information will be officially certified to each of the administering agencies and payment of the state reimbursement obligation amount will be made 30 days after the receipt of information necessary to compute the state reimbursement obligation or by December 1 following the end of the fiscal year, whichever is later.

- C. If the state with the net reimbursement obligation does not make the payment as specified in paragraph B, the amount will be increased by an amount equaling the product of:

- The state reimbursement obligation
- X The average rate of yield on 90-day Treasury bills sold during the first business day following the day the payment is due
- 365 days
- X the number of days between the payment due date and the date of payment

Treatment of Other Forms of Direct and Indirect Student Aid

I. Nonpayment of Nonresident Tuition

A student who attends a public institution in the other state and who for any reason is not initially liable for payment of a nonresident tuition charge shall not be eligible, nor shall he or she be counted under this Agreement. This includes any student whose tuition has been waived or paid through indirect forms of aid or support such as governmental (federal/state/local) or stipends awarded to the institution.

II. Direct Financial Aid

In the case of direct forms of financial aid such as federal, state and institutional grants, scholarships, loans and work study, the student shall be considered eligible under this Agreement. The student's budget used to determine his/her financial need for direct forms of aid, however, should reflect the fact that he/she is paying reciprocity tuition rather than nonresident tuition.

Either state may establish a financial aid program for its reciprocity students attending in the other state as provided in Minnesota Statutes 136A.08, Subd. 5., and in Wisconsin Statutes Chapters 36 and 39. Terms for the financial aid program shall be included in the annual memorandum of understanding and will not affect the computation of the interstate reimbursement as specified in this agreement.

Auditing, Data Verification, and Institutional Reporting

I. Internal Accounting Systems

Both states agree to adopt and continually seek to refine a comprehensive internal accounting system for determination of net reciprocity payments. The purpose of such system will be to assure each state that appropriate audit and verification procedures are followed by the institutions in determining the costs of the tuition reciprocity program.

II. Audit Agencies

Both states agree to work closely with their appropriate audit agencies (legislative, state, educational system or institution) to establish those monitoring and audit procedures necessary to verify the accuracy of the data provided by the institutions.

Admissions, Promotions and Recruitment

The Minnesota Office of Higher Education, the State of Wisconsin Higher Educational Aids Board, and the State of Wisconsin Board of Regents of the University of Wisconsin System jointly urge that all Minnesota and Wisconsin institutions follow the Statement of Principles of Good Practices, which has been adopted by the National Association of Secondary Schools and College Admissions Officers, and the recommended guidelines for institutions adopted by the Minnesota Office of Higher Education which are attached to this Agreement as appropriate codes of conduct for representatives of public institutions involved in admissions, promotion and student recruitment in the neighboring state.

DocuSigned by:
Dennis Olson
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Dennis Olson, Commissioner
Minnesota Office of Higher Education

Signed by:
Tammie DeVooght 8/22/2024 | 11:19 AM CDT
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Tammie DeVooght, Executive Secretary
Wisconsin Higher Educational Aids Board

Signed by:
Jay Rothman
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Jay Rothman, President
Board of Regents, University of Wisconsin
System

Date 8/23/2024 | 10:59 AM CDT

Date 8/20/2024 | 9:55 AM CDT



BOARD OF REGENTS DOCKET ITEM SUMMARY

Board of Regents

October 11, 2024

AGENDA ITEM: DEI Systemwide Initiatives for 2024–25

☐

Review

☐

Review + Action

☐

Action

☒

Discussion

☐

This is a report required by Board policy.

PRESENTERS: Mercedes Ramírez Fernández, Vice President, Office for Equity and Diversity
Tina Marisam, Associate Vice President & Title IX Coordinator, Office for Equity and Diversity
Keisha Varma, Associate Vice President, Office for Equity and Diversity

PURPOSE & KEY POINTS

The purpose of this item is to share systemwide initiatives and programs being led by the University's Office for Equity and Diversity (OED) for the 2024–25 academic year. OED has systemwide responsibility to advance diversity, inclusion, justice, and equity. This discussion will highlight systemwide initiatives and programs that are aligned with OED's three foundational priorities:

1. Increasing Representational Diversity
2. Improving Campus Climate
3. Building, Supporting, and Aligning Partnerships

BACKGROUND INFORMATION

The Board previously discussed this topic at the following meetings:

- October 2023: *DEI Systemwide Initiatives for 2023–24*, Board of Regents
- March 2023: *Advancing a Vision for Diversity, Inclusion, Justice, and Equity*, Board of Regents
- October 2022: *Scope and Impact of DEI-Related Efforts Across the University*, Board of Regents

DEI Systemwide Initiatives for 2024-25

Office for Equity and Diversity

Mercedes Ramírez Fernández, Vice President

Tina Marisam, Associate Vice President

Keisha Varma, Associate Vice President

October 11, 2024



Three Foundational Priorities guiding initiatives across the U of M System

- Increase representational diversity
- Improve campus climate
- Build, support, and align partnerships



Supporting the Foundational Priorities: OED Faculty Fellows



Edgar Arriaga

College of Science and
Engineering, Twin Cities



Devaleena Das

College of Arts,
Humanities and Social
Sciences (CAHSS) and the
School of Medicine,
U of M Duluth



Jennifer McComas

College of Education and
Human Development,
Twin Cities



**Elizabeth Sumida
Huaman**

College of Education and
Human Development,
Twin Cities

Increasing Representational Diversity by Recruiting Future Faculty: President's Postdoctoral Fellowship Program

PPFP prioritizes:

- Faculty Mentorship
- Professional development
- Academic and Industry Networking Opportunities
- Community Building and academic and industry networking opportunities.
- Postdocs are able to focus on advancing their scholarship and developing skills to prepare them for tenure track faculty positions.





Increasing Representational Diversity through a K-12 Pathway Program

- Community Outreach, Retention, and Engagement (CORE) Program
- Pathway Program connecting K-12 students and families to the University of Minnesota

Between 2021-24, CORE engaged with:

190

**STEM
facilitators**

(U of M faculty,
staff, and
students)

55

**Unique STEM
Community
Partners**

1,900

**Students &
Family
Members**





Improving Campus Climate through Empirical Evidence: The Inaugural Systemwide DEI Campus Climate Survey

Administered to all faculty, staff, and students on all five system campuses.

77.3%

**Agree/
Strongly Agree**

I am treated with respect at the U of M

74.9%

**Agree/
Strongly Agree**

My experience at the U of M has had a positive influence on my professional/ academic growth.

58.4%

**Satisfied/
Very Satisfied**

With the overall campus climate/ environment they have experienced at the U of M



Improving Campus Climate through a New Education Initiative: Teaching in Times of Crisis

An open-access Canvas course for instructors, facilitators, and advisors focused on trauma-informed teaching in times of crisis and distress.

- Self-Paced
- Asynchronous
- A la carte subject areas

Composed of 5 foundational self-paced modules that can be explored in any order, modules include a short video, exercises, and resources



Improving Campus Climate through Diversity and Dialogue Initiatives

- Diversity, Inclusion, Justice, and Equity Project
- Dialogue Opportunities
 - Bridging Beliefs: Exploring Interfaith Antiracism
 - *Try to Love the Questions: From Debate to Dialogue in the Classroom and in Life* Book Club
- Affinity Spaces for students, faculty, and staff



Improving Campus Climate through our Title VI Non-Discrimination Program

- Title VI of the Civil Rights Act of 1964 prohibits discrimination on the basis of race, color and national origin (including shared ancestry or ethnic characteristics).
- Under Title VI, the University must take reasonable steps to eliminate a hostile environment on the basis of race, color or national origin.
- Title VI is enforced by the U.S. Department of Education, which has recently clarified effective practices for complying with Title VI.



Improving Campus Climate through our Title VI Non-Discrimination Program

Updates to the University's Title VI program:

- Designating Equal Opportunity & Title IX (EOT) as the responsible University office.
- Creating a systemwide framework to ensure that the University makes an individualized, written assessment of every Title VI report.
- Developing new strategies to redress hostile environments in Title VI matters involving protected speech.
- Providing training on Title VI obligations to EOT staff, systemwide student conduct, bias response, and housing professionals, and all employees in FY25.





Improving Campus Climate through Disability Justice: The Office for Digital Accessibility

- The Office for Digital Accessibility (ODA) was recently established to coordinate the University's systemwide digital accessibility efforts.
- The ODA will coordinate implementation of new federal digital accessibility regulations.

These regulations require that University web content complies with the Web Content Accessibility Guidelines (WCAG) Version 2.1, Level AA by April 2026.

Improving Campus Climate by Meeting Increased Demand for Disability Services

Since FY2014:

- the students served annually by the Twin Cities Disability Resource Center (DRC) more than doubled, from 2,125 to 5,664.
- the accommodated exams administered annually by the DRC more than doubled, from 5,603 to 11,634.
- the hours of access assistance provided annually by the DRC more than quadrupled, from 5,603 to 26,921.





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Crookston Duluth Morris Rochester Twin Cities

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BOARD OF REGENTS DOCKET ITEM SUMMARY

Board of Regents

October 11, 2024

AGENDA ITEM: UMC, UMD, UMM Intercollegiate Athletics Update

☐

Review

☐

Review + Action

☐

Action

☒

Discussion

☐

This is a report required by Board policy.

PRESENTERS: Stephanie Helgeson, Director of Athletics, Crookston campus
Forrest Karr, Director of Athletics, Duluth campus
Matthew Johnson, Director of Athletics, Morris campus

PURPOSE & KEY POINTS

The purpose of this item is to provide an overview of the intercollegiate athletic programs at the Crookston, Duluth, and Morris campuses. In addition to providing a summary of their programs and staffing, each campus will address their student-athlete experience in competition, academics, and in service to the community.

Golden Eagle Athletics

The Crookston athletic experience offers opportunities in 12 intercollegiate teams. The Golden Eagle athletic teams are a member of the Northern Sun Intercollegiate Conference (NSIC), one of the premier NCAA Division II conferences that has produced 27 team national champions and over 100 individual national champions. The NSIC was a 10-team league when Crookston joined. The league has seen significant shifting in the last 25 years, including four schools from the disbanded North Central Conference joining in 2008. The league is now at 15 schools and will expand to 16 in 2025 with the University of Jamestown.

Crookston's equestrian team has been a staple program. Equestrian is an emerging sport in the NCAA. The Golden Eagles compete in the Intercollegiate Horse Show Association (IHSA), the National Collegiate Equestrian Association (NCEA), and the Eastern College Athletic Conference (ECAC).

Student-Athlete Academic Achievements

Golden Eagle student-athletes have a 90 percent Academic Success Rate (ASR), 10 percent higher than the average in the NSIC. The Golden Eagles currently have nearly 300 student-athletes on campus—235 participating in NCAA varsity sports and another 55 on competitive club teams. In December 2023, the Crookston campus was one of three NSIC schools to earn the Presidents' Award for Academic Excellence from the NCAA. Crookston athletics reinforces the campus strategic goals of enrollment management; diversity, equity, and inclusion; and Golden Eagle pride.

Department Finances

- The total FY 2025 budget is \$5.6 million.

Bulldog Athletics

At the Duluth campus, more than 390 student-athletes participate across 16 intercollegiate teams, with the majority participating in NCAA Division II competition. Women's and Men's Hockey participate at the NCAA Division I level.

Like Crookston, Duluth's NCAA Division II teams compete in the NSIC. In 1932, Duluth was a founding member of the conference, which was then called the Northern Teachers Athletic Conference. Bulldog Football has won two NCAA Division II championships and Women's Basketball was the 2023 NCAA Division II national runner-up.

Bulldog Women's Hockey competes in the Western Collegiate Hockey Association (WCHA). Duluth was a founding member of the women's WCHA in 1999–2000. The first-ever NCAA championship game was held in 2001 in which the Bulldogs earned the title. Bulldog Women's Hockey has won five NCAA Division I championships and finished as national runner-up twice. WCHA schools have earned 20 out of 23 NCAA Championships.

Bulldog Men's Hockey competes in the National Collegiate Hockey Conference (NCHC). Duluth was a founding member of the NCHC in 2013–14. Bulldog Men's Hockey has won three NCAA Division I championships and finished as national runner-up twice. Arizona State University joined the conference this year and the University of St. Thomas will become the tenth conference member in 2026–27. NCHC schools have earned six of the last ten NCAA Championships.

Bulldog Athletics is near completion of a strategic plan that will guide the department moving forward and is focused on the holistic student-athlete model and continuing to prioritize health and safety.

Student-Athlete Academic Accomplishments

- Department-wide student-athlete GPA of 3.43 during the Spring 2024 semester.
- Women's and Men's Hockey programs achieved perfect 1,000 scores on the most recent NCAA Division I Academic Progress Rate (APR) report.
- NCAA Division II Student-Athlete Academic Success Rate (ASR) is 87 percent.
- Football offensive lineman, Arik Johnson, earned the 2024 NSIC Dr. William Britton Scholar-Athlete Award, which recognizes the NSIC's top male student-athlete.
- Women's Hockey forward, Clara Van Wieren, earned the 2024 WCHA Student-Athlete of the Year Award.
- 2023–24 NSIC All-Academic Team: 207 student-athletes
- 2023–24 NCHC Academic All-Conference: 18 student-athletes
- 2023–24 WCHA All-Academic Team: 13 student-athletes
- 2023–24 College Sports Communicators Academic All-America: 4 student-athletes

Student-Athlete Athletic Accomplishments

- During 2023–24, eight Bulldog teams were ranked in the top 25 nationally.
- Football finished the season 9-2.
- Volleyball participated in the NCAA tournament for the second consecutive year.
- Men's Basketball participated in the NCAA tournament for the third consecutive year.
- Women's Hockey participated in the NCAA tournament for the fourth consecutive year.

Community Impact

- Bulldog student-athletes continue to make a difference in the community, with over 3,000 hours of community engagement during the past year.
- The Department of Athletics Diversity, Equity and Inclusion Council is making a positive difference (e.g., clothing drive, land acknowledgment, screening of The Loyola Project, etc.) on campus and throughout the community.
- The Student-Athlete Advisory Committee (SAAC) held a Be the Match drive in the Romano Gym lobby. After being notified that he was a match, Bulldog Football student-athlete Curtis Cox donated bone marrow and saved the life of a two-year old boy in need of a bone marrow transplant.
- UMD is hosting the 2025 Kwik Trip WCHA Final Faceoff and the 2025 NSIC Outdoor Track & Field Championships, which are large multi-day events that will have a major economic impact on the greater Duluth community.

Department Finances

- The total FY 2025 budget is \$14.1 million.

Cougar Athletics

With 19 men's and women's athletic programs, the Morris campus offers students a competitive NCAA Division III intercollegiate athletics experience. Cougar Athletics advances the Morris commitment to academic excellence, diversity, service, and community by providing 345 student-athletes—more than one-third of the student population—with Minnesota's only public NCAA Division III option.

Cougar Athletics competes in the Upper Midwest Athletic Conference, which was formed in 1972 as the Twin Rivers Conference and was renamed to its current title in 1983. There are eight total full members in all sports, other than football, including six Minnesota teams and two Wisconsin teams. In football, four conference teams are in Minnesota and two affiliate member schools are in Illinois.

Student-Athlete Academic Accomplishments

- 2023–24 academic year:
 - 3.13 cumulative GPA for student-athletes
 - 180 student-athletes with 3.0 GPA or higher
 - 151 academic all-conference award recipients
 - Cody Nye, Men's Indoor & Outdoor Track and Field, was one of only 125 individuals awarded an NCAA Postgraduate Scholarship across any level of the NCAA.
- Six-year graduation rates for Cougar student-athletes show a 10-year average of 68.6 percent vs 59.3 percent for non-student-athletes.

Student-Athlete Athletic Accomplishments

- Cougar athletic teams won four conference championships in 2023 and 2024:
 - Women's Golf
 - Softball—first championship in school history
 - Women's Basketball
 - Football—first championship in 17 years
- Women's Golf, Women's Basketball, and the Football teams earned bids to the NCAA Division III playoffs.

Community Impact

Cougar Athletics continues to have impressive partnerships with the Morris community, Morris Area School District, and Stevens County. In recent years, Big Cat Stadium—a joint-use facility that is home to Cougar and Morris Area High School Tiger football—has seen renovations. Cougar Baseball has moved to a city-controlled ballpark near campus that is also home to community and high school baseball; and the Morris Area Community Softball Complex has been created, through the generosity of private donor and University systemwide support.

Department Finances

- The total FY 2025 budget is \$2.9 million

UMC, UMD, UMM ATHLETICS

Stephanie Helgeson, Director of Athletics, University of Minnesota Crookston

Forrest Karr, Director of Athletics, University of Minnesota Duluth

Matthew Johnson, Director of Athletics, University of Minnesota Morris

Board of Regents Meeting | October 11, 2024



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- Member of the NCAA Division II
- Northern Sun Intercollegiate Conference (NSIC)
- NCEA, ECAC, ACHA & USA Clay Target
- Play Four State Area
 - 15 team league
- 14 Sports, 12 NCAA and 2 club sports, 8F, 4M
- 290 Total Student Athletes, 235 varsity 55 club
- 78 New SA, 40 Staff



University of Minnesota Crookston



Academics

- 2024 NCAA II Presidents' Award for Academic Excellence
- Student Athletes Overall 3.3 GPA, ASR 90%
- 82 Student-Athletes named to NSIC All-Academic Team



University of Minnesota Crookston



Priorities

- Student Athlete Experience - Life in the balance
- Enhance Athletic Facilities
- Inclusive Culture/DEI
- Mental Health – Sports Psychologist – USCAH

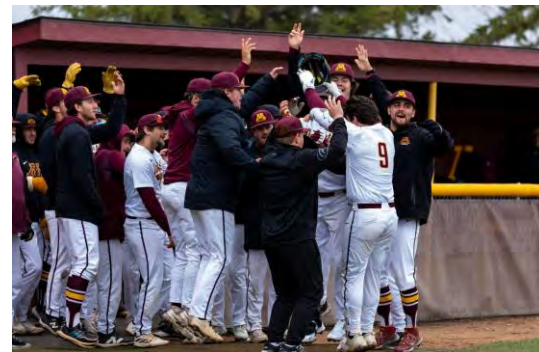


University of Minnesota Crookston



Major Team Accomplishments

- **Tennis** - best season as a program in 2024
- Madeleine Schneider earned the prestigious Willis R. Kelly Award presented to the top female student-athlete in the NSIC. Nominated for NCAA Women of the Year
- **Baseball** - made six NSIC Tournament appearances in the last nine seasons
- All 14 athletic programs have seen improvements in records due to reinvestment in programs with additional scholarship dollars, roster sizes, and increased coaching staff.



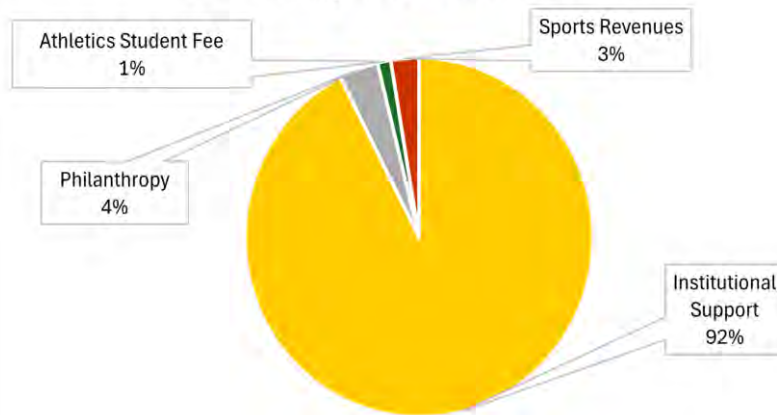
University of Minnesota Crookston



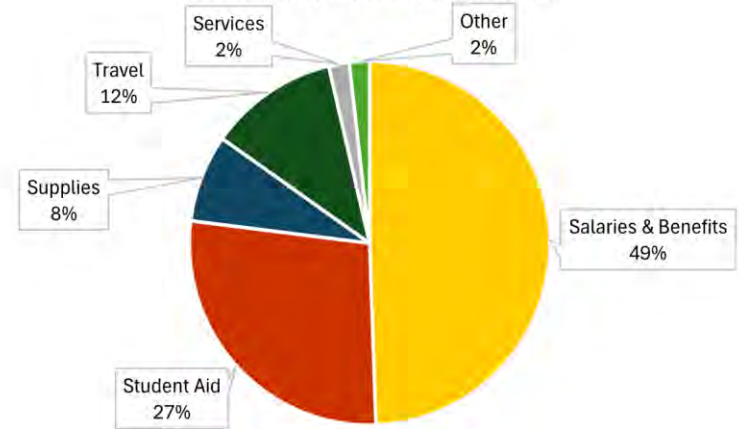
Finances

- FY25 Budgeted Expenses = **\$5,557,670**

FY 25 Budgeted Revenue Sources



FY25 Budgeted Expenditures



University of Minnesota Crookston



What is next for UMC Athletics

- Staffing needs
- Continue to increase scholarships
- Facility needs



University of Minnesota Duluth



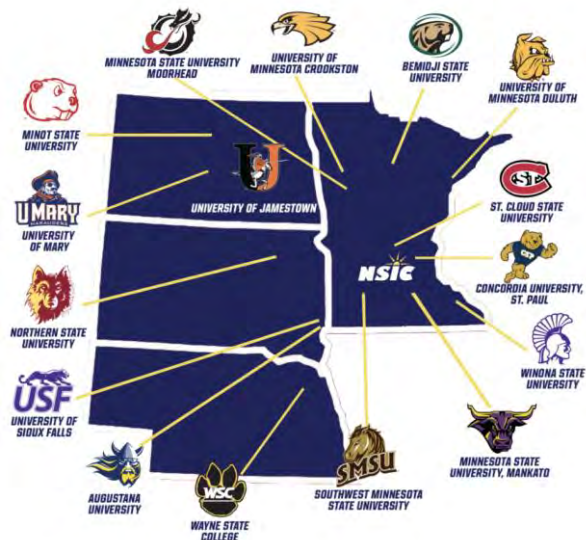
Western Collegiate Hockey Association (WCHA)

—Schools have won 20 out of 23 NCAA Championships



Northern Sun Intercollegiate Conference (NSIC)

—The University of Jamestown will join in 2025-26



National Collegiate Hockey Conference (NCHC)

—Schools have won 6 of the last 10 NCAA Championships

—The University of St. Thomas will join in 2026-27



University of Minnesota Duluth



Classroom

- **16 varsity sports with more than 390 student-athletes**
 - NSIC All-Academic Team: 207
 - NCHC Academic All-Conference: 18
 - WCHA All-Academic Team: 13
 - Academic All-America: 4
- **Department-wide student-athlete GPA of 3.43** (Spring 2024)
- **NCAA Division II Academic Success Rate (ASR) = 87%**
- Both hockey programs achieved **perfect 1,000 NCAA Division I Academic Progress Rate (APR) scores**
- Football offensive lineman Arik Johnson
 - 2024 NSIC Dr. William Britton Scholar-Athlete Award
- Women's hockey forward Clara Van Wieren
 - 2024 WCHA Student-Athlete of the Year Award



University of Minnesota Duluth



Competition

- During 2023-24, **eight Bulldog teams** were ranked in the **top 25 nationally**
- Football: Finished the season 9-2
- Volleyball: Second consecutive NCAA tournament
- Men's basketball: Third consecutive NCAA tournament
- Women's hockey: Fourth consecutive NCAA tournament

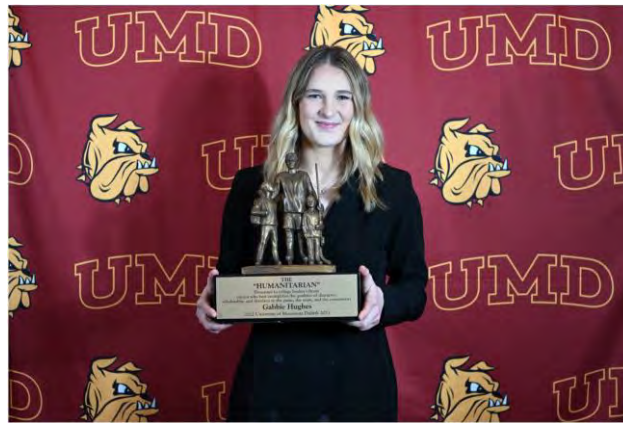


University of Minnesota Duluth



Community

- UMD student-athletes continue to make a difference in the community, with **over 3,000 hours of community engagement during the past year**
- UMD Department of Athletics Diversity, Equity and Inclusion Council
- UMD Student-Athlete Advisory Committee (SAAC) Be The Match drive
 - Football student-athlete Curtis Cox saved the life of a two-year old boy in need of a bone marrow transplant
- Hosting the 2025 Kwik Trip WCHA Final Faceoff and the 2025 NSIC Outdoor Track & Field Championships



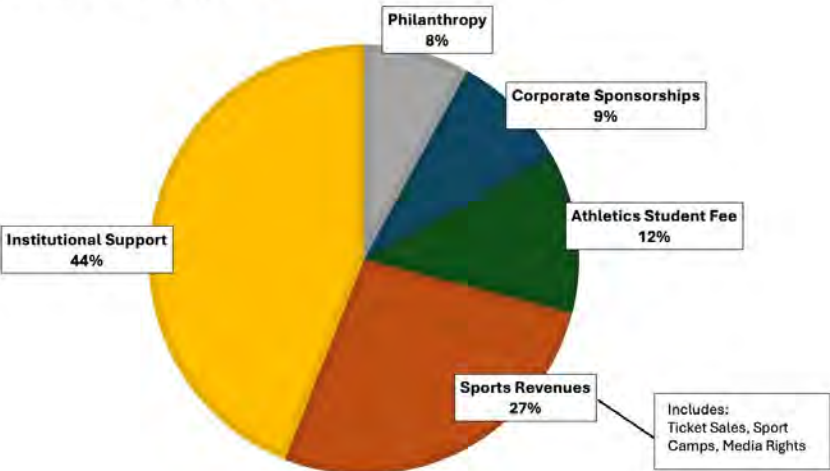
University of Minnesota Duluth



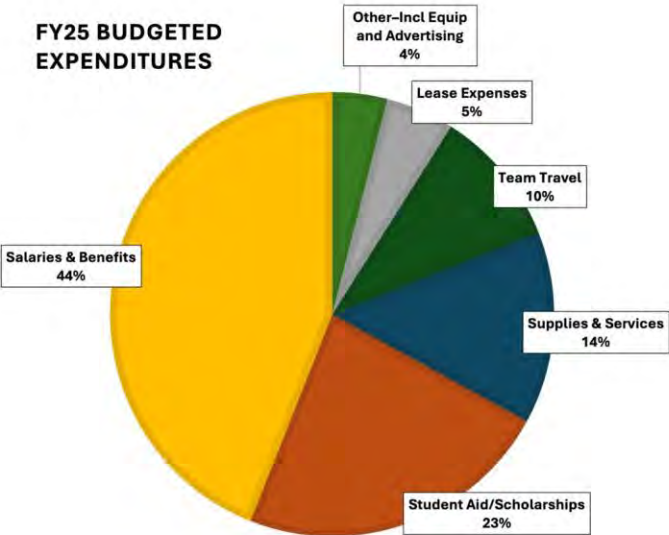
Finances

- FY25 Budgeted Expenses = \$14,126,386

**FY25 BUDGETED
REVENUE SOURCES**



**FY25 BUDGETED
EXPENDITURES**



University of Minnesota Duluth



What is next for UMD Athletics?

- Continue to prioritize health and safety and the holistic student-athlete model
- Mammoth Sports Consulting **completed a detailed department of athletics analysis** during 2023-24
- **Near completion of a strategic plan** that will help guide the department of athletics moving forward



University of Minnesota Morris



- NCAA DIII, one of 434 DIII schools across the country (80% private / 20% public)
 - **Only** public DIII in Minnesota
- 19 varsity intercollegiate programs (10 women's teams / 9 men's teams)
- 345 student-athletes (37% of student-body)
- Student-athlete data points for 2023-24:
 - 3.13 cumulative GPA (180 students w/ 3.0 cumulative or higher GPA)
 - 151 Academic all-conference selections
 - 75 UMAC all-conference winners
- Cougar student-athletes (in comparison to student body)
 - Earn higher GPAs
 - Graduate at a higher rate

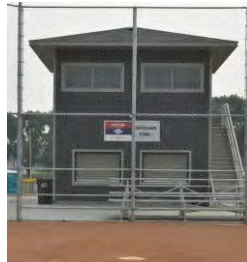


University of Minnesota Morris

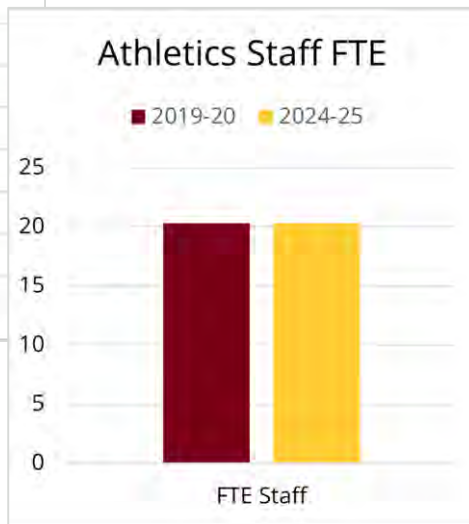
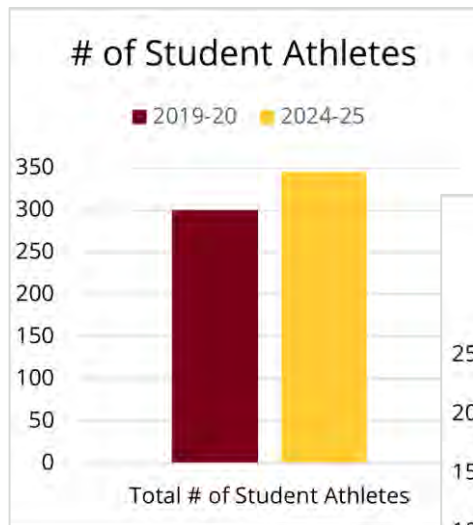


Partnerships

- **Morris Area School / Morris Community**
 - Big Cat Stadium
 - Morris Softball Complex
 - Regional Fitness Center
 - Morris Track
- **Student Counseling and Dining Services**
 - Let's Talk / Sports Performance
 - Fueling Station for athletes
- **Coaches, Staff, Administration**



University of Minnesota Morris



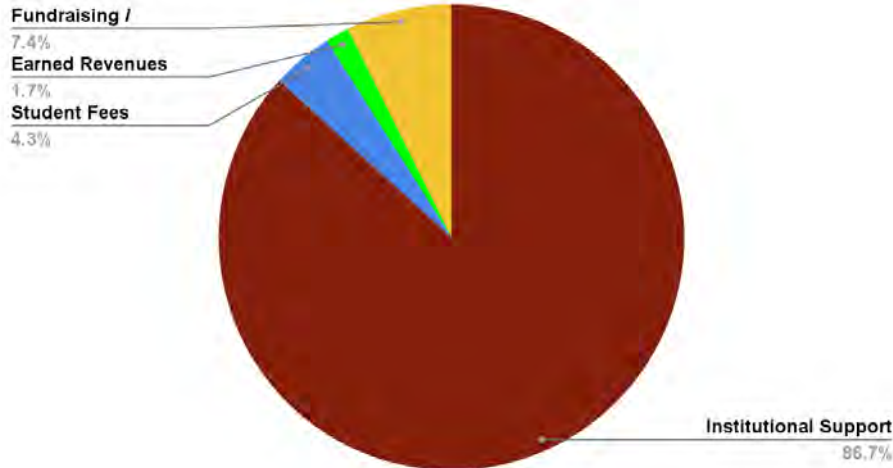


University of Minnesota Morris

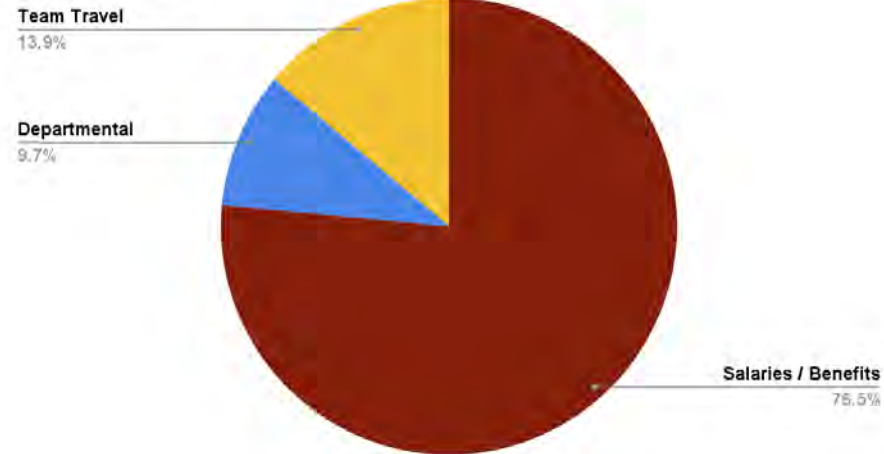
Finances

- FY25 Budgeted Expenses - \$2,950,270

Budgeted Revenues



Budgeted Expenditures



University of Minnesota Morris



- **Cougar Sports Center opened 1971**

- At that time:

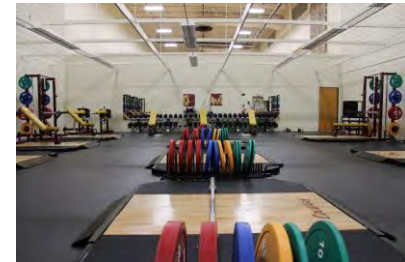
- Only nine sports
 - NO women's varsity athletics
 - 140 student-athletes (345 today)

- Small athletic training room
 - Limited locker rooms
 - Second floor weight room



- **Staffing Needs**

- Strength and conditioning coach
 - Athletic trainers
 - Assistant coaches—recruitment

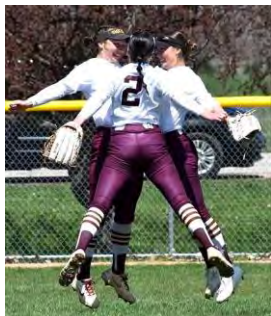


University of Minnesota Morris



2023–24 Highlights

- Three UMAC conference champions with 2 earning NCAA DIII playoff bids — Football, Women's Basketball, Softball
- NCAA Postgraduate Scholarship winner: Cody Nye, M. Track & Field — 1 of just 125 awards across all NCAA levels
- Inaugural Cougar Days of Giving raised more money in two days than in previous fiscal year
- Alumni Golf Tournament grew to record number of participants



Questions & Discussion





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BOARD OF REGENTS

DOCKET ITEM SUMMARY

Board of Regents

October 11, 2024

AGENDA ITEM: Duluth Campus Branding Update

☐ Review ☐ Review + Action ☐ Action ☒ Discussion

☐ *This is a report required by Board policy.*

PRESENTERS: Charles Nies, Chancellor, Duluth Campus
Lynne Williams, Chief Marketing and Public Relations Officer, Duluth Campus

PURPOSE & KEY POINTS

The purpose of this item is to provide an overview of the recent branding refresh for the Duluth campus. The updated branding highlights the Duluth campus’ unique qualities and impact, while also emphasizing the importance of being part of the University of Minnesota System.

BACKGROUND INFORMATION

In fall 2022, Interim Chancellor David McMillan created a campus strategic initiative to review and refresh the brand messaging and visuals for the Duluth campus. Duluth’s University Marketing and Public Relations Office worked with an outside partner to conduct market research that informed the direction of the branding update, in addition to collaborating with University Relations and the Office of the President. The brand campaign launched in August 2024 with an update to the marketing theme and Duluth campus logo.



Overview

UMD's new brand campaign leans into the inspiring qualities of Duluth and emphasizes the importance of the University of Minnesota System. To those on the outside, it's a subtle change, but it truly resonates with the work of the University and what makes it both unique and impactful.

Positioning

Where courageous exploration yields lasting rewards.

Core Value

Intrepidness: Characterized by courage, boldness and determination, intrepidness enables individuals to achieve great feats. Fueled by curiosity, wonderment and passion. Drives intellectual and physical discovery. An antidote to stagnation that embraces challenges and leads to fulfillment, progress and success.

Tagline: Driven to Discover

Campaign: A different kind of classroom

Personality

- **Looks:** invigorating, nature-inspired, bold, dynamic.
- **Feels:** engaging, conscientious, confident, genuine.
- **Acts:** curious, collaborative, exploratory, determined.

Pillars

- **Courageous spirit:** A long-held value of independence is fueled by bold, wonder-driven exploration, discovery and impact.
- **Natural integration:** Symbiotic connections across departments, within the community and with the surrounding natural environment yield rich experiences and outcomes.
- **Student-centric culture:** A mid-sized institution where faculty and staff engage with students to challenge and support them for holistic wellbeing and success.

Audiences

Prospective and current students (and their families), athletics, alumni, donors, faculty and staff, community members, and leaders.

Approach

UMD engaged in extensive discussions with key stakeholders, including campus and system leadership, to ensure a strategic and well-supported brand evolution.



Why?

The new brand campaign aims to:

- Clarify UMD's distinctions and what makes it an outstanding institution.
- Uplift the unique attributes of UMD.
- Highlight UMD's incredible location in Duluth.
- Emphasize UMD's inclusion in the University of Minnesota System.

Logo

With this brand refresh, UMD will update the institutional logo. The new Block M Duluth logo, a mark familiar within various contexts of the institution, reduces confusion and emphasizes Duluth. The M Duluth logo has been part of the mix in various applications for years, including the website, systemwide communication efforts, and our email platform.

Why a logo change?

Being part of the U of M benefits us. We are proud to be a part of the University of Minnesota. The new logo tested well with our core enrollment audiences of prospective students and their families. We have also reached a milestone: More than half of UMD's history has been as part of the U of M System. While we honor our origins as an independent teacher's college, we now have a longer history within the U of M. We are also leveraging momentum gained from our efforts to develop a robust research enterprise.

Legacy branding

UMD will continue to use the UMD acronym, with no changes to athletic marks, uniforms, or the Bulldog visuals. The passion of UMD's alumni and community remains unwavering, ensuring that the Bulldog spirit and tenacity are preserved.

A person is seen from behind, kayaking on a body of water. They are wearing a light green long-sleeved shirt, a yellow life vest, and a black backpack. The kayak is orange. The sun is setting in the distance, creating a warm orange glow on the water and sky. The sky is filled with soft, white clouds. The water has small ripples. In the background, there are dark silhouettes of trees and a building on the left.

Duluth Campus Branding Update



UNIVERSITY OF MINNESOTA DULUTH

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Goals

- Clarify UMD's distinctions and what makes it an outstanding institution.
- Uplift the unique attributes of UMD.
- Highlight UMD's incredible location in Duluth.
- Emphasize UMD's inclusion in the University of Minnesota System.



Process

- Bid and agency partner
- Discovery, focus groups, stakeholder interviews
- Concept testing
- Logo testing
- Media planning
- Brand playbook and launch

Our brand pillars serve as our primary message points that support our positioning and highlight our competitive advantages and create opportunities for cohesive messaging across campus. Our reasons to believe serve as our proof points for these pillars and lend credibility. It is important to note that these are not meant to be an exhaustive list and should be evaluated frequently to ensure the most differentiating points are included.

COURAGEOUS SPIRIT

A long-held value of independence is fueled by bold, wonder-driven exploration, discovery and impact.

- Autonomous, Bulldog identity with the equity of the University of Minnesota System.
- Productive environment that contributes to progress in the region such as natural resource protection.
- More research than all MN non-flagship schools combined, in areas such as road engineering, fresh water, alternative energy, creative activity, and robotics.
- Boldly supports sustainability through resourceful social, environmental and economic solutions.

NATURAL INTEGRATION

Symbiotic connections across departments, within the community and with the surrounding natural environment yield rich experiences and outcomes.

- Inspiring natural setting overlooking Lake Superior for both outdoor recreationalists and scenery-appreciators.
- Experiential learning with hands-on classroom experiences and interconnections with the surrounding area.
- Interdisciplinary culture yielding rich learning experiences and differentiating graduates as well-rounded professionals.
- Physically interconnected campus with indoor concourses that increase personal encounters helping to foster meaningful connections.

STUDENT-CENTRIC CULTURE

A mid-sized institution where faculty and staff engage with students to challenge and support them for holistic wellbeing and success.

- “Just-right” institutional size with opportunities found only at large institutions but access of smaller institutions.
- Faculty / staff provide a balance of challenge and support, encouraging safe risk-taking that equips students for careers and life.
- Environment of exploration where students can pursue programs that align with personal passions and societal impact.
- Holistic student wellbeing is supported by UMD's caring people, intentional resources and natural surroundings.



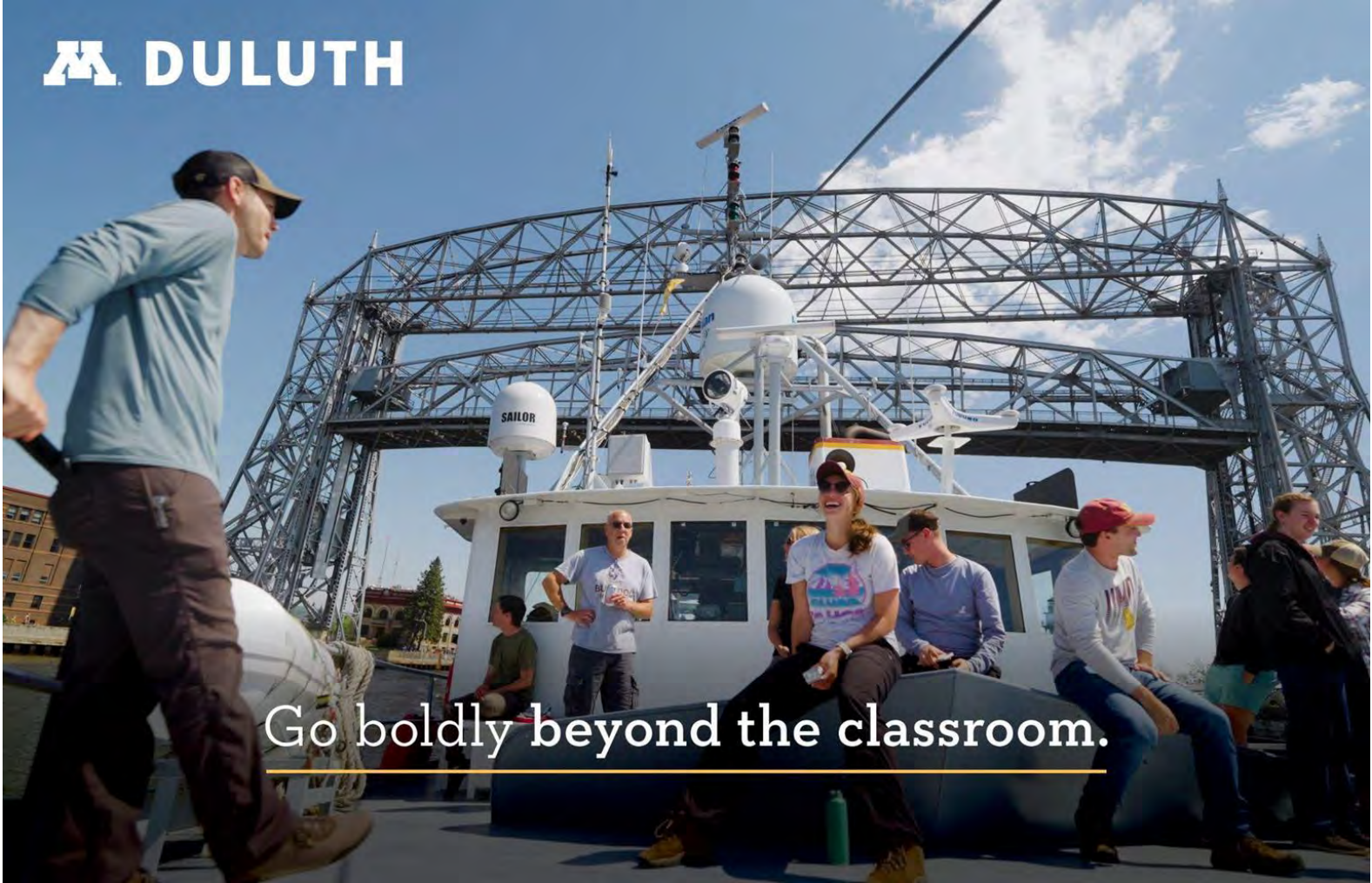
A Different Kind of Classroom

- Positioning Statement
 - Where courageous exploration yields lasting rewards
- Pillars
 - Courageous spirit
 - Natural integration
 - Student-centric culture

Where life-changing
inspiration comes naturally.



Small classes.
Expansive classrooms.

A group of students are on a boat, likely a research vessel, with a large steel bridge in the background. One student is running towards the camera, while others are sitting or standing on the boat. The boat has a white cabin and a radar dome. The bridge is a large steel truss bridge. The sky is blue with some clouds.

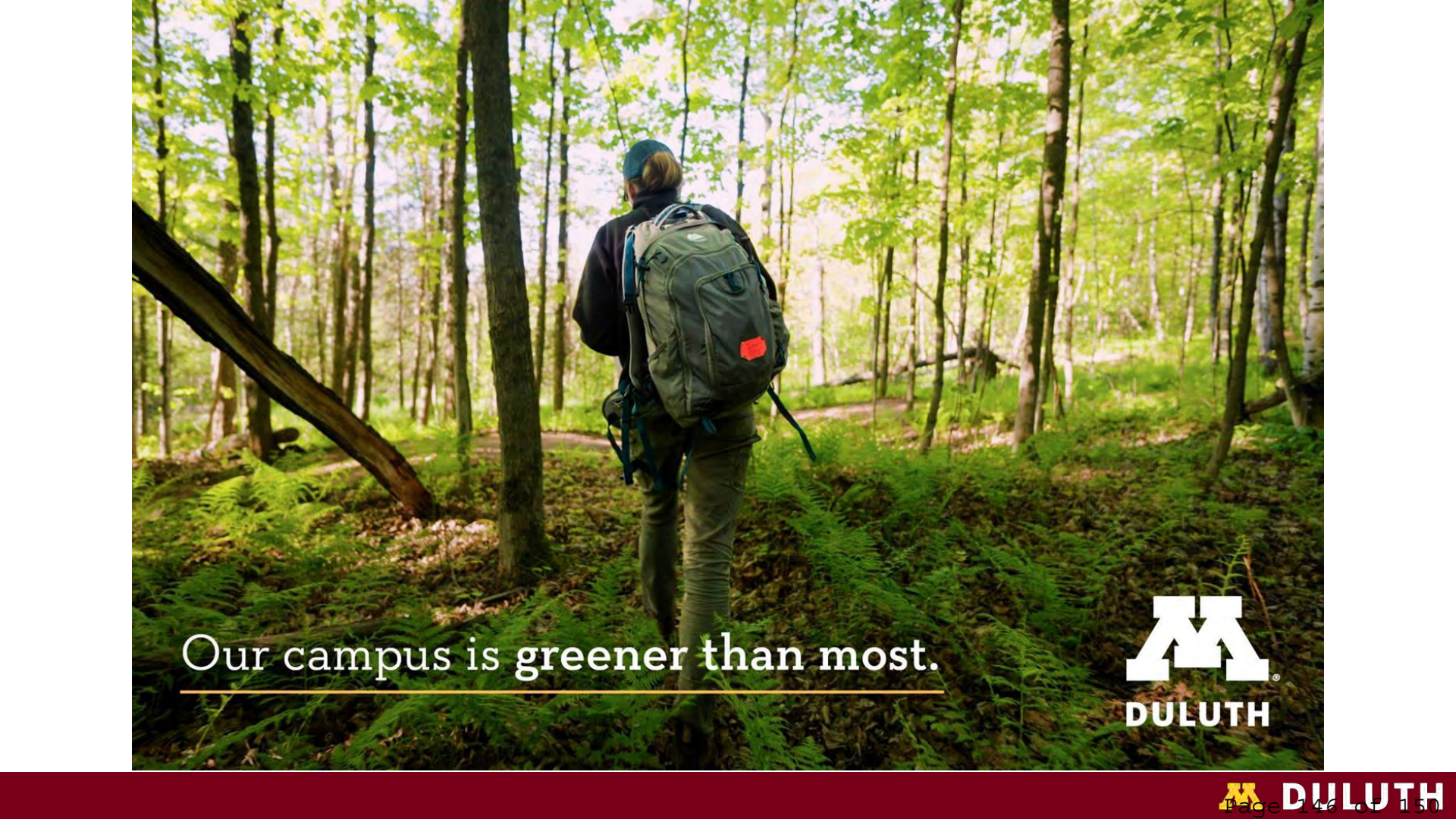
Go boldly beyond the classroom.

Explore more. Challenge accepted.



When you explore more,
you connect to more.

 **DULUTH**

A person wearing a blue cap and a large green backpack is hiking away from the camera through a dense forest. The forest floor is covered in green ferns and fallen leaves. Sunlight filters through the trees, creating a bright and natural atmosphere.

Our campus is greener than most.



Logos

- Brand is more than the logo
- Why M Duluth?
 - Resonates with prospective students and parents
 - Strengthens U of M connection
 - M has been around
 - Athletic/spirit marks stay the same



DULUTH





Discussion - Q&A



BOARD OF REGENTS DOCKET ITEM SUMMARY

Board of Regents

October 11, 2024

AGENDA ITEM: Reports of Committees

☐

Review

☐

Review + Action

☐

Action

☒

Discussion

☒ *This is a report required by Board policy.*

PRESENTERS: Regent Janie S. Mayeron

PURPOSE & KEY POINTS

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

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

BACKGROUND INFORMATION

Current standing committee chairs:

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

Current special committee chairs:

- Academic Health – P. Wheeler
- Student Affairs – M. Kenyanya
- University Workforce – R. Gulley