



# Board of Regents

October 2023

October 13, 2023

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

Boardroom, McNamara Alumni Center

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# BOARD OF REGENTS DOCKET ITEM SUMMARY

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**Board of Regents**

**October 13, 2023**

**AGENDA ITEM:** Recognitions

**Review**

**Review + Action**

**Action**

**Discussion**

*This is a report required by Board policy.*

**PRESENTERS:** Regent Janie S. Mayeron  
Interim President Jeffrey M. Ettinger

## **PURPOSE & KEY POINTS**

### **Regents Professors**

The purpose of this item is to recognize newly appointed Regents Professors Sarah Hobbie, Dianne Neumark-Sztainer, and Jean O'Brien – all from the Twin Cities campus. The Board approved these appointments at its June 2023 meeting.

## **BACKGROUND INFORMATION**

Established in 1965 by the Board of Regents to recognize the national and international prominence of faculty members, the Regents Professorship is the highest honor the University of Minnesota bestows on its faculty. It recognizes faculty who have made unique contributions to the quality of the University of Minnesota through exceptional accomplishments in teaching, research and scholarship or creative work, and contributions to the public good. There are currently 30 Regents Professors.

### **Current Regents Professors**

- Frank S. Bates—Chemical Engineering and Materials Science, College of Science and Engineering, Twin Cities campus, 2007
- Bruce R. Blazar—Pediatrics, Hematology-Oncology, Medical School, Twin Cities campus, 2009
- R. Lawrence Edwards—Earth Sciences, College of Science and Engineering, Twin Cities campus, 2015
- Gunda Georg—Medicinal Chemistry, College of Pharmacy, Twin Cities campus, 2018
- Apostolos P. Georgopoulos—Neuroscience, Medical School, Twin Cities campus, 2005
- Megan R. Gunnar—Institute of Child Development, College of Education and Human Development, Twin Cities campus, 2006
- Ashley T. Haase—Microbiology, Medical School, Twin Cities campus, 1999

- Sarah Hobbie—Ecology, Evolution and Behavior, College of Biological Sciences, Twin Cities campus, Twin Cities campus, 2023
- Allen F. Isaacman—History, College of Liberal Arts, Twin Cities campus, 2001
- Marc Jenkins—Microbiology and Immunology, Medical School, Twin Cities campus, 2018
- Vipin Kumar—Computer Science and Engineering, College of Science and Engineering, Twin Cities campus, 2015
- Timothy P. Lodge—Chemistry and Chemical Engineering and Materials Science, College of Science and Engineering, Twin Cities campus, 2013
- Ann Masten—Institute of Child Development, College of Education and Human Development, Twin Cities campus, 2014
- Matt McGue—Psychology, College of Liberal Arts, Twin Cities campus, 2007
- Ned Mohan—Electrical and Computer Engineering, College of Science and Engineering, Twin Cities campus, 2019
- Dianne Neumark-Sztainer—Epidemiology and Community Health, School of Public Health, Twin Cities campus, 2023
- Fionnuala Ní Aoláin—Law School, Twin Cities campus, 2017
- Jean O'Brien—History, College of Liberal Arts, Twin Cities campus, 2023
- Michael T. Osterholm—Public Health, School of Public Health, Twin Cities campus, 2015
- Stephen Polasky—Applied Economics, College of Food, Agricultural and Natural Resource Sciences and Ecology, Evolution and Behavior, College of Biological Sciences, Twin Cities campus, 2013
- David Y.H. Pui—Mechanical Engineering, College of Science and Engineering, Twin Cities campus, 2019
- Lawrence Que, Jr.—Chemistry, College of Science and Engineering, Twin Cities campus, 2009
- Peter B. Reich—Forest Resources, College of Food, Agricultural and Natural Resource Sciences, Twin Cities campus, 2007
- Steven Ruggles—History, College of Liberal Arts, Twin Cities campus, 2008
- Julie Schumacher—English, College of Liberal Arts, Twin Cities campus, 2021
- G. David Tilman—Ecology, Evolution and Behavior, College of Biological Sciences, Twin Cities campus, 2002
- Donald G. Truhlar—Chemistry, College of Science and Engineering, Twin Cities campus, 2006
- Christopher Uggen—Sociology, College of Liberal Arts, Twin Cities campus, 2016
- Susan M. Wolf—Law School, and Department of Medicine, Medical School, Twin Cities campus, 2021
- Marlene Zuk—Ecology, Evolution, and Behavior, College of Biological Sciences, Twin Cities campus, 2019



**UNIVERSITY OF MINNESOTA  
BOARD OF REGENTS**

**Audit & Compliance Committee  
September 7, 2023**

A meeting of the Audit & Compliance Committee of the Board of Regents was held on Thursday, September 7, 2023, at 8:00 a.m. in the Boardroom, 600 McNamara Alumni Center.

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

Staff present: Chancellors Mary Holz-Clause and Janet Schrunk Ericksen; Executive Vice President and Provost Rachel Croson; Executive Director Brian Steeves; Chief Auditor Quinn Gaalswyk; Associate Vice Presidents Katharine Bonneson and Michael Volna; and Executive Director of Government and Community Relations Melisa López Franzen.

Student Representatives present: Lee El Cohen and Hal Johnson.

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

**2023-24 COMMITTEE WORK PLAN**

Regent Farnsworth and Chief Auditor Gaalswyk reviewed the 2023-24 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](#).

**UPDATES TO THE INSTITUTIONAL RISK PROFILE**

Regent Farnsworth invited Associate Vice President Bonneson and Matt Reiersen, Senior Manager, Baker Tilly, to outline updates to the 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](#).

**OVERVIEW OF THE INTERNAL AUDIT PROCESS**

Regent Farnsworth invited Chief Auditor Gaalswyk to provide an overview of the internal audit process, as detailed in the docket.

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

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

Regent Farnsworth invited Chief Auditor Gaalswyk to present for review proposed amendments to the Office of Internal Audit Charter, 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](#).

The meeting adjourned at 9:09 a.m.



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

**UNIVERSITY OF MINNESOTA  
BOARD OF REGENTS**

**Special Committee on Academic Health  
September 7, 2023**

A meeting of the Special Committee on Academic Health of the Board of Regents was held on Thursday, September 7, 2023, at 8:00 a.m. in the West Committee Room, 600 McNamara Alumni Center.

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

Staff present: Chancellor Lori Carrell; Interim Chancellor David McMillan; Senior Vice President Myron Frans; Vice President Jakub Tolar; Executive Director Brian Steeves; Chief Public Relations Officer Chuck Tombarge; Associate Vice President Michael Volna; and Executive Director of Government and Community Relations Melisa López Franzen.

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

**REVIEW OF SPECIAL COMMITTEE CHARGE AND PRIORITIES FOR THE YEAR**

Regent Wheeler and Vice President Tolar reviewed the 2023-24 special committee charge and discussed priorities for the year, 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](#).

**OVERVIEW OF THE UNIVERSITY'S HEALTH SCIENCES**

Regent Wheeler invited Vice President Tolar to give an overview of the University's Health Sciences, 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](#).

**UPDATE ON GOVERNOR'S TASK FORCE TO ENSURE  
NATION-LEADING HEALTH PROFESSIONS EDUCATION**

Regent Wheeler invited Vice President Tolar and Senior Vice President Frans to provide an update on Governor Walz's Task Force to Ensure Nation-Leading Health Professions Education, as detailed in the docket.

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

**ACADEMIC AFFILIATION AGREEMENT WITH CENTRACARE**

Regent Wheeler invited Vice President Tolar and Ken Holmen, President and CEO, CentraCare, to present for review the Academic Affiliation Agreement with CentraCare, as detailed in the docket.

The docket materials for this item begin on page 26. The closed-captioned video of this item is [available here](#).

The meeting adjourned at 9:22 a.m.



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

**UNIVERSITY OF MINNESOTA  
BOARD OF REGENTS**

**Mission Fulfillment Committee  
September 7, 2023**

A meeting of the Mission Fulfillment Committee of the Board of Regents was held on Thursday, September 7, 2023, at 9:30 a.m. in the Boardroom, 600 McNamara Alumni Center.

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

Staff present: Interim President Jeff Ettinger; Chancellors Lori Carrell, Mary Holz-Clause, and Janet Schrunk Ericksen; Interim Chancellor David McMillan; Executive Vice President and Provost Rachel Croson; Vice President Mercedes Ramírez Fernández; 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: Ebba Wako and Niko Vasilopoulos.

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

**2023-24 COMMITTEE WORK PLAN**

Regent R. Johnson and Executive Vice President and Provost Croson reviewed the 2023-24 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](#).

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

R. Johnson recessed the meeting at 10:15 a.m.

## IMPACTS OF THE RECENT U.S. SUPREME COURT DECISION ON UNDERGRADUATE ADMISSIONS

Regent R. Johnson reconvened the meeting at 10:27 a.m. and invited Executive Vice President and Provost Croson and Robert McMaster, Vice Provost and Dean of Undergraduate Education, to present on the impacts of the recent U.S. Supreme Court decision on undergraduate admissions, as detailed in the docket.

The docket materials for this item begin on page 33. The closed-captioned video of this item is [available here](#).

### CONSENT REPORT

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

The docket materials for this item begin on page 118. The closed-captioned video of this item is [available here](#).

### Request for Conferral of Tenure for New Hires

- Dongming Cai, professor with tenure, Department of Neurology, Medical School, Twin Cities campus
- Rachel McCord Ellestad, associate professor with tenure, Department of Civil Engineering, Swenson College of Science and Engineering, Duluth campus
- Neil Hoffman, associate professor with tenure, Department of Mathematics and Statistics, Swenson College of Science and Engineering, Duluth campus
- Tran Huynh, associate professor with tenure, Division of Environmental Health Sciences, School of Public Health, Twin Cities campus
- Jonathon Leider, associate professor with tenure, Division of Health Policy and Management, School of Public Health, Twin Cities campus
- Harrison Quick, associate professor with tenure, Division of Biostatistics, School of Public Health, Twin Cities campus
- Matthew Reznicek, associate professor with tenure, Department of Surgery (History of Medicine Program), Medical School, Twin Cities campus
- Nadia Sam-Agudu, professor with tenure, Department of Pediatrics, Medical School, Twin Cities campus
- Brent Williams, professor with tenure, Department of Soil, Water, and Climate, College of Food, Agricultural and Natural Resource Sciences, Twin Cities campus

A motion was made and seconded, and the committee voted unanimously to recommend approval of 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 Policy

The docket materials for this item begin on page 78. The closed-captioned video of this item is [available here](#).

The meeting adjourned at 11:24 a.m.



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

**UNIVERSITY OF MINNESOTA  
BOARD OF REGENTS**

**Finance & Operations Committee  
September 7, 2023**

A meeting of the Finance & Operations Committee of the Board of Regents was held on Thursday, September 7, 2023, at 1:00 p.m. in the Boardroom, 600 McNamara Alumni Center.

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

Staff present: Interim President Jeff Ettinger; Chancellors Lori Carrell, Mary Holz-Clause, and Janet Schrunk Ericksen; Interim Chancellor David McMillan; Executive Vice President and Provost Rachel Croson; Senior Vice President Myron Frans; Vice Presidents Bernard Gulachek, Kenneth Horstman, Mercedes Ramírez Fernández, Alice Roberts-Davis, and Julie Tonneson; General Counsel Douglas Peterson; Executive Director Brian Steeves; Chief Auditor Quinn Gallswyk; Associate Vice President Michael Volna; and Executive Director of Government and Community Relations Melisa López Franzen.

Student Representatives present: Cole Groshong and Flora Yang.

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

**2023-24 COMMITTEE WORK PLAN**

Regent Huebsch and Senior Vice President Frans reviewed the 2023-24 Committee Work Plan, as detailed in the docket.

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

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

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

The docket materials for this item begin on page 10. The closed-captioned video of this item is [available here](#).



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

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

The docket materials for this item begin on page 51. The closed-captioned video of this item is [available here](#).

Huebsch recessed the meeting at 1:53 p.m.

### **OVERVIEW OF UNIVERSITY BUDGET MODEL**

Regent Huebsch called the meeting back to order at 2:04 p.m. He invited Senior Vice President Frans and Vice President Tonneson to provide an overview of the University budget model, as detailed in the docket.

The docket materials for this item begin on page 63. The closed-captioned video of this item is [available here](#).

### **REAL ESTATE TRANSACTIONS**

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

- Sale of approximately 280 Acres in Rosemount, UMore Park

The docket materials for this item begin on page 87. The closed-captioned video of this item is [available here](#).

Huebsch noted that Regent Verhalen was recusing herself from the discussion. Verhalen left the meeting.

A motion was made and seconded, and the committee voted 10 to 1 to recommend approval of the real estate transaction. Gulley voted no.

Regent Verhalen returned to the meeting.

### **DULUTH CAMPUS PLAN**

Regent Huebsch invited Senior Vice President Frans; Interim Chancellor David McMillan; Monique MacKenzie, Director of Planning; Shane Stennes, Chief Sustainability Officer; and Greg Havens, Principal, Sasaki, to present for review the Duluth Campus Plan, as detailed in the docket.

The docket materials for this item begin on page 100. The closed-captioned video of this item is [available here](#).

Regent Thao-Urabe left the meeting.

## CONSENT REPORT

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

The docket materials for this item begin on page 310. The closed-captioned video of this item is [available here](#).

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

- To Cardinal Health for an estimated \$4,000,000 for the purchase of pharmaceuticals and related supplies for Boynton Health Pharmacy (Twin Cities campus) for the period of September 18, 2023 through October 31, 2024. The cost of goods purchased through this contract will be paid for from the sale of prescriptions and retail items to patients and from sales to University departments for research and other uses. The costs have been included in Boynton's budget. See enclosed documentation for the basis of supplier selection.
- To Envigo RMS, The Jackson Laboratory, and Charles River for an estimated \$18,000,000 for laboratory animals for Research Animal Resources (Twin Cities campus) for September 18, 2023 through June 30, 2028. The bulk animal orders will be purchased with centralized departmental funds currently budgeted for these purchases. Suppliers were selected as the result of a competitive Request for Proposal (RFP) process conducted by Purchasing Services. Three suppliers responded to the RFP, and none were a targeted business.
- To LKO Enterprises, Inc., Northland Constructors of Duluth, Inc., and ATK for an estimated \$800,000 of contract snow removal labor and equipment services as needed for the University of Minnesota Duluth's (UMD) Department of Facilities Management and coordinate properties for the period of October 1, 2023 through September 30, 2024 with optional contract extensions of \$800,000 every year through September 30, 2028. The total contract value, if all options are extended, would be \$4,000,000. This approval authorizes both the base term and the optional contract extensions. This purchase of contract labor and equipment services by Facilities Management has been budgeted for FY 2024. It will be funded through individual Repair & Replacement projects and Operation & Maintenance funds. Suppliers were selected as the result of a competitive RFP process conducted by Purchasing Services. Five suppliers responded to the RFP, and none were a targeted business.
- To Nel Hydrogen US for an estimated \$1,190,400 for a hydrogen gas production system for the University of Minnesota West Central Research and Outreach Center in Morris, MN. The source of funds for the purchase will come from a sponsored project funded by the United States Department of Energy APRA-E REFUEL+IT Program and is led by the Research Triangle Institute (dba RTI International). The supplier was selected as the result of a competitive RFP process conducted by Purchasing Services. Two suppliers responded to the RFP, and none were a targeted business.
- To Videotronix, Incorporated dba VTI Security for an additional \$6,000,000 for safety and security systems services for the Public Safety Emergency Communications Center (PSECC) for all University of Minnesota campuses for the period of May 2023 through April 2028.

This is in addition to the \$1,000,000 approved by the Board in May 2023. The funds for this contract are budgeted and will come from the additional funds received from the State of Minnesota that are dedicated to these efforts. See enclosed documentation for the basis of supplier selection.

- To Zoom Video Communications, Inc. for an estimated \$1,868,850 to provide an enterprise online meeting solution for all University of Minnesota students, faculty, and staff for the Office of Information Technology (OIT) for the period of October 6, 2023 through October 7, 2028. The cost of this contract is currently included in OIT's budget and will be funded with O&M funds. See enclosed documentation for the basis of supplier selection.

### **Capital Budget Amendments**

- Main Production Kitchen Renovation, Residence Dining Center, Duluth campus
- Middlebrook Dining Renovation, Twin Cities campus

### **Employment Agreements**

- Melinda Pettigrew, Dean, School of Public Health, Twin Cities campus

### **Real Estate Transactions**

- Land exchange for properties on 350<sup>th</sup> Avenue and State Highway 14, Waseca
- Purchase of 160 acres in Mower County for FAARM
- Lease of office space for the Learning Abroad Center's program in Montpellier, France

### **Schematic Designs**

- Cedar Creek Classroom Expansion, Cedar Creek Reserve, Twin Cities campus
- Shepherd Lab Renovation, Twin Cities campus
- Women's Gymnastics Building, Twin Cities campus

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

## **INFORMATION ITEMS**

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

- Central Reserves General Contingency Allocations
- Capital Finance and Debt Management Report
- Strategic Facilities & Real Estate Report

The docket materials for this item begin on page 371. The closed-captioned video of this item is [available here](#).

The meeting adjourned at 4:17 p.m.

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

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

**UNIVERSITY OF MINNESOTA  
BOARD OF REGENTS**

**Governance & Policy Committee  
September 8, 2023**

A meeting of the Governance & Policy Committee of the Board of Regents was held on Friday, September 8, 2023, at 8:00 a.m. in the Boardroom, 600 McNamara Alumni Center.

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

Staff present: Chancellors Lori Carrell and Mary Holz-Clause; Interim Chancellor David McMillan; Executive Vice President and Provost Rachel Croson; Vice Presidents Kenneth Horstman, Calvin Phillips, and Jakub Tolar; General Counsel Douglas Peterson; Executive Director Brian Steeves; Chief Auditor Quinn Gaalswyk; and Associate Vice President Michael Volna.

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

**2023-24 COMMITTEE WORK PLAN**

Regent Verhalen and Executive Director & Corporate Secretary Steeves reviewed the 2023-24 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](#).

**COMMITTEE DELEGATION OF AUTHORITY**

Regent Verhalen invited Associate Secretary Jason Langworthy to present for review proposed amendments to two Board of Regents policies — *Board Operations and Agenda Guidelines* and *Reservation and Delegation of Authority* — the result of which would delegate authority to the Finance & Operations Committee and the Mission Fulfillment Committee to act on behalf of the Board, 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 Huebsch requested that the item be considered for review and action. There was no objection and Verhalen declared that the item would now be considered for review and action.

A motion was made and seconded, and the committee voted unanimously to recommend approval of the proposed amendments to Board of Regents Policy: *Board Operations and Agenda Guidelines* and Board of Regents Policy: *Reservation and Delegation of Authority*.

## BOARD COMMITTEE STRUCTURE: CONTEXT AND PRINCIPLES TO GUIDE

Regent Verhalen invited Executive Director & Corporate Secretary Steeves and Associate Secretary Jason Langworthy to lead a discussion on the Board's committee structure focusing on context and principles to guide future discussions, as detailed in the docket.

The docket materials for this item begin on page 27. The closed-captioned video of this item is [available here](#).

## INFORMATION ITEMS

Regent Verhalen invited Executive Director & Corporate Secretary Steeves to discuss the information items in the docket:

- Completed Comprehensive Review of Board Policy

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

The meeting adjourned at 9:13 a.m.



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

**UNIVERSITY OF MINNESOTA  
BOARD OF REGENTS**

**Special Committee on University Relations  
September 8, 2023**

A meeting of the Special Committee on University Relations of the Board of Regents was held on Friday, September 8, 2023, at 8:00 a.m. in the West Committee Room, 600 McNamara Alumni Center.

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

Staff present: Interim President Jeff Ettinger; Chancellors Lori Carrell and Janet Schrunk Ericksen; Vice Presidents Ken Horstman and Julie Tonneson; Chief Public Relations Officer Chuck Tombarge; Executive Director Brian Steeves; and Executive Director of Government and Community Relations Melisa López Franzen.

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

**REVIEW OF SPECIAL COMMITTEE CHARGE AND PRIORITIES FOR THE YEAR**

Regent Thao-Urabe and Chief Public Relations Officer Tombarge reviewed the 2023-24 special committee charge and discussed priorities for the year, 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](#).

**NEW SYSTEMWIDE MARKETING CAMPAIGN**

Regent Thao-Urabe invited Chief Public Relations Officer Tombarge and Ann Aronson, Chief Marketing Officer, to present the strategy and approach of the new systemwide marketing campaign, 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](#).

**INTRODUCTION OF EXECUTIVE DIRECTOR FOR  
GOVERNMENT AND COMMUNITY RELATIONS**

Regent Thao-Urabe invited Interim President Ettinger to introduce Melisa López Franzen, Executive Director of Government and Community Relations, as detailed in the docket.

The docket materials for this item begin on page 36. The closed-captioned video of this item is [available here](#).

The meeting adjourned at 9:02 a.m.

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

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



**UNIVERSITY OF MINNESOTA  
BOARD OF REGENTS**

**Board of Regents  
September 8, 2023**

A meeting of the Board of Regents of the University of Minnesota was held on Friday, September 8, 2023, at 9:31 a.m. in the Boardroom, 600 McNamara Alumni Center.

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

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

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

**APPROVAL OF MINUTES**

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

Board of Regents – July 12, 2023  
Litigation Review Committee – August 1, 2023

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

**REPORT OF THE INTERIM PRESIDENT**

Interim President Ettinger delivered the report of the President. Ettinger invited Senior Vice President Frans and Vice President Tolar to join him.

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

**REPORT OF THE CHAIR**

Regent Kenyanya delivered the report of the Chair.

The docket materials for this item begin on page 10. The closed-captioned video of this item is [available here](#).

### RECEIVE AND FILE REPORTS

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

- Virtual Forum Comments

The docket materials for this item begin on page 11. The closed-captioned video of this item is [available here](#).

### CONSENT REPORT

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

- A. Gifts
- B. Adjustments to Board Calendar

The docket materials for this item begin on page 12. 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.

### DISCUSSION OF KEY PRESIDENTIAL LEADERSHIP CHARACTERISTICS

Regent Kenya invited Executive Director Steeves and WittKieffer consultants Zachary Smith, Executive Partner and Market Leader, Education; James King, Senior Partner and Chief Quality Officer; Christine Pendleton, Principal; and Melody Rose, Principal; to discuss the key presidential leadership characteristics, as detailed in the docket.

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

Kenya recessed the meeting at 11:13 a.m.

### ANNUAL REPORT OF THE UNIVERSITY OF MINNESOTA FOUNDATION

Regent Kenya called the meeting back to order at 11:22 a.m. and 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 33. The closed-captioned video of this item is [available here](#).

## **PUBLIC SAFETY UPDATE: 2023-24 ACADEMIC YEAR OVERVIEW**

Regent Kenya invited Interim President Ettinger and Senior Vice President Frans to provide an overview of public safety initiatives for the 2023-24 academic year, as detailed in the docket.

The docket materials for this item begin on page 63. The closed-captioned video of this item is [available here](#).

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

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

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

## **REPORT OF THE MISSION FULFILLMENT COMMITTEE**

Regent R. Johnson, chair of the committee, reported that the committee voted unanimously to recommend 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 7, 2023 committee minutes. The committee docket materials for this item can be found on page 118.

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

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

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

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

- 1) The sale of approximately 280 Acres in Rosemount, UMore Park.

Regent Kenya noted that Regent Verhalen was recusing herself from consideration of this item. Verhalen left the meeting.

A motion was made, and the Board voted 10 to 1 to approve the sale of approximately 280 Acres in Rosemount, UMore Park. Regent Gulley voted no.

Verhalen returned to the meeting.

- 2) Approval of the Consent Report for the Finance & Operations Committee as presented to the committee and described in the September 7, 2023 committee minutes. The committee docket materials for this item can be found on page 310.

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

## REPORT OF THE GOVERNANCE & POLICY COMMITTEE

Regent Verhalen, chair of the committee, reported that the committee voted unanimously to recommend the following item.

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

- 1) Adoption of proposed amendments to Board of Regents Policy: *Board Operations and Agenda Guidelines* and Board of Regents Policy: *Reservation and Delegation of Authority* as follows:

### ***Board Operations and Agenda Guidelines***

#### SECTION I. SCOPE.

This policy governs the Board's operations, committee structure, and agenda guidelines.

#### SECTION II. GUIDING PRINCIPLES.

The Board of Regents (Board), created under the Minnesota Territorial Laws of 1851 by the passage of the University charter and perpetuated by the Constitution of the State of Minnesota, is the governing body of the University. The Board, guided by the constitution and laws of the state:

- holds itself accountable to the public for accomplishing the mission of the University;
- meets openly, in the spirit of the Minnesota Open Meeting Law;
- fosters communication with the citizens of Minnesota, its elected representatives, and the University community; and
- works with the president to create a relationship characterized by trust and openness.

#### SECTION III. BOARD BUSINESS.

##### Subd. 1. Governing Documents.

Board exercises its authority consistent with the University Charter, the Constitution of the State of Minnesota, the *Bylaws of the Board of Regents (Bylaws)*, and relevant Board policies. These documents provide the basic framework for the conduct of the business of the Board.

##### Subd. 2. Board Business.

The Board conducts business through meetings of the Board and its committees. Items placed on the Board agenda have the most fundamental importance and broad policy implications for the University. The following items are required to come to the Board:

- (a) Fundamental planning documents, including:
  - Systemwide Strategic Plan - The Systemwide Strategic Plan articulates and reinforces the mission and vision of the University; identifies University

priorities and goals; and establishes a framework to guide University decision-making. The plan includes goals articulated through the University Progress Card and establishes a framework for the University's operating and capital budgets.

- University Performance and Accountability Report - The University Performance and Accountability Report publicly demonstrates the University's accountability for progress in reaching its stated goals and objectives; links planning, performance evaluation, and resource allocation at the system and campus/college level; illustrates and analyzes longitudinal trends in key areas; provides a means for comparisons with peer institutions; and identifies areas for continued work. The report includes progress made in achieving the goals articulated in the University Progress Card.
  - Annual Operating Budget - The annual operating budget sets forth the operating requirements and authorizations for financing the activities of the University. The budget includes all funds (revenues and expenditures), all campuses, and all programs of the University. It incorporates historical background and projections. It is based on the framework established by the Systemwide Strategic Plan. The president recommends to the Board the annual operating budget in successive meetings.
  - Capital Budget - The capital budget has two parts. Part I is the six-year capital plan, which is updated annually and identifies capital projects, as defined by Board of Regents Policy: *Reservation and Delegation of Authority* Article I, Section VIII, Subd. 6, that are approved to proceed with preliminary project planning, but not authorized to proceed with design and construction. Part II is the annual capital improvement budget, which authorizes the completion of design and construction of projects, as defined by Board of Regents Policy: *Reservation and Delegation of Authority* Article I, Section VIII, Subd. 7, that have approved financing. The framework established by the Systemwide Strategic Plan and approved campus master plans guide both parts of the capital budget. The president recommends to the Board both parts of the capital budget in successive meetings.
- (b) Legislative funding requests, including the biennial budget request and the capital request.
- (c) Reports on federal and legislative relations and issues.
- (d) Reports submitted to the State of Minnesota as defined by Board of Regents Policy: *Reservation and Delegation of Authority* Article I, Section I, Subd. 7.
- (e) Annual summary of expenditures for the Office of the President, Eastcliff, and the Office of the Board of Regents (OBR).
- (f) Gifts.
- (g) Other reports, including, but not limited to, reports of the Faculty Consultative Committee, the University of Minnesota Foundation, the University of Minnesota Alumni Association, and the Student Representatives to the Board.
- (h) Additional items as decided by the Board chair in consultation with the president and Board vice chair.

At the Board chair's discretion, any of these items may be referred for discussion in committee.

#### SECTION IV. COMMITTEES OF THE BOARD.

##### Subd. 1. Role of the Committees.

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.

#### Subd. 2. Responsibilities of the Committee Chairs.

Committee chairs preside over the meetings of their respective committees, ensuring the orderly, open, and timely conduct of committee business. Committee chairs should annually review the committee responsibilities outlined in this policy as the committee work plans outlined in Section V, Subd. 4 are finalized. The senior leader committee liaison consults with committee chairs prior to committee meetings regarding background issues for committee agendas.

#### Subd. 3. Committee Descriptions.

Standing, nominating, and special committees meet on a varying schedule set through the agenda development process. These committees, specific committee responsibilities, and required agenda items are listed below. As stated in the *Bylaws*, the Board chair has the authority to name and identify the responsibilities of all committees. Any changes in committee structure are to be noted in this policy.

#### Subd. 4. Audit & Compliance Committee Charter.

The Audit & Compliance Committee oversees the University's system of risk assessment and internal controls, audits, financial reporting practices, and the institutional compliance program. The committee is to assist the Board in discharging its oversight responsibilities related to the audit and compliance functions by:

- promoting the development of an effective, efficient, and continuously improving control environment, in concert with the administration, to achieve the institution's objectives through an appropriate system of risk assessment and internal control;
- overseeing the University's integrated framework of internal control, risk management practices, and institutional compliance program to ensure that the administration executes the provisions of Board of Regents Policy: *Internal Control*;
- serving as an informed voice on the Board by relaying the audit and compliance perspective when related issues are brought before the Board and its standing committees; and
- providing a direct channel of communication to the Board for the chief auditor and the independent public auditor.

Consistent with Board of Regents Policy: *Reservation and Delegation of Authority* Article I, Section X, the Board reserves to itself authority to adopt policies regulating the audit

function; approve selection of external public accountants and the chief auditor; review audit plans; and evaluate the performance of the independent auditor and, jointly with the president, the performance of the internal audit function.

Specific duties of the Audit & Compliance Committee include the following:

- (a) Oversight of the Independent Auditor. The independent auditor reports directly to the Board through the Audit & Compliance Committee. The committee shall recommend for Board approval the engagement and related fees of the independent auditor to perform the annual financial statement and federal compliance audits. The committee shall approve in advance all audit and non-audit services provided by the independent auditor with a value greater than \$100,000 or that may impair the audit firm's independence regarding the University. Such impairment of independence is currently limited to prohibited non-audit services as defined in the United States General Accounting Office Government Auditing Standards. Engagements not requiring approval by the Board shall be reported to the Audit & Compliance Committee at the next scheduled meeting of the committee. The committee shall annually review and evaluate the independent auditor's performance, independence, and effectiveness of coordination with other assessment activities, including internal audit.
- (b) Oversight of the Internal Audit Function. The Audit & Compliance Committee shall recommend for Board approval changes to the Office of Internal Audit's charter and any material revisions to internal audit plans or budgets. In consultation with management and the chief auditor, the committee shall review the annual internal audit plan and the extent to which it addresses high risk areas.
- (c) Review of the Annual Financial Report. The Audit & Compliance Committee shall review, in advance of final issuance, the proposed formats and wordings of the annual financial report, including the management's discussion and analysis, financial statements, footnotes, statistics, and disclosures.
- (d) Review of Audit Results. The Audit & Compliance Committee shall review the internal and external audit results and discuss significant issues of internal control and compliance with the independent auditor, chief auditor, and management. The committee shall monitor management's progress in addressing audit recommendations.
- (e) Investigation of Reported Concerns Regarding Accounting or Auditing Matters. The Audit & Compliance Committee shall be apprised of investigations conducted under administrative policy.
- (f) Requests for Audits. The Audit & Compliance Committee is authorized to request supplemental reviews or other audit procedures by the chief auditor, the independent auditor, or other advisors.
- (g) Approval of Engagements of Audit Firms Other Than the University's Principal External Auditors. The Audit & Compliance Committee shall approve all engagements of external audit firms to perform work or provide services with a value greater than \$100,000 or that may impair the audit firm's independence regarding the University. Such impairment of independence is currently limited to prohibited non-audit services as defined in (a) of this section. Engagements not requiring approval by the Board shall be reported to the committee at the next scheduled meeting of the committee.
- (h) This committee provides additional oversight of compliance initiatives and enterprise risk management processes, including risk identification and mitigation.

This committee also reviews:

- The annual financial statements, prior to issuance.
- annual report on institutional risk and financial reports.
- The independent auditor's annual audit and management letter.
- The chief auditor's annual audit plan.
- Responses to questions regarding audit issues, reports on enterprise systems, administrative program reviews, investigations conducted under administrative policy, and other items relevant to the audit function.
- annual institutional compliance report.
- The institutional conflict of interest report.
- External auditor engagements not requiring approval by the Board. Any engagements shall be reported to the Audit & Compliance Committee at the next scheduled meeting of the committee.

#### Subd. 5. Finance & Operations Committee.

The Finance & Operations Committee oversees and makes recommendations to the Board related to the University's operations, fiscal stability, physical assets (e.g., land, buildings, infrastructure, technology, and equipment), and long-term economic health. The committee also advises the administration on faculty and staff compensation strategy, benefits, recruitment, and engagement.

Specifically, this committee approves on behalf of the Board:

- appointments reserved to the Board as defined by Board of Regents Policy: *Reservation and Delegation of Authority* Article I, Section IV. Subd. 1 and 3.
- budgetary, financial, and investment matters reserved to the Board as defined by Board of Regents Policy: *Reservation and Delegation of Authority* Article I, Section VII.
- property, facilities, and capital budgets reserved to the Board as defined by Board of Regents Policy: *Reservation and Delegation of Authority* Article I, Section VIII.
- employment and labor relations matters reserved to the Board as defined by Board of Regents Policy: *Reservation and Delegation of Authority* Article I, Section XI.

This committee provides oversight of:

- long-range financial planning strategies, including total indebtedness of the University and investment portfolio;
- the financial relationship between the University and its partners, including affiliated foundations, clinical operations, and external entities;
- potential risks within University finance and operations;
- long-range physical asset planning strategies, including technology infrastructure;
- public safety and emergency preparedness;
- operational services such as housing, parking, transportation, and dining;
- faculty and staff employment, compensation and benefits policy, including senior leader compensation, benchmarking, and terms of employment; and
- employee engagement and workforce development.

This committee also reviews:

- the annual central reserves fund report;
- the annual capital financing and debt management report;
- annual strategic facilities and real estate report, which includes updates on the University's facilities condition assessment and space utilization, real estate transactions from the past fiscal year, and capital project management updates for



projects in process that have been approved in the annual capital improvement budget and have a value equal to or greater than \$1,000,000;

- exceptions to a competitive bid process for purchases requiring Board approval;
- annual asset management report;
- the annual financial report;
- selected financial metrics that measure the University's fiscal condition;
- periodic updates on future facilities projects;
- design guidelines when a project design represents an exception to adopted campus master plans; and
- other financial reports, employment reports, and facilities management reports and significant issues.

#### Subd. 6. Governance & Policy Committee.

The Governance & Policy Committee oversees and makes recommendations to the Board related to policy and processes that seek to ensure the integrity and high performance of the Board. The committee supports effective governance by guiding the Board to: articulate a clear vision for the University and its major components; clarify reserved and delegated authorities; establish institutional benchmarks and performance measures; and thoughtfully considers risks that may impact the performance of the institution.

Specifically, this committee recommends to the Board:

- amendments to the *Bylaws* and changes to the structure and function of the Board;
- amendments to Board policies not routed through one of the other standing committees; and
- consideration of other University policy matters referred to the committee by the Board chair.

This committee provides oversight to:

- evaluate the effectiveness of the Board through periodic self-assessment;
- ensure that Regents are fully oriented and receive ongoing education; and
- identify best practices in governance for possible implementation.

#### Subd. 7. Litigation Review Committee.

The Litigation Review Committee reviews litigation matters and obtains legal advice regarding specific University actions and their legal consequences. This committee typically meets in non-public session and consults with the general counsel on cases and claims, consistent with Board of Regents Policy: *Attorneys and Related Services* and Board of Regents Policy: *Legal Claims and Settlements*. The committee determines which matters shall be referred to the Board for review or approval.

#### Subd. 8. Mission Fulfillment Committee.

The Mission Fulfillment Committee oversees and makes recommendations to the Board related to the University's mission, as articulated in Board of Regents Policy: *Mission Statement* and carried out on five campuses and across the state, the nation, and the world. The committee oversees and advises the administration on academic priorities, activities, programs, and initiatives central to the threefold mission of research and discovery, teaching and learning, and outreach and public service.

Specifically, this committee approves on behalf of the Board:

- academic matters reserved to the Board as defined by Board of Regents Policy: *Reservation and Delegation of Authority* Article I, Section V.

This committee provides oversight of:

- academic program reviews and strategic plans of academic units;
- admissions practices, demographic trends and enrollment planning;
- curricular and co-curricular educational, research and engagement opportunities;
- diversity and campus climate;
- faculty development, recruitment and retention;
- faculty promotion and tenure;
- international partnerships and global research and educational programs;
- health education and academic medicine;
- issues related to the University's academic profile such as accreditation, reputation, and academic ranking;
- online learning;
- public engagement and community partnerships that fulfill the University's land-grant mission;
- scholarship, artistic activity and commercialization of technology and intellectual property;
- sponsored projects and research support infrastructures;
- student affairs, student wellness and the student experience;
- student experience and academic performance of student-athletes;
- undergraduate, graduate, and professional education.

Subd. 9. Nominating Committee.

The Nominating Committee is charged with nominating candidates to serve as Board chair, vice chair, secretary, and treasurer.

Subd. 10. Presidential Performance Review Committee.

The Presidential Performance Review Committee evaluates the president's performance. This committee meets in non-public session, reporting its findings to the Board.

Subd. 11. Special Committees.

The Board chair identifies the responsibilities, appoints the members, and designates the chair of special committees.

## SECTION V. MEETINGS OF THE BOARD AND COMMITTEES.

Subd. 1. Board Meetings.

The Annual Meeting of the Board is held on the second Friday in June, unless otherwise determined by the *Bylaws*. At the Annual Meeting a schedule is approved for regular meetings, which are usually held on the second Friday and preceding Thursday of each month in February, March, May, June, July, September, October and December.

Other meetings are scheduled as needed and may include work sessions, open forums, and public hearings. Retreats, typically held annually in the summer, are opportunities for the Board to plan, assess its performance, develop priorities for the year, and/or to consider a particular topic.

The documents, minutes, and recordings related to the public deliberations of the Board are available in the OBR.

#### Subd. 2. Committee Meetings.

Committees usually meet as follows:

- Audit & Compliance: Meets six times a year.
- Finance & Operations: Meets six times a year.
- Governance & Policy: Meets five times a year.
- Litigation Review: Meets six times a year and as called by the committee chair.
- Mission Fulfillment: Meets six times a year.
- Nominating: May of odd-numbered years prior to the Board's Annual Meeting and election of officers in June.
- Presidential Review: As called by the Board chair.

#### Subd. 3. Meeting Procedures.

The Board chair presides over meetings of the Board. The Board vice chair presides in the absence of the chair. Board and committee meetings are conducted consistent with the *Bylaws* and Robert's Rules of Order. The general counsel rules on all disputed questions of procedure.

Items are presented in one of the following ways:

- *Review* - All significant items typically are reviewed one month with action in a subsequent month. Any Board member may request that an item listed for Review become a Review/Action item. If there is no objection from other members of the Board, the item is voted on in that meeting. The fundamental planning documents, as described in Section III, Subd. 2, (a) of this policy, are exempt from this provision.
- *Action* - Previously reviewed items requiring Board approval.
- *Review/Action* - Items for review and action in the same meeting, as allowed by Board policy or under special circumstances with permission of the Board chair or respective committee chair. The Consent Report includes routine action items that normally do not require discussion. Any Board member may request discussion or separate action on any Consent Report item.
- *Discussion* - Items for discussion that require no action when presented.
- *Other*
  - *Information Items* - Items of interest to a committee or the Board requiring no action or discussion, such as status reports on current issues of concern and administrative searches.
  - *Receive and File Reports* — Submitted reports that are not intended for discussion and do not require action, but are listed on the agenda and officially noted by the chair in the form of a statement to "receive and file."

#### Subd. 4. Work Plans.

Each year the Board outlines its priorities and its committees develop work plans with the advice of the president or delegate. Committee work plans outline major agenda items and discussion topics for the year, and include a brief description of the purpose of the item.

#### Subd. 5. Staff Responsibilities.

- (a) Senior Leader Committee Liaisons. The Board chair and president identify a senior leader for each committee to facilitate committee meetings, assist in agenda

development, prepare docket materials, coordinate presentations, and fulfill other duties. Assignments to standing committees are typically as follows:

- Audit & Compliance: Chief Auditor
- Finance & Operations: Senior Vice President for Finance and Operations
- Governance & Policy: Executive Director and Corporate Secretary
- Litigation Review: General Counsel
- Mission Fulfillment: Executive Vice President and Provost

(b) Board Staff. The Board elects an executive director and corporate secretary, whose duties and responsibilities include:

- advising and supporting each Board member, as well as Board leadership, to advance good governance practices;
- acting as a liaison between the Board and senior leaders of the University;
- managing the Board's policy library and ongoing policy review process;
- managing the Board agenda and docket process;
- maintaining official records of meetings of the Board and its committees;
- advising the president regarding the standards and protocols of Board meetings;
- maintaining and providing to the Board an annual planning calendar that outlines Board and committee meetings along with reports and other actions required by Board policy; and
- ensuring that logistical support is provided so that Board proceedings are conducted in an open, timely, and accountable manner.

The executive director and corporate secretary assigns a committee coordinator to each committee. Committee coordinator responsibilities include:

- advising and supporting committee leadership and members of the committee to ensure successful committee operations;
- serving as a liaison between committee leadership and the senior leader committee liaison;
- facilitating annual work planning, agenda planning, and docket previews;
- and reviewing docket materials, resolutions, and revisions to Board policies.

#### Subd. 6. Docket.

The docket is the set of recommendations, reports, and all supporting documents prepared for each item on an agenda of the Board and its committees. A docket item summary accompanies each agenda item, summarizing key points and background. Materials are submitted to the Board by the president or delegate with the assistance of Board staff. The OBR distributes the docket to Regents one week prior to meeting dates, after which it is publicly available.

#### Subd. 7. Urgent Approvals.

When waiting for the next scheduled meeting to obtain Board approval on a particular matter could have a significant impact on the University's mission or poses a considerable health, safety, or financial risk, the president may request an urgent approval. To request an urgent approval, the president shall submit orally or in writing to the Board chair a statement describing the matter and the basis for immediate action.

After reviewing the circumstances and timeline of the urgent approval request, the Board chair shall determine if there is time to attempt to contact all Regents in order to hold a special or emergency meeting. If the Board chair determines that there is not time to contact all Regents or if a quorum of the Board is not available, the Board chair may act on

behalf of the Board. In the absence of the Board chair, the Board vice chair shall perform the duties of the chair consistent with this subdivision and in alignment with the *Bylaws*. Immediately following the granting of an urgent approval on behalf of the Board, the OBR shall distribute to all Regents notice of the approval and all materials provided to support the request.

At the next meeting of the Board following the approval, the urgent approval granted on behalf of the Board shall be presented to the Board as a separate information item, consistent with Subd. 3 of this section, or for action, as appropriate.

## SECTION VI. BOARD MEETING AGENDAS.

### Subd. 1. Agenda Development.

The agenda is set in the following manner:

- (a) Approximately two months prior to each Board meeting, the executive director and corporate secretary develops a draft agenda for discussion at Agenda I, a meeting with the president and senior leader committee liaisons. The agenda is a result of consultation with Board leadership and committee agenda planning meetings. Agenda items are identified from Board priorities, committee work plans, and other reports and items as specified in Board policy.
- (b) The Board chair approves the agenda at a subsequent Agenda II meeting, which is also attended by the Board vice chair, the president, and senior leader committee liaisons. Changes to an approved Board or committee agenda require the approval of the Board chair and, in the case of a committee agenda, shall be done in consultation with the appropriate committee chair.

### Subd. 2. Requests to Appear Before the Board.

Anyone requesting to appear before the Board must follow the process stated in Article VI of the *Bylaws*.

## SECTION VII. PRESIDENTIAL PERFORMANCE REVIEW, EVALUATION, AND COMPENSATION.

### Subd. 1. Presidential Performance Review.

The Presidential Performance Review Committee evaluates the president's performance annually in order to: assess outcomes; support the president's efforts to strengthen performance; enable the president and the Board to establish mutually-agreeable goals; and inform decisions regarding annual compensation and other terms of employment.

This committee meets in non-public session as permitted by law, reporting its findings to the Board at a public meeting.

The following principles shall guide the performance review process:

- (a) All Board members shall be involved.
- (b) Comments on the president's performance shall be requested from multiple sources.
- (c) Collegiality shall be a hallmark of all discussions.
- (d) Confidentiality of personnel matters shall be maintained.

Performance review process procedures shall be on file in the OBR.

### Subd. 2. Presidential Compensation.

The compensation of the president shall be set by the Board at a public meeting. The Board shall exercise reasonable care and set compensation in a transparent, prudent, and responsible manner.

The following principles shall guide compensation setting:

- (a) The compensation plan shall reflect the public purpose of the University and support the organization's mission,
- (b) Compensation shall enable the recruitment and retention of an individual who can achieve excellence for the University and contribute to the vitality of the State of Minnesota.
- (c) Compensation is meant to appropriately reward and motivate the president, be commensurate with the president's responsibilities and performance, and be responsive to the president's requests.
- (d) Compensation shall be informed by appropriate data that helps determine comparability or fair market value.

The Board shall consider data from a comparable peer group of public research universities and private universities that are substantially similar to the University and designate a list for comparison purposes. It shall be the responsibility of the chair, in consultation with the vice chair, to recommend presidential compensation and other contract terms for Board action. The chair also shall be responsible for reviewing the president's total compensation and approving all reimbursements for presidential business travel and entertainment expenses.

Compensation-setting procedures shall be on file in the OBR.

#### REVISION HISTORY

Adopted: March 8, 2002

Amended: July 9, 2004; December 10, 2004; October 13, 2006; February 10, 2012; December 14, 2012; June 8, 2018; February 12, 2021; October 8, 2021; February 11, 2022; September 8, 2023

Technical Correction: March 31, 2016; February 10, 2017; March 16, 2021

Last Comprehensive Review: 2022

Supersedes: Board Operation and Agenda Guidelines adopted September 11, 1992, last amended March 8, 1996.

### ***Reservation and Delegation of Authority***

#### ARTICLE I

#### RESERVATION OF AUTHORITY

#### SECTION I. GENERAL RESERVATIONS OF AUTHORITY.

##### Subd. 1.

The Board of Regents reserves to itself all authority necessary to carry out its legal and fiduciary responsibilities under the University Charter, the Constitution of the State of Minnesota, and the Board of Regents (Board) Bylaws. This reservation specifically includes all authority to enact laws and policies for the governance of the University of Minnesota (University) and to issue Board directives to executive officers and employees. The Board's

reserved authority shall be exercised consistent with the University Charter, the Constitution of the State of Minnesota, Board Bylaws, and relevant Board policies.

Subd. 2.

The Board reserves to itself authority to ensure constitutional and institutional autonomy, to approve the University's mission and vision, to set the overall direction of the institution, including the adoption of fundamental plans for the educational, financial, and physical development of the University, and to declare a fiscal emergency.

Subd. 3.

No authority that the Board reserves to itself in this policy shall be exercised by any other person or body unless expressly authorized by Board policy or directive.

Subd. 4.

The authority of the Board resides only with the Board as a whole and not in its individual members, except as the Board itself may have delegated specific authority to one of its members or one of its committees.

Subd. 5.

The Board reserves to itself authority to approve the use, and revocation of the use, of its corporate name or any abbreviated name, including *University of Minnesota*, by any non-University person or entity, consistent with Board policies. The Board also reserves authority over the removal of the corporate name or any abbreviated name from the name of any University campus, college, school, division, or unit, consistent with Board policies.

Subd. 6.

The Board reserves to itself authority to approve any matter delegated to the president in Article II, Section I of this policy if it raises unusual questions of public interest or public policy, has significant impact on the University's mission, or poses a significant financial risk to the University.

Subd. 7.

The Board reserves to itself authority to approve and submit any report to the State of Minnesota that impacts the University's autonomy or addresses the performance of the University and/or its major initiatives. All other reports to the State of Minnesota that fall outside these criteria shall be provided to the Board upon submission to the state.

SECTION II. CONDUCT OF BOARD BUSINESS.

The Board reserves to itself authority to establish procedures for the conduct of its business, create committees, set its agenda, require reports from executive officers and employees, hear appeals, and enforce its code of conduct.

SECTION III. ELECTION OF BOARD OFFICERS.

The Board reserves to itself authority to elect and remove Board officers, including the president, chair, vice chair, secretary, and treasurer.

SECTION IV. APPOINTMENT AUTHORITY.

Subd. 1.

The Board reserves to itself, or to one of its committees, authority to appoint all individuals and approve any individually negotiated terms of employment, and significant amendments thereto, for those who serve in each of the following positions:

- (a) Chancellor
- (b) Chief Auditor
- (c) Dean
- (d) Division I Director of Intercollegiate Athletics
- (e) Executive Vice President and Provost
- (f) General Counsel
- (g) Senior Vice President for Finance and Operations
- (h) University Librarian and Dean of Libraries
- (i) Vice Chancellor for Academic Affairs
- (j) Vice President
- (k) Such other administrative positions as the Board may specify from time to time.

The president shall recommend individuals for appointment to these positions, consistent with Board policies and directives, except the chief auditor.

Subd. 2.

The Board reserves to itself authority to remove University officers as provided in the University Charter. The president (a) may remove the general counsel with Board approval and (b) may remove any other individuals appointed under subd. 1 of this section, except the chief auditor.

Subd. 3.

The Board reserves to itself, or to one of its committees, authority to appoint members of the boards of University-associated foundations, institutes, committees, and other bodies, consistent with Board policies.

#### SECTION V. ACADEMIC MATTERS.

Subd. 1.

The Board reserves to itself, or to one of its committees, authority to grant academic degrees, grant faculty indefinite tenure, grant continuous appointments to academic professionals, and award the title faculty emeritus, consistent with Board policies.

Subd. 2.

The Board reserves to itself, or to one of its committees, authority to establish, name, and abolish colleges, academic institutes, programs, and courses of study, consistent with Board policies.

Subd. 3.

The Board reserves to itself, or to one of its committees, authority to establish tuition and student fees and approve policies and reciprocity agreements related to such matters, consistent with Board policies.

Subd. 4.

The Board reserves to itself, or to one of its committees, authority to: (a) establish and review policies relating to the conduct of research and the receipt and accounting of sponsored research funds; (b) require timely reporting to the Board of sponsored research activity; and (c) establish limits for financial support to non-University entities for the



commercialization of technology, as defined by Board of Regents Policy: *Commercialization of Intellectual Property Rights*.

Subd. 5.

The Board reserves to itself, or to one of its committees, authority to approve educational policies and procedures, in consultation with the president and the faculty governance process, consistent with Board policies. This policy is not intended to alter the relationship between the Board, the University Senate, and the faculties regarding educational policies.

#### SECTION VI. AWARDS, HONORS, AND NAMINGS.

Subd. 1.

The Board reserves to itself authority to establish and bestow awards, honors, and recognition, consistent with Board policies.

Subd. 2.

The Board reserves to itself authority to name and revoke names of University buildings and other assets, consistent with Board policies.

#### SECTION VII. BUDGETARY, FINANCIAL, AND INVESTMENT MATTERS.

Subd. 1.

The Board reserves to itself, or to one of its committees, authority to approve the following: annual operating budgets; the central reserves budget and minimum reserve level; and adjustments and amendments, consistent with Board policies. The Board also reserves to itself authority to approve any modifications to the central reserves budget and any expenditures from the central reserves general contingency account, consistent with Board policies.

Subd. 2.

The Board reserves to itself, or to one of its committees, authority to approve all requests for operating and capital budget appropriations from the State of Minnesota and positive or negative adjustments to the budget caused by a 1% or more change in total appropriations within a fiscal year.

Subd. 3.

The Board reserves to itself, or to one of its committees, authority to establish investment objectives, approve asset allocation guidelines, and approve the payout rate for endowment distributions.

Subd. 4.

The Board reserves to itself, or to one of its committees, authority to authorize issuance and retirement of debt and to engage debt advisers and/or underwriters, consistent with Board policies.

Subd. 5.

The Board reserves to itself, or to one of its committees, authority to accept gifts for the benefit of the University, consistent with Board policies.

Subd. 6.

The Board reserves to itself, or to one of its committees, authority to approve individual purchases of goods and services with a value greater than \$1,000,000, consistent with Board policies.

#### SECTION VIII. PROPERTY, FACILITIES, AND CAPITAL BUDGETS.

Subd. 1.

The Board reserves to itself, or to one of its committees, authority to approve the purchase or sale of real property (a) with a value greater than \$1,000,000; (b) located on or within 2 miles of a University campus; or (c) larger than 10 acres.

Subd. 2.

The Board reserves to itself, or to one of its committees, authority to approve leases of real property, easements, and other interests in real property if the initial term amount to be paid by or to the University exceeds \$1,000,000.

Subd. 3.

The Board reserves to itself, or to one of its committees, authority to exercise the power of eminent domain to acquire land for University purposes.

Subd. 4.

The Board reserves to itself, or to one of its committees, authority to (a) exercise property owner rights regarding the designation, decommissioning, or demolition of historic resources; and (b) take final action on all environmental reviews of historic resources initiated by the administration for which the University is the responsible governmental unit, consistent with Board policies and applicable state and federal laws.

Subd. 5.

The Board reserves to itself, or to one of its committees, authority to approve campus master plans and amendments thereto.

Subd. 6.

The Board reserves to itself, or to one of its committees, authority to approve multi-year capital plans consisting of projects with a value greater than \$1,000,000 or a value anticipated to be greater than \$1,000,000 if a cost estimate has not yet been established.

Subd. 7.

The Board reserves to itself, or to one of its committees, authority to approve annual capital budgets consisting of projects with a value greater than \$1,000,000.

Subd. 8.

The Board reserves to itself, or to one of its committees, authority to approve capital budget amendments to approved projects and new projects when the amendment has a value greater than \$1,000,000.

Subd. 9.

The Board reserves to itself, or to one of its committees, authority to approve project schematic plans, or significant amendments thereto, for any project or amendment with a value greater than \$1,000,000.

SECTION IX. LEGAL MATTERS.

The Board reserves to itself, or to one of its committees, authority to direct the president or the general counsel to settle any legal claim or initiate or appeal a lawsuit or administrative proceeding, consistent with Board policies.

SECTION X. AUDIT FUNCTION.

The Board reserves to itself authority to adopt policies regulating the audit function; approve selection of independent auditors and the chief auditor; and evaluate the performance of the independent auditor and the chief auditor. Performance review process procedures shall be on file in the Office of the Board of Regents.

SECTION XI. EMPLOYMENT AND LABOR RELATIONS.

Subd. 1.

The Board reserves to itself, or to one of its committees, authority to approve all contracts and other agreements with the exclusive collective bargaining representatives of its employees.

Subd. 2.

The Board reserves to itself, or to one of its committees, authority to approve civil service rules and annual pay and benefit plans for University employees.

Subd. 3.

The Board reserves to itself, or to one of its committees, authority to establish or discontinue retirement plans for University faculty and staff. For those plans sponsored by the University and governed by formal plan documents, the Board reserves to itself authority to approve amendments to those plans.

Subd. 4.

The Board reserves to itself, or to one of its committees, authority to approve individually negotiated employment agreements, and significant amendments thereto, when such agreements have a total value of more than \$1,000,000. For purposes of this subdivision, total value shall mean the potential amount due to the employee if the University terminated the employment agreement without cause. For faculty positions as defined by Board of Regents Policy: *Faculty Tenure*, this subdivision only applies when the faculty member's first year compensation is set at more than \$1,000,000, or when individually negotiated terms of employment create a potential amount due to the faculty member of more than \$1,000,000 if the faculty member's appointment were terminated.

Subd. 5.

The Board reserves to itself, or to one of its committees, authority to review individually negotiated employee severance agreements of unusual importance or significance.

SECTION XII. ASSOCIATED ORGANIZATIONS.

The Board reserves to itself authority to approve the legal structure and scope of any relationship between the University and any associated organization, non-profit corporation, foundation, institute, or similar entity that substantially relies upon University resources or personnel to carry out its mission.

ARTICLE II

DELEGATION OF AUTHORITY

SECTION I. DELEGATION OF AUTHORITY TO THE PRESIDENT.

The Board delegates to the president authority to act as chief executive officer of the University, with such general executive management and administrative authority over the University as is reasonable and necessary to carry out the policies and directives of the Board, subject to the limitations noted in Article II, Section II below.

SECTION II. LIMITATIONS UPON PRESIDENTIAL AUTHORITY.

The authority delegated to the president is limited by the following:

- (a) the provisions of the University Charter and the Constitution of the State of Minnesota;
- (b) the provisions of Board Bylaws;
- (c) the provisions of Board policies and directives, including specifically Article I of this policy; and
- (d) the directive that the president shall notify the Board of any matter not otherwise addressed in this section that significantly involves the authority and role of the Board, including its fiduciary, oversight, and public accountability responsibilities.

SECTION III. DELEGATION OF AUTHORITY BY THE PRESIDENT.

Subd. 1.

Unless otherwise restricted by specific Board policies or directives, the president shall be responsible for delegating general executive management and administrative authority to other executive officers and employees as necessary and prudent, including authority to execute contracts and other legal documents. The president may condition, limit, or revoke any presidential authority so delegated.

Subd. 2.

All delegations and revocations under this section shall be in writing, name the position to whom such authority is delegated, describe the scope and limitations of such authority, and prescribe the extent to which such authority may be further sub-delegated.

Subd. 3.

All delegations and revocations under this section shall be reviewed as to form, legality, and consistency by the general counsel.

Subd. 4.

Annually, the president shall report to the Board significant changes to the delegations.

SECTION IV. DELEGATION OF AUTHORITY TO THE CHAIR AND VICE CHAIR.

The chair and vice chair of the Board shall have such authority as is authorized by Board Bylaws and policies and is customarily exercised by such officers of a corporation. The chair shall have authority to execute any and all instruments and documents on behalf of the Board.

SECTION V. DELEGATION OF AUTHORITY TO THE BOARD SECRETARY, TREASURER, GENERAL COUNSEL, AND CHIEF AUDITOR.

The secretary, treasurer, general counsel, and chief auditor shall have authority to perform such duties for the Board as provided by Board Bylaws, policies, and directives.

The secretary shall have authority to execute such instruments and documents that would customarily devolve upon a corporate officer and are usual to that office.

The secretary and the general counsel shall have authority to accept legal service on behalf of the University.

The chief auditor reports to the Board and may perform audits at the request of the president. By invitation, the chief auditor may serve on the president's cabinet.

The chief auditor and the general counsel shall notify the Board of any matter that significantly involves the authority and role of the Board, including its fiduciary, oversight, and public accountability responsibilities, or if it raises unusual questions of public interest or public policy, has significant impact on the University's mission, or poses a significant risk to the University.

#### SECTION VI. CONFORMANCE WITH THIS POLICY.

##### Subd. 1.

Any request or demand by a Board member for action must be consistent with the written policies, rules, and regulations of the Board and the University.

##### Subd. 2.

No executive officer or employee of the University shall have any authority to take any action or make any representation on behalf of the University beyond the scope of, or materially inconsistent with, the authority delegated to such executive officer or employee as provided in this policy.

##### Subd. 3.

The secretary and the general counsel each shall have the duty to inform the Board of any existing or proposed Board policy or directive that is inconsistent with or alters the delegations of authority as provided in this policy.

#### REVISION HISTORY

Adopted: April 5, 2001

Amended: July 9, 2004; December 10, 2004; July 9, 2008; February 12, 2010; February 10, 2012; May 12, 2017; February 9, 2018; October 8, 2021

Technical Correction: March 1, 2012; December 11, 2013; March 31, 2016; February 10, 2017; October 13, 2017; February 14, 2020

Last Comprehensive Review: 2017

Supersedes: General Delegations Adopted October 17, 1980, Last Amended October 10, 1997.

A motion was made, and the Board voted unanimously to approve the recommendation included in the report of the Governance & Policy Committee.

#### **REPORT OF THE SPECIAL COMMITTEE ON ACADEMIC HEALTH**

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

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

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

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

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

The meeting adjourned at 12:32 p.m.



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

**UNIVERSITY OF MINNESOTA  
BOARD OF REGENTS**

**Litigation Review Committee  
September 12, 2023**

A special meeting of the Litigation Review Committee of the Board of Regents was held on Tuesday, September 12, 2023, at 8:00 a.m. in the West Committee Room, 600 McNamara Alumni Center.

Regents present: Tadd Johnson, presiding; Doug Huebsch, Ruth Johnson, Mike Kenya, Janie Mayeron, and Mary Turner.

Staff present: Interim President Jeff Ettinger; Vice President Shashank Priya; General Counsel Douglas Peterson; Executive Director Brian Steeves; and Chief Auditor Quinn Gaalswyk.

Others present: Brian Dahlin, Dan Herber, Jason Langworthy, Krista Overby, and Brian Slovut.

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

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

The meeting convened in public session at 8:01 a.m. A motion was made and seconded that the following resolution be adopted:

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

NOW, THEREFORE, BE IT RESOLVED, that in accordance with Minn. Stat. § 13D.01, Subd. 3 and 13D.05 Subd. 3(b), a non-public special meeting of Litigation Review Committee be held on Tuesday, September 12, 2023 at 8:00 a.m. in the West Committee Room, 600 McNamara Alumni Center, for the purpose of discussing attorney-client privileged matters including the following:

- I. *Dittberner, et al. v. University of Minnesota; Martin, et al. v. University of Minnesota*

The committee voted unanimously to adopt the resolution and the public portion of the meeting ended at 8:03 a.m.

The meeting adjourned at 9:13 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





# BOARD OF REGENTS DOCKET ITEM SUMMARY

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**Board of Regents**

**October 13, 2023**

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

**Review**

**Review + Action**

**Action**

**Discussion**

*This is a report required by Board policy.*

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

## **PURPOSE & KEY POINTS**

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



# BOARD OF REGENTS DOCKET ITEM SUMMARY

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**Board of Regents**

**October 13, 2023**

**AGENDA ITEM:** Report of the Chair

**Review**

**Review + Action**

**Action**

**Discussion**

*This is a report required by Board policy.*

**PRESENTERS:** Regent Janie S. Mayeron

## **PURPOSE & KEY POINTS**

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



# BOARD OF REGENTS DOCKET ITEM SUMMARY

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**Board of Regents**

**October 13, 2023**

**AGENDA ITEM:** Receive & File Reports

**Review**

**Review + Action**

**Action**

**Discussion**

*This is a report required by Board policy.*

**PRESENTERS:** Regent Janie S. Mayeron

## **PURPOSE & KEY POINTS**

The following items are included for receipt and filing:

A. Virtual Forum Comments

Comments that were received by the Board’s Virtual Forum from September 1, 2023, through 10:00 a.m. October 6, 2023, and comply with the Board’s guidelines are available at [z.umn.edu/OCT2023BORVirtualForum](https://z.umn.edu/OCT2023BORVirtualForum).

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

C. Annual Report on Legal Matters

## **BACKGROUND INFORMATION**

The Board [acted in February 2023](#) to implement a public comment portal pilot program following discussions on how the Board can increase public engagement, transparency, and accountability.

The pilot program follows three guiding principles:

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

In August 2023 the Board of Regents launched its [Virtual Forum](#) as a pilot program to operate for five regularly scheduled meetings. The Virtual Forum leverages technology to allow members of the University community to provide input to the Board via written, audio, and video comment submissions. It is available at all times and from all locations.

UNIVERSITY OF MINNESOTA  
BOARD OF REGENTS  
SUMMARY OF EXPENDITURES  
GENERAL OPERATIONS & MAINTENANCE FUND  
TWELVE MONTHS ENDING JUNE 30, 2023

	FY 2023			FY 2022		
	Budgeted Revenues / Expenditures	Actual Revenues / Expenditures	Percentage Expended	Budgeted Revenues / Expenditures	Actual Revenues / Expenditures	Percentage Expended
Beginning Balance (Prior Year Carryforward)	\$ 181,660	\$ 191,999		\$ 113,007	\$ 117,335	
<b><u>Revenues</u></b>						
Total Allocation	\$ 943,937	\$ 943,937		\$ 922,937	\$ 922,937	
Net Transfers	\$ -	\$ -		\$ -	\$ (13,000)	
<b>Total Resources</b>	<b>\$ 1,125,597</b>	<b>\$ 1,135,936</b>		<b>\$ 1,035,944</b>	<b>\$ 1,027,273</b>	
<b><u>Expenditures</u></b>						
Salaries	\$ 610,156	\$ 605,240	99.2%	\$ 586,751	\$ 555,800	94.7%
Fringe Benefits	\$ 208,076	\$ 208,897	100.4%	\$ 205,272	\$ 177,301	86.4%
Supplies, Equipment, Board Expenses, etc.	\$ 248,269	\$ 148,149	59.7%	\$ 224,761	\$ 102,172	45.5%
<b>Total Expenditures</b>	<b>\$ 1,066,501</b>	<b>\$ 962,286</b>	<b>90.2%</b>	<b>\$ 1,016,784</b>	<b>\$ 835,273</b>	<b>82.1%</b>
<b>Ending Balance</b>	<b>\$ 59,096</b>	<b>\$ 173,651</b>		<b>\$ 19,160</b>	<b>\$ 192,000</b>	

**UNIVERSITY OF MINNESOTA**  
**FACILITIES MANAGEMENT AND PRESIDENT'S OFFICE SUMMARY OF EXPENDITURES FOR EASTCLIFF**  
**GENERAL OPERATIONS & MAINTENANCE FUND**  
**12 MONTHS ENDING June 30, 2023**  
**(UNAUDITED)**

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

**GENERAL OPERATIONS AND MAINTENANCE FUND**  
**12 MONTHS ENDING JUNE 30, 2023**  
**(UNAUDITED)**

	<i>CURRENT YEAR</i>		<i>PRIOR YEAR</i>	
	CURRENT BUDGET 2022-2023	REVENUES/ EXPENDITURES 2022-2023	PRIOR YEAR BUDGET 2021/2022	REVENUES/ EXPENDITURES 2021/2022
<b>Beginning Balance (Prior Year Carry forward)</b>	\$617,761	\$1,063,129	\$899,270	\$995,705
<b>Revenues</b>				
Transfer in	953,842	\$875,149	378,000	\$193,348
Total Year Allocation	3,583,092	3,583,092	3,365,769	3,365,769
Total Resources	<u>\$5,154,695</u>	<u>\$5,521,370</u>	<u>\$4,643,039</u>	<u>\$4,554,822</u>
<b>Expenditures</b>				
President's Office Salaries	1,648,328	1,583,802	1,538,922	1,514,960
President's Office Fringe Benefits	587,880	567,156	700,873	589,062
President Retirement	160,000	160,000	155,000	155,000
Supplies, Expense, Equipment Ofc of the President-General Operations	273,977	213,048	184,146	235,701
President's Travel & External Relations	27,000	20,128	27,000	14,151
Academic/Programmatic Initiatives (includes searches)	1,197,232	1,281,706	501,048	656,193
University-Wide Memberships	515,929	497,212	538,000	318,212
Furlough/Temporary Pay Reduction Transfer				
<b>Sub Total Expenditures-President's Ofc</b>	<u>4,410,346</u>	<u>4,323,052</u>	<u>3,644,989</u>	<u>3,483,279</u>
Eastcliff Management Office Salaries	-	-	40,191	-
Eastcliff Management Office Fringe Benefits	-	-	3,054	44
Supplies, Expense, Equipment Eastcliff Management Ofc-General Operations	-	3,227	5,203	8,370
<b>Sub Total Expenditures-Eastcliff</b>	<u>-</u>	<u>3,227</u>	<u>48,448</u>	<u>8,414</u>
<b>Total Expenditures</b>	<u>4,410,346</u>	<u>4,326,279</u>	<u>3,693,437</u>	<u>3,491,693</u>
<b>Ending Balance</b>	<u><u>\$744,349</u></u>	<u><u>\$1,195,091</u></u>	<u><u>\$949,602</u></u>	<u><u>\$1,063,129</u></u>



# University of Minnesota Office of the General Counsel

ANNUAL REPORT 2023







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



## 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 2022  
STUDENTS AND  
FACULTY AND  
STAFF**

**41,444**  
undergraduate students

**12,189**  
graduate students

**4,138**  
professional students

**10,860**  
non-degree seeking  
students

**5,451**  
international students

**26,777**  
employees

**4,732**  
faculty

Dear Friends and Colleagues,

The quest for excellence of our university creates a relentless demand on the 45 professionals within the Office of the General Counsel. The pace this past year was especially brisk. Like you, I am the beneficiary of the advice and counsel of a wonderful group of OGC colleagues.


Because of our professional responsibility to maintain confidences, I am always constrained in my ability to speak to the high caliber of work performed by OGC in the past year. Suffice it to say that the issues have been as diverse and challenging as the breadth of the ways universities touch the lives of us all. The admissions rulings of the Supreme Court, the public discussions over the future of academic medicine at the University of Minnesota, and the complexities of land development at UMore Park consistent with environmentally sound practices, serve as examples of how our work as lawyers intertwines with the University’s mission.

As counsel to a public university, more is expected of us than simply providing thoughtful and clear legal advice. Multi-dimensional issues raised by dedicated and intrepid clients call for a constant eye on the University’s mission, helping to ensure that our compass is set to the public interest. Our recent resolution of our governance lawsuit with UCare is an example of how litigation can present an opportunity to turn a dispute into an investment and recommitment to the mission of the University to serve the underserved in Minnesota.

For these reasons, I am heartened by not only the judgment employed by those within OGC and by our outside counsel, but also by the manner with which they go about their work – whether in negotiations, planning meetings, depositions, or at the podium.

Let me end with my special thanks to Angela Downin, who stepped down as the director of our Transactions Group to become the General Counsel at the University of Delaware. Our colleague Elizabeth Lim will be benefiting from the groundwork Angela has done to reshape our business services to fit the needs of the University in an ever-changing marketplace.

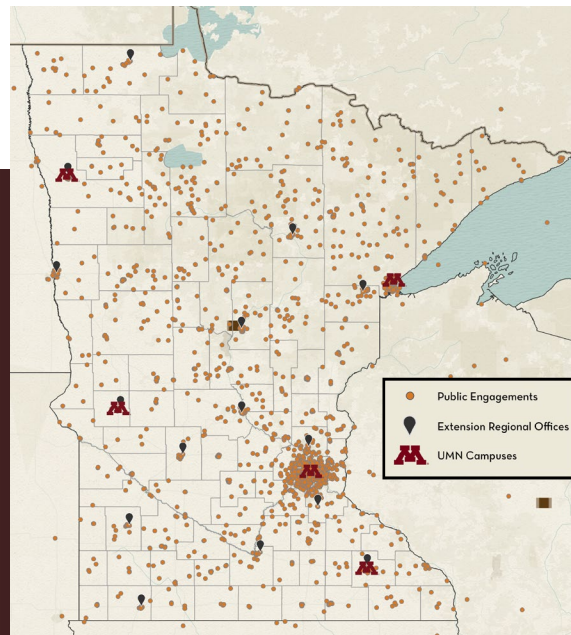
With gratitude for the privilege of public service,

  
Douglas R. Peterson  
General Counsel

**U OF M IMPACT ACROSS THE STATE**

The U of M Public Engagement Footprint map and database showcases engagement activities throughout the system taking place in communities across the state and around the globe.

University of Minnesota Public Engagement Footprint, Office of Public Engagement and U-Spatial, <https://system.umn.edu/your-community>





## 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

## SELECT HIGHLIGHTS

### UCARE LITIGATION

The University created UCare Minnesota more than 30 years ago to improve access to quality health care for underserved Minnesotans and to train physicians to provide care to patients in an HMO environment. In November 2022, the University filed suit against UCare in Hennepin County District Court asking for an order to prevent UCare from taking action which would adversely impact the University's long-term role in UCare governance. Following a hearing that was held shortly after the University's filing of its lawsuit, the Court granted the University's motion for a temporary injunction preventing any changes to UCare's governing documents that would adversely impact the University while the lawsuit was pending. In August 2023, the parties announced a settlement of the lawsuit which reshapes the relationship between the University and UCare and strengthens healthcare to the underserved in the State of Minnesota. This settlement calls for UCare to make four \$25 million payments to the University's Medical School over the next 3 years, with the vast majority of that money to be devoted to University Medical School programs designed to reduce healthcare disparities in underserved communities. Examples of programs that will benefit from the settlement payments include expansion of services at Broadway Family Medicine Clinic in North Minneapolis, Community-University Health Care Center in South Minneapolis and the mobile health initiative.



## Broadway Family Medicine Clinic



## Mobile Health Initiative



## Community-University Health Care Center

### MEDICAL SERVICES



Our University of Minnesota medical professionals care for people of all ages. We provide all the services you need to get and stay healthy.

### DENTAL SERVICES



Children and adults get the best dental care at CUHCC. Our dentists and staff care about you, not just your teeth.

### MENTAL HEALTH SERVICES



At CUHCC, we care about you as a person and understand that your emotional health and physical health are connected.

### SUPPORTIVE SERVICES



#### CARE COORDINATION

Care coordinators help you get the care and services you need at CUHCC and in the community.



#### FINANCIAL ASSISTANCE

We have a Sliding Fee Discount Program and will help you apply for MNSure and other discount programs.



#### VICTIM ADVOCACY

Services and advocacy for victims of domestic violence and/or sexual assault



#### LEGAL SERVICES

Attorneys from Stinson Leonard Street provide free legal services for CUHCC patients based on income.



#### INTERPRETER SERVICES

Staff interpreters are available for Spanish, Somali, Hmong, Vietnamese and Lao. Other languages available on request.



*“Planning, Space, and Real Estate (PSRE) works daily with OGC on a range of complex issues related to property and facilities throughout the University system. PSRE’s mission is to work collaboratively with the University community to enhance the place that is the University of Minnesota, and OGC is a valuable partner as we strive to help the University adapt to change, plan for an enduring future, advance the University’s mission, and position the University as a premier institution. The entire PSRE team relies on OGC’s expertise and values their strategic counsel. We appreciate their partnership and engagement as we work together to address PSRE’s legal needs. OGC’s guidance is strategic, objective, and thoughtful. They are respected colleagues and advisors, and we look forward to working with them for many years to come.”*

- Leslie Krueger  
Asst. Vice President for Planning, Space, and Real Estate



### LEASE OF EASTCLIFF TO THE STATE OF MINNESOTA





The OGC worked closely with the Planning, Space, and Real Estate Office to prepare a lease to the State of Minnesota for the Governor to reside at Eastcliff through September 2024 (and potentially extending until December 2024), after improvements to the Governor’s Residence in St. Paul have been completed. This was the result of a late-arising opportunity after President Gabel announced her departure and before the Governor moved into a previously planned alternate residence. The lease was required to be drafted and negotiated in just over a week.

### 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 high value purchasing agreements, external sales agreements, sponsored research agreements, technology commercialization licenses, international and domestic academic partnerships, complex financial transactions, and a number of 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, immigration, investments and bond issuance, employee benefits and retirement plans, and offer guidance and interpretation of University policy. The Transactions Group also continues to offer legal-related training to departments as needed.



**OGC ADVISED ON:**

 <b>700+</b> AGREEMENTS TO PURCHASE GOODS AND SERVICES	 <b>250+</b> AGREEMENTS TO SELL GOODS OR SERVICES	 <b>850+</b> RESEARCH AND TECHNOLOGY AGREEMENTS	 <b>300+</b> SOFTWARE LICENSE AGREEMENTS
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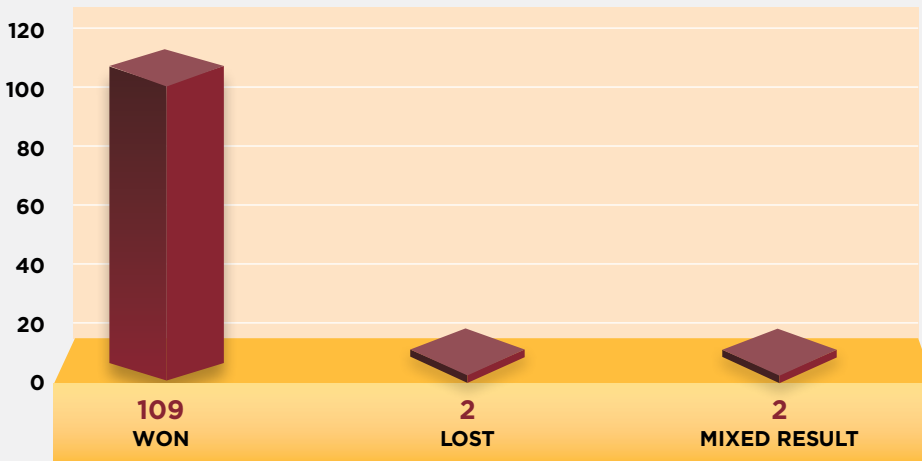


## LITIGATION AND CONTESTED MATTERS

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 one example, before the United States District Court for the District of Minnesota, OGC attorneys successfully defended against a Title IX claim relating to the University’s disciplinary process.



### 96% LITIGATION SUCCESS RATE (FY19-FY23)



## LABOR AND EMPLOYMENT

20

ARBITRATIONS

44

AGENCY CLAIMS

5

FAVORABLE RULINGS

0

UNFAVORABLE RULINGS

7

SETTLED CASES

## COMPLIANCE UNITS IN THE OFFICE OF THE GENERAL COUNSEL

### CLERY COMPLIANCE OFFICE

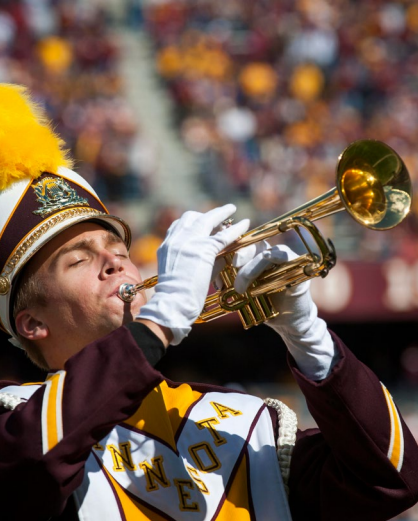
The [Clery Compliance Office](#) in OGC is responsible for ensuring the University’s compliance with the Clery Act systemwide. The Clery Compliance Office works cooperatively with each campus to identify and train Campus Security Authorities (CSAs), compile crime statistics, monitor compliance with crime and emergency communication requirements, and to publish the [Annual Security and Fire Safety Report](#). The Clery Compliance Office requested crime statistics from nearly 200 different law enforcement agencies this year in the process of collecting crime data for all five University of Minnesota campuses.

THE CLERY COMPLIANCE OFFICE

1,141

Individuals trained

Compliance with the Clery Act is contingent upon the identification and training of CSAs who are responsible for forwarding reports of crime to the campus Clery Officer for inclusion in the annual statistical disclosure. The Clery Compliance Office identified over 2,000 CSAs and trained 1,141 CSAs across the system’s five campuses.



## COMPLIANCE UNITS IN THE OFFICE OF THE GENERAL COUNSEL

(CONTINUED)

### OFFICE OF ATHLETIC COMPLIANCE

During the 2022-23 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 two 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 also formed the Transformation Committee this past year. This committee was charged with identifying opportunities to modernize college sports and recommend forward-looking changes for consideration by the NCAA. The Office of Athletic Compliance has advised the Athletics Department on these rapidly evolving changes to ensure the University of Minnesota is best positioned for the new age of college athletics.

Finally, the Office of Athletic Compliance saw a transition in leadership at the end of 2022-23. Jeremiah Carter transitioned as the Director of Compliance to a newly created position in the Athletics Department - Senior Associate AD for NIL/Policy and Risk Management. As a result of this transition, Kevin Gomer was promoted to the Director of Compliance position. Gomer has been a member of the Office of Athletic Compliance since 2016.



### 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 (DAP) continues to grow in volume and complexity.

In FY23, we received an all-time high number of 1,421 requests. While the number of requests increased from the past year, the speed of our response time also increased to less than 10 days with a mean of 3 days. We attribute this increase in speed, in part, to the policy and procedural changes that were implemented in December 2020 which has allowed us to provide more requesters with data faster than

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

hosted over  
**97**  
EDUCATIONAL  
SESSIONS

conducted  
**10**  
AUDITS

In-person monitoring at

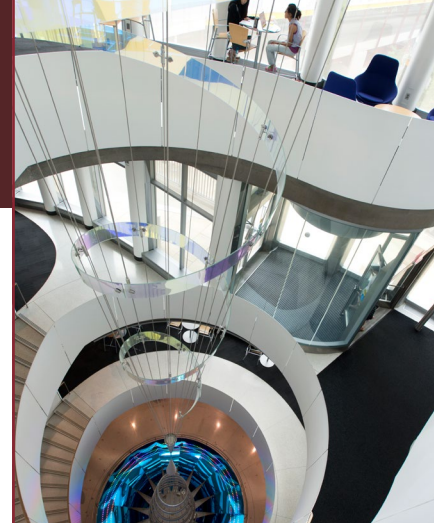
**75**  
EVENTS

Performed  
**17**  
INVESTIGATIONS

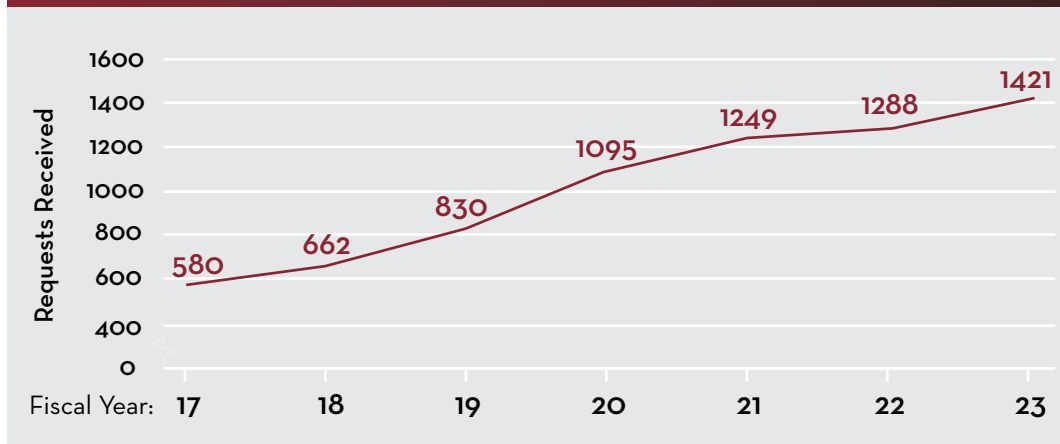
**12**  
SELF-REPORTS  
to the NCAA/Big Ten

**75**  
NCAA/BIG TEN  
WAIVERS

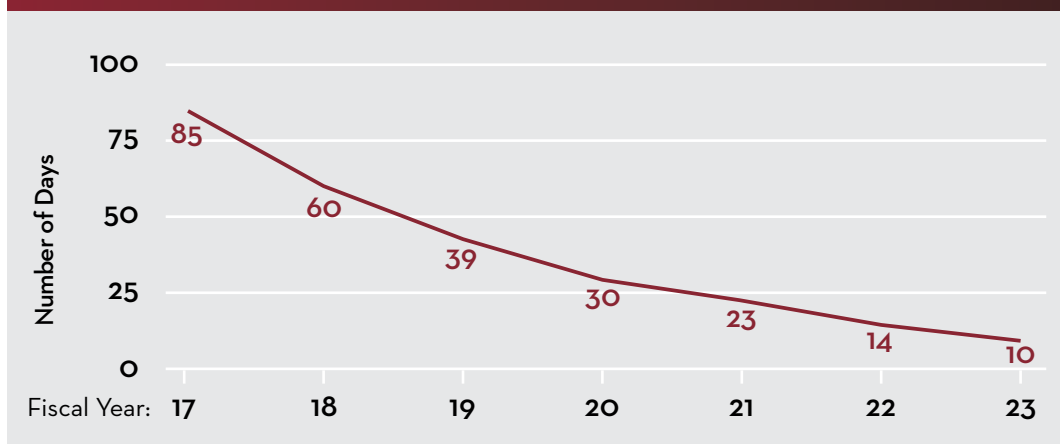
ever before. Six percent (6%) of requesters received a cost estimate given the size/complexity of their request. Two-thirds of those who received a cost estimate revised their request in some way to receive free data. Ultimately, ninety-eight percent (98%) of all requesters received data at no cost. 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)



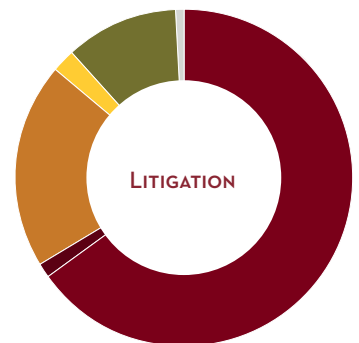
### MGDPA AVERAGE NUMBER OF DAYS TO CLOSE A REQUEST (FY)



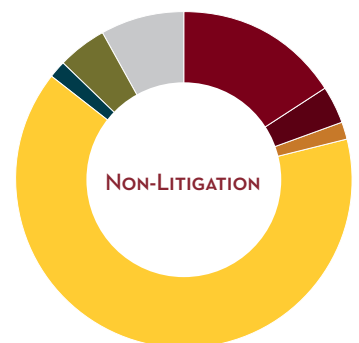
## USE OF OUTSIDE COUNSEL

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



Patent	65.2%
Contract	1.3%
Health Care	19.9%
Employment	2.1%
Student	11.0%
Other/General	0.6%



Immigration	16.0%
Research	3.6%
Employment/Labor/Compliance	1.7%
Health Care	64.2%
Intellectual Properties	1.9%
Real Estate/Tax	4.6%
Other	7.9%



## 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 Women Lawyers Foundation, Board Member; 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), Annual 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** Volunteer Lawyers Network Board of Directors; Minnesota Law Review Alumni Advisory Board

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

**Susan Kratz** Minnesota Continuing Legal Education, 2023 Health Law Institute, Planning Committee

**Ruilin Li** UMN China Center Advisory Council; China Center's External Review Committee

**Elizabeth Lim** University of Minnesota Law School, Guest Lecturer on IP Agreements; USA Ultimate Women's Grandmaster Division, Team Captain

**Susan McKinney** Twin Cities Chapter, ARMA International, President

**Doug Peterson** NCBE: Uniform Bar Exam Drafting Committee, and Character and Fitness Committee; 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

**Carrie Ryan Gallia** University of Minnesota Law School, teaches judicial opinion writing and coaches a moot court competition team; Oak Grove Middle School PSTA, Member; Jefferson Band Booster Club, Member; Xperitas, Board of Directors

**Dan Volkosh** City of Lakeville Parks, Recreation & Natural Resources Committee, Alternate Member

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







## THE OFFICE OF THE GENERAL COUNSEL

### Attorneys

Lisa Beane  
Brent Benrud  
Arnie Frishman  
Neil Goldsmith  
Dan Herber  
Kaley Klanica

Susan Kratz  
Ben Kremenak  
Ruilin Li  
Elizabeth Lim  
Sarah McGee

Douglas Peterson  
Dan Piper  
Tim Pramas  
Carrie Ryan Gallia  
Brian Slovut  
Beth Zamzow

### Paralegals

Robert Amos  
Kathy Bitterly

Whitney Cushing

Diana Lutz-Clark  
Laurel Luxenberg

### Administrative Staff

Rosalie Blaylark  
Terry Hindt  
Marcy Hoyles

Lynnette Johnson  
Nancy Larson

Scottie Isla Povolny  
Sarah Shaftman  
Karen Wagner

### Law Clerks

Joe Coffey  
Shannon Schooley

### Athletic Compliance

Alexandra Andringa  
Aaron Berens

Katharine Cresser  
Kevin Gomer

James Praska  
John Wallace

### Clery Act Compliance

Daniel Alberts

### 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](http://OGC.UMN.EDU)  
[OGCWEB@UMN.EDU](mailto:OGCWEB@UMN.EDU)**



# BOARD OF REGENTS DOCKET ITEM SUMMARY

Board of Regents

October 13, 2023

AGENDA ITEM: Consent Report

Review

Review + Action

Action

Discussion

This is a report required by Board policy.

PRESENTERS: Regent Janie S. Mayeron

## PURPOSE & KEY POINTS

### A. Gifts

The Interim President recommends approval of the Summary Report of Gifts to the University of Minnesota through August 31, 2023.

### B. 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 Chair nominates and endorses the appointment of the following individuals:

- *Blythe Brenden (Completing 3<sup>rd</sup> term as a UMF Trustee, eligible for 4<sup>th</sup> term, 1<sup>st</sup> as a Regent-nominated Trustee)*—Blythe Brenden, a catalytic philanthropist and dedicated community leader, is the founder of the Blythe Brenden-Mann Foundation. The foundation is dedicated to advancing the arts, integrative health, education, and organizations serving women and children. Blythe currently serves as a Trustee for the University of Minnesota Foundation, Philanthropic Board Member on the M Health Fairview Masonic Children’s Hospital Board, Board Member of the American Committee for the Weizmann Institute of Science, and an International Board member of the Weizmann Institute of Science. She has been an active fundraiser and advocate for organizations such as Artspace, the Bravewell Collaborative, Guthrie Theater, Minneapolis Institute of Arts, and Vital Voices. She is a fearless fundraiser and is well known for her creativity and talent planning special events for organizations throughout the community. She represents the third generation of her family’s personal investments of time and treasure in worthwhile causes. Her philosophy of giving includes support and mentoring of a new generation of philanthropists and nonprofit leaders. Blythe was inducted into the Twin Cities Volunteer Hall of Fame in 2005 and received the 2007 American Red Cross—Morton’s Woman of Spirit Award. She graduated from Pepperdine University and holds a Master’s degree in Social Work from the University of Southern California.

- *Michael B. Fiterman (Completing 4<sup>th</sup> term as a Trustee, eligible for 5<sup>th</sup> term, 2<sup>nd</sup> as a Regent-nominated Trustee)*—Michael B. Fiterman, chairman of Liberty Diversified International, is the third generation to lead one of Minnesota’s largest privately held companies. Liberty Diversified International is comprised of nine companies involved in healthcare, precision machining, paper and packaging, building products and workplace environments. Mike holds a B.S. in business administration from the University of Minnesota. He has received numerous awards and recognition, including the 2010 Twin Cities Business Minnesotans You Should Know, 2009 inductee into Twin Cities Business Minnesota Business Hall of Fame, and Association of Independent Corrugated Converts Hall of Fame. He is also a recipient of the Minnesota Business Global Market Special Recognition Award. Mike and his wife, Linda, live in Minneapolis and have three children and eight grandchildren.
- *Philip E. Soran (Completing 3<sup>rd</sup> term as a UMF Trustee, eligible for 4<sup>th</sup> term, 1<sup>st</sup> as a Regent-nominated Trustee)*—Phil Soran is a serial technology entrepreneur who was inducted into the 2016 Minnesota Business Hall of Fame. Phil co-founded Flipgrid, an ed-tech company spun out of the University in 2015. Flipgrid was purchased by Microsoft in 2018. Phil was the founder, president, and CEO of Compellent Technologies. Compellent went public on the NYSE in 2007 and was one of the fastest growing storage companies in the world before acquisition by Dell in 2011. Previously, Phil served as chief executive officer and president of XIOtech Corp, a network storage vendor that he co-founded. XIOtech was purchased by Seagate in 2000. Phil also held various management, sales, marketing, and technical positions at IBM for 10 years. Phil serves on the board of Piper Sandler, SPS Commerce, Foodsby, Origina, and Spineology. He served on the board of directors of Stellent and Hutchinson Technologies prior to their acquisitions. He serves as a trustee for the University of Minnesota Foundation and the University of St. Thomas, and on the board of directors of Great MN Schools. Prior to his technology career, Phil was a junior high math teacher in Colorado. He is a graduate of the University of Northern Colorado.

## **INTERIM PRESIDENT’S RECOMMENDATION**

The Interim President recommends approval of the Consent Report.

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

**October 2023 Regents Meeting**

	August		Year-to-Date	
	2023	2022	07/01/23 08/31/23	07/01/22 08/01/22
<b>U of M Gift Receiving</b>	\$ 122,565	\$ 178,232	\$ 133,647	\$ 178,232
<b>Arboretum Foundation</b>	899,402	1,616,421	1,457,499	2,035,525
<b>Univ of MN Foundation</b>	18,910,199	19,766,194	53,401,963	34,153,590
<b>Total Gift Activity</b>	<b>\$ 19,932,166</b>	<b>\$ 21,560,847</b>	<b>\$ 54,993,109</b>	<b>\$ 36,367,347</b>

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

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

**Gifts to benefit the University of Minnesota**  
**Gifts received August 2023**

<b>Donor</b>	<b>Gift/Pledge</b>	<b>Purpose of Gift</b>
<b>\$1 Million and Over</b>		
Minnesota Mobile Resuscitation Consortium	Gift	Medical School
<b>\$500,000 - \$1,000,000</b>		
Annexstad Family Fdn	Gift	Office of Undergraduate Education
Katherine Ostrander	Gift	College of Science and Engineering
The Wilke Family Foundation	Pledge	College of Science and Engineering
WEM Fdn	Gift	Medical School
<b>\$250,000 - \$500,000</b>		
3M Open Fund	Gift	Academic Clinical Affairs
Eddy Foundation Charitable Trust U/W James and Erma Cabak	Gift/ Pledge	University of Minnesota Duluth
L E Phillips Family Fdn Fund Inc	Pledge	College of Science and Engineering
Minnesota Veterinary Historical Museum	Gift	College of Food, Agricultural and Natural Resource Sciences
		College of Veterinary Medicine
<b>\$100,000 - \$250,000</b>		
Brent and Diane Slay	Gift	College of Liberal Arts
Carol and Jack Eugster	Gift	Medical School
Cox Community Fund	Gift	Academic Clinical Affairs
Frederick B Wells Jr Trust	Gift	Medical School
Frederick Bock	Gift	Medical School
James House, M.D. and Janelle House	Gift	Medical School
Lee and Margaret Skold	Gift	Libraries
Mollie Hoben	Gift	College of Food, Agricultural and Natural Resource Sciences
Otto Bremer Trust	Pledge	College of Liberal Arts
Sandra M Almquist Estate	Gift	College of Liberal Arts
Sundet Foundation	Gift	Intercollegiate Athletics
US Bank Foundation	Pledge	Carlson School of Management
University of Minnesota Women's Club	Gift	Office of Undergraduate Education
<b>\$50,000 - \$100,000</b>		
Accenture LLP	Gift	College of Science and Engineering
Anonymous Donor	Gift	Medical School
Anonymous Donor	Gift	University of Minnesota Extension
Arlene M Gall Estate	Gift	Medical School
Campbell Foundation	Pledge	Carlson School of Management
Claire Bender, M.D., M.P.H.	Gift	Undesignated
Cynthia and Thomas Klecatsky	Pledge	Medical School
David and Allison Howe	Gift	College of Liberal Arts
Doris Brager-Rogers and Robert Rogers	Pledge	Intercollegiate Athletics
Fasikl Incorporated	Gift	College of Science and Engineering
International Paper Foundation	Pledge	Minnesota Landscape Arboretum
James Cargill II and Kathy Cargill	Gift	College of Food, Agricultural and Natural Resource Sciences
James Zenk, D.D.S. and Sonja Zenk	Pledge	Intercollegiate Athletics

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

James and Patricia Pray	Gift	College of Biological Sciences
Joshua and Heidi Colburn	Pledge	Intercollegiate Athletics
Law Offices of Eric Yamamoto	Gift	Office of Undergraduate Education
Mary A Japs Estate	Gift	Medical School
Medtronic Inc	Gift	Medical School; Office of the Vice President for Research; College of Science and Engineering
Michael H. Baker Family Foundation	Gift	College of Food, Agricultural and Natural Resource Sciences; College of Science and Engineering
Minnesota Landscape Arboretum Auxiliary	Gift	Minnesota Landscape Arboretum
Mustaches for Kids Twin Cities M4KTC	Gift	Academic Clinical Affairs
Phyllis Young and Mark Ferguson	Gift	College of Liberal Arts
RSF Social Finance	Gift	College of Food, Agricultural and Natural Resource Sciences
Room and Board Foundation	Gift	College of Veterinary Medicine
Schneiderman's Furniture Inc	Gift	Medical School
Shakopee Mdewakanton Sioux Community	Gift	College of Liberal Arts
The Hamilton and Mildred Haley Kellogg Charitable Trust	Gift	Medical School
UNRL LLC	Gift	Academic Clinical Affairs
Wesley Laseski	Pledge	Carlson School of Management

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

AIDS Healthcare Foundation	Gift	College of Liberal Arts
Andrews-Hunt Fund-Minneapolis Fdn	Gift	Global Programs and Strategy Alliance
Anonymous Donor	Gift	Intercollegiate Athletics
Barbara Lundgren	Gift	College of Science and Engineering
Belle and Harry Yaffe Trust	Gift	College of Education and Human Development
Best Buy Fdn	Gift	College of Education and Human Development; College of Science and Engineering
Best Buy Purchasing LLC	Gift	Undesignated
David Malerich	Gift	College of Liberal Arts
Dennis Maki	Gift	University of Minnesota Duluth
Earl and Doris Bakken Fdn	Gift	Earl E. Bakken Center for Spirituality and Healing
Eric Nicolin Applen Fund	Gift	Academic Clinical Affairs
Graco Foundation	Gift	College of Science and Engineering; University of Minnesota Duluth
Heidi and Brian Capozzi	Gift	Carlson School of Management
Karen A Bruce Estate	Gift	Unrestricted
Lynn and Stuart Brown	Pledge	Academic Clinical Affairs
Margaret Johnson	Gift	Academic Clinical Affairs
Marjorie Miller	Gift	Medical School
Minnesota Breast Cancer Coalition	Pledge	Academic Clinical Affairs
National 4-H Council	Gift	University of Minnesota Extension
Neil Olson, D.V.M.	Pledge	College of Veterinary Medicine
Paul and Jeanne Ravich	Gift/ Pledge	Law School
Paul and Karen Simons	Pledge	Intercollegiate Athletics
Podium Sports Marketing Inc	Gift	Medical School
Raytheon Technologies	Gift	College of Science and Engineering
Richard & Jaci Lindstrom Foundation	Gift	Medical School
Runnings Corporation	Gift	University of Minnesota Extension

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

Target Corporation	Gift	Humphrey School of Public Affairs
Uppsala University	Gift	Law School
Western National Mutual Insurance	Pledge	University of Minnesota Duluth

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

American Cancer Society Inc	Gift	Office of the Vice President for Research
Andersen Family Foundation	Gift	University of Minnesota Rochester
Andrew Stahl	Gift	College of Food, Agricultural and Natural Resource Sciences
Annette and Brian Call	Gift	Medical School
Anonymous Donor	Gift	Intercollegiate Athletics
Anonymous Donor	Gift	Office for Student Affairs
Bakken Family WRC Foundation	Gift	Intercollegiate Athletics
Bertha A Lewis Estate	Gift	College of Science and Engineering
Betty Hanna	Gift	College of Pharmacy
Bike the US for MS	Gift	Academic Clinical Affairs
Black Women Fund of Pan African Community- St. Paul/MN Fdn	Gift	Humphrey School of Public Affairs
Brian and Amy Gugel	Pledge	University of Minnesota Duluth
Carl and Elizabeth Bergquist	Gift	Intercollegiate Athletics
Caroline Bornstein	Gift	Minnesota Landscape Arboretum
Caroline M Czarnecki Trust	Gift	School of Nursing
Center for Computer-Assisted Legal Instruction	Gift	Law School
Collin Jones	Gift	Minnesota Landscape Arboretum
Deborah Bohn, M.D. and Mark Simenstad	Gift	Medical School
Donald and Mary Kunz	Gift	College of Veterinary Medicine
Dr David A Ahlquist	Gift	University of Minnesota Rochester
Earl & Doris Bakken Foundation	Gift	Medical School
Frances Frost and Allan Frost, M.D.	Gift	Medical School
Frederick H Leonhardt Fdn Inc	Gift	College of Science and Engineering
Gillette Children's Specialty Healthcare	Gift	Academic Clinical Affairs
H B Fuller Co Fdn	Gift	College of Science and Engineering; Carlson School of Management
Haggerty Family Fdn	Gift	Medical School
Hakon Torjesen and Karen Torjesen, M.D.	Gift	College of Food, Agricultural and Natural Resource Sciences
Ham Lake Chamber of Commerce	Gift	Medical School
Hanson Family Foundation	Gift	University of Minnesota Extension
InterMed Consultants Ltd	Gift	Academic Clinical Affairs
James and Mary Hammill	Gift	College of Food, Agricultural and Natural Resource Sciences; College of Liberal Arts
Jeremy and Tricia Hedberg	Gift	Medical School
John and Rebecca Siekmeier	Gift	Intercollegiate Athletics
John and Susanne Peterson	Gift	College of Continuing and Professional Studies; School of Public Health
K S Kim Foundation	Gift	Office of Undergraduate Education
Karen Hawley, Ph.D. and Charlaire Tolkien	Gift	Intercollegiate Athletics
Land O'Lakes Inc	Gift	Carlson School of Management
Larry and Sheila Schneiderman	Gift	Medical School
Laurie Pryor and Jon Pryor, M.D., M.B.A.	Gift	Medical School
Margaret Semrud-Clikeman, Ph.D. and John Semrud	Gift	Medical School
Marjorie and Donald Helmer	Gift	Carlson School of Management
Martin County Area Fdn-St Paul & Minnesota Fdn	Gift	University of Minnesota Extension



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

Max Kade Foundation Inc	Gift	College of Liberal Arts
Medica Fdn	Gift	Office of the Vice President for Research
Merchology	Gift	Academic Clinical Affairs
Minnesota Power Foundation	Gift	University of Minnesota Duluth
Minnesota Youth Horse Association Inc	Gift	University of Minnesota Extension
Mosaic Holdings Inc	Gift	College of Food, Agricultural and Natural Resource Sciences
Ostara USA LLC	Gift	College of Food, Agricultural and Natural Resource Sciences
RBC Wealth Management	Gift	Northrop
Rainwater Charitable Foundation	Gift	Undesignated
S Bartley Osborn Family Charitable Trust	Gift	Minnesota Landscape Arboretum
Susan Jones	Gift	Office of Undergraduate Education
Tamima Itani	Gift	College of Food, Agricultural and Natural Resource Sciences
Tate & Lyle	Gift	College of Food, Agricultural and Natural Resource Sciences
Teambackers	Gift	University of Minnesota Crookston
Teena B Fletcher Estate	Gift	College of Continuing and Professional Studies; College of Pharmacy
Teresa Bolton-Reineccius and Gary Reineccius	Gift	College of Food, Agricultural and Natural Resource Sciences
The Marissa and Greg Frankenfield Family Foundation	Gift	Academic Clinical Affairs
Trupti Storlie and Erik Storlie, M.D.	Gift	Office of Undergraduate Education
Winfried Seelig, Ph.D. and A. S. Buchanan	Gift	College of Liberal Arts
Yan Liu	Gift	Medical School
Zoetis Inc	Gift	College of Veterinary Medicine

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

10K Media	Gift	Academic Clinical Affairs
Aquapharm Specialty Chemicals	Gift	College of Food, Agricultural and Natural Resource Sciences
Artim Industrial Property LLC	Gift	University of Minnesota Duluth
Bayer Fund	Gift	University of Minnesota Extension
Cambria Co LLC	Gift	Medical School
Cargill Inc	Gift	Humphrey School of Public Affairs; Law School
Carol Brandenburg	Gift	Libraries
Carol Wawersik and Wolfgang Wawersik, Ph.D.	Gift	College of Liberal Arts; College of Science and Engineering
Charles and Joyce Gauck	Gift	Law School
Comcast Cable	Gift	Humphrey School of Public Affairs
Dakota Aggregates LLC	Gift	College of Science and Engineering
David Cohoes and Leslie Rosenberg	Gift	College of Liberal Arts
Donald Hilmer	Gift	Office of the Vice President for Research
Erwin L Weber Trust	Gift	Office of Undergraduate Education
Golf Stix Inc	Gift	Intercollegiate Athletics
Gregory Brown, M.D. and Kathryn Athow	Gift	Medical School
Helena Hernmarck	Gift	College of Design; Libraries
Humane Society Of The United States	Gift	College of Food, Agricultural and Natural Resource Sciences
I am Gabriel Fund of the Minneapolis Foundation	Gift	College of Liberal Arts
Ian Maher	Gift	Medical School
Joan Gill	Gift	University of Minnesota Duluth
John Coleman and Laura Leitch	Gift	College of Liberal Arts

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

Joleen Durken	Gift	University of Minnesota Extension
Katharine and Daniel Whalen	Gift	Humphrey School of Public Affairs
Kathleen and Wayne Volland	Gift	College of Veterinary Medicine
Kohl's Corporation	Gift	College of Design
Land Institute	Gift	College of Food, Agricultural and Natural Resource Sciences
Larry Franke	Gift	University of Minnesota Extension
Leonberger Health Foundation	Gift	College of Veterinary Medicine
Lisa Norling and Steven Ruggles	Gift	Office of the Vice President for Research
Lorraine Seath	Gift	University of Minnesota Extension
Margaret Macneale and Gary Cohen	Gift	Intercollegiate Athletics
Marlys and Gary Kupferschmidt	Gift	College of Food, Agricultural and Natural Resource Sciences
Mary and John Severson	Gift	College of Science and Engineering
Matthew Shamp	Gift	Academic Clinical Affairs
Michael and Gretchen Sieben	Gift	Law School
Michigan State University	Gift	College of Veterinary Medicine
Midwest Climate Adaptation Science Center	Gift	University of Minnesota Extension
Midwest Radiology Foundation-St Paul & Minnesota Foundation	Gift	Academic Clinical Affairs
Minnesota Twins	Gift	Academic Clinical Affairs
Minnesota Veterinary Medical Foundation	Gift	College of Veterinary Medicine
Paul Crowell and Alexandra Stillman, M.P.H., M.H.A.	Gift	College of Science and Engineering
Peter and Lisa Janzen	Gift	Intercollegiate Athletics
Richard and Patricia DeLano	Gift	University of Minnesota Duluth
Robert Green and Erin George	Gift	Office for Student Affairs
Robert Solheim and Patti Ellingson-Solheim	Gift	Academic Clinical Affairs
Ronald Kaufman, M.D. and Pamela Kaufman	Gift	Minnesota Landscape Arboretum
Roy Pearson Estate	Gift	Minnesota Landscape Arboretum
Ruth and William Westhoff	Gift	Carlson School of Management
Scott King	Gift	Humphrey School of Public Affairs
Scott R Palm Estate	Gift	Medical School
Sharon Kennedy	Gift	Academic Clinical Affairs
Society for Science	Gift	University of Minnesota Crookston
South Lake Pediatrics	Gift	Academic Clinical Affairs
Susan Petersen	Gift	Minnesota Landscape Arboretum
Walgreens	Gift	College of Pharmacy
Walter C. Rasmussen-Northeast Bank Foundation	Gift	Medical School
Wecoach Inc	Gift	College of Education and Human Development
William Omlie, M.D. and Rhonda Omlie	Gift	Academic Clinical Affairs
William and Marcia Ball	Gift	College of Science and Engineering
Yvonne Datta, M.D. and Milton Datta	Gift	Medical School



# BOARD OF REGENTS DOCKET ITEM SUMMARY

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**Board of Regents**

**October 13, 2023**

**AGENDA ITEM:** Presidential Search Advisory Committee Membership & Charge

**Review**

**Review + Action**

**Action**

**Discussion**

*This is a report required by Board policy.*

**PRESENTERS:** Regent Janie S. Mayeron

## **PURPOSE & KEY POINTS**

The purpose of this item is to review and act on the membership and charge of the Presidential Search Advisory Committee. The committee was assembled following an open nominations process that yielded almost 200 names.

The proposed 24-person committee comprises a diverse representation of Regents, faculty, students, staff, alumni, and the broader community members. Specifically, the committee includes:

- 3 Regents
- 8 faculty members (one of whom is a dean)
- 3 staff members (bargaining unit, civil service, and P&A)
- 3 students (undergraduate and graduate)
- 7 alumni/community members

# **Presidential Search Advisory Committee Membership and Charge October 13, 2023**

## **Committee Membership**

- Mary Davenport, chair
- Chris Uggen, vice chair
- Nisha Botchwey
- Jill Doerfler
- Pat Duncanson
- James Farnsworth
- Remi Faust
- Lorie Gildea
- Jennifer Goodnough
- Pavan Guttipatti
- Enjie Hall
- Nadia Hasan
- Frances Homans
- Ruth Johnson
- Chase Krug
- Doug Langer
- Nancy Lindahl
- Colleen Flaherty Manchester
- Chuck Mooty
- Tom Olson
- Jean (Rudy) Perrault
- Ann Sheldon
- Matthew Verkuilen
- John Wagner

## **Committee Charge**

The Presidential Search Advisory Committee (PSAC) is charged with recommending 2-4 unranked lead candidates for President of the University of Minnesota. To complete this charge, the committee is expected to:

- Solicit input from the University community regarding opportunities for the University's next president to make an impact, as well as the leadership qualities the chosen candidate will need to be successful;
- Using input provided by the Board of Regents at its September and October 2023 meetings, and the opportunities and qualities identified by the University community, develop and recommend to the Board of Regents a position profile to guide recruitment of candidates;
- Invite nominations and broadly recruit candidates; and
- Carefully evaluate candidates against the leadership criteria and qualities identified by the University community.

In addition, PSAC members are expected to:

- Play an active role in all facets of the committee's work;
- Set aside parochial concerns and act in the best interest of the entire University community;
- Disclose to the PSAC chair any potential conflicts of interest;
- Serve as ambassadors on behalf of the University;
- Adequately prepare for and attend all committee meetings, unless an absence is excused by the chair;
- Understand and agree that only the PSAC chair and Chair of the Board of Regents will serve as spokespersons for the search; and
- Maintain strict confidentiality throughout the process, respecting the privacy interests of candidates prior to the selection of finalists, as required by the Minnesota Government Data Practices Act.

The committee will be assisted by outside search consultants WittKieffer in executing its charge.

The PSAC chair is charged with calling and presiding over all committee meetings, ensuring the orderly and timely conduct of business, and serving as the primary liaison to WittKieffer and to the Board of Regents. Should a member of the PSAC be unable to participate in candidate interviews and committee deliberations, or for a breach of confidentiality, the PSAC chair may remove the individual from the committee, with approval of the Chair of the Board of Regents and immediate reporting to the Board of Regents. Committee members who are removed by the PSAC chair will not be replaced.

The PSAC is an advisory committee to the Board of Regents, and does not hold any delegated authority to select the president. The authority to select finalists to be interviewed and the ultimate decision as to who will serve as the University's next president rests entirely with the Board of Regents. As such, meetings of the PSAC are not required to be open under the Minnesota Open Meeting Law. In all of its deliberations, the PSAC is charged to adhere to University policies and act in accordance with applicable state and federal laws and regulations.

After the PSAC has completed its work and recommended lead candidates to the Board of Regents, individual Regents who are not members of the PSAC may access all candidate names and application materials pursuant to a method directed by the Chair of the Board of Regents. Although not anticipated, the PSAC should be prepared to extend the search in the event that one or more lead candidates withdraw their names from consideration or the Chair of the Board of Regents directs the committee to deliver a broader pool of lead candidates. The Board is committed to selecting a president who has gone through the application process and been thoroughly vetted and recommended by the PSAC.

## 2023 Presidential Search Advisory Committee

**Mary Davenport**, chair, is a Regent of the University of Minnesota in an at-large seat, elected in 2019. She 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 holds 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. 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.

**Chris Uggen**, vice chair, is Regents Professor and Martindale Chair in Sociology, Law, and Public Affairs in the College of Liberal Arts. Uggen has served as Vice Chair of the Faculty Consultative Committee and Chair of the College of Liberal Arts Council of Chairs. Additionally, he has served as Vice President of the American Sociological Association and leader of a National Academy of Sciences committee. He holds a bachelor’s in Behavioral Science and Law/Criminal Justice and master’s and PhD degrees in Sociology, all from the University of Wisconsin.

**Nisha Botchwey** is the dean of the Humphrey School of Public Affairs and holds the Russell M. and Elizabeth M. Bennett Chair in Excellence in Public Affairs. She holds a master’s degree and PhD in urban planning from the University of Pennsylvania, a master’s degree in public health from the University of Virginia, and an AB from Harvard University in Environmental Science and Public Policy. Botchwey previously served as associate dean for academic programs at Georgia Tech Professional Education, where she was responsible for developing academic programs, overseeing all academic offerings and curriculum, and leading outreach and student affairs. Over her career, she has been awarded more than \$19 million from leading agencies and foundations as principal investigator or co-PI on more than 32 grant-funded projects. She has earned many distinctions, including an NSF ADVANCE Woman of Excellence Faculty Award, a Hesburgh Award Teaching Fellowship from Georgia Tech, the Georgia Power Professor of Excellence Award, and a Rockefeller-Penn Fellowship from the University of Pennsylvania’s School of Nursing.

**Jill Doerfler** is a professor and American Indian Studies department head at the University of Minnesota Duluth. She holds two degrees from the University of Minnesota: an undergraduate degree in History and American Indian studies from the Morris campus and a PhD in American Studies from the Twin Cities campus. She has lectured and published widely on the topics of citizenship, blood quantum, and constitutional reform. Her book, *Those Who Belong: Identity, Family, Blood, and Citizenship Among the White Earth Anishinaabeg* (2015), examines staunch Anishinaabe resistance to racialization and the complex issues surrounding tribal citizenship and identity. She co-authored *The White Earth Nation: Ratification of a Native Democratic Constitution* (University of Nebraska Press, 2012) with Gerald Vizenor and co-edited *Centering Anishinaabeg Studies: Understanding the World Through Stories* (Michigan State University Press, 2013) with Niigaanwewidam James Sinclair and Heidi Kiiwetinepinesiiik Stark.

**Pat Duncanson** is the CEO, CFO, and a partner at Highland Family Farms, a diversified farming operation headquartered in Mapleton, Minnesota. He earned a bachelor’s degree in Ag Business from the University of Minnesota in 1983 and has been a long-time volunteer for the University

since graduating. He is the chair of the University of Minnesota Alumni Association Board of Directors and has previously served on the alumni board for the College of Food, Agricultural and Natural Resource Sciences and the Regent Candidate Advisory Council. Duncanson is also an enthusiastic member of St John Senior Choir and Heather Curling Club.

**James Farnsworth** is a Regent of the University of Minnesota from Congressional District 4, elected in 2021. He serves as the executive director of the Highland Business Association, the deputy executive director of the Summit Hill Association, and program manager for the YMCA Center for Youth Voice. Previously, he worked in various other roles in non-profit organizations, state government, and the private sector. He also serves on the board of trustees of the Friends School of Minnesota, the board of directors of the Highland District Council, and as a member of the St. Paul City Council Audit Committee. Farnsworth has completed coursework in human resource development in the College of Education and Human Development on the Twin Cities campus.

**Remi Foust** is a sophomore at the University of Minnesota Duluth pursuing three majors and three minors. Foust is the Sustainability Director of the UMD Student Government Association and a Resident Advisor. She has participated at the systemwide SELFsustain conference and was awarded the Sustainability Student Impact Award at the Institute on the Environment's Symposium. Foust's dedication to sustainability on campus was honored through UMD's "Emerging Leader Award."

**Lorie Gildea** recently stepped down as Chief Justice of the Minnesota Supreme Court. She holds a bachelor's degree from the University of Minnesota Morris and a JD from Georgetown University Law Center. Prior to being appointed as Chief Justice, Gildea served as an Associate Justice, a judge in the Fourth Judicial District, Hennepin County, and a prosecutor in the Hennepin County Attorney's Office. She served on the Minnesota Sentencing Guidelines Commission, the YWCA of Minneapolis Board of Directors, and the MINNCOR Industries Advisory Board. Gildea received a University of Minnesota Distinguished Alumni Award, which recognizes alumni who have distinguished themselves in their personal or professional life.

**Jennifer Goodnough** is an associate professor of chemistry at the University of Minnesota Morris where she specializes in analytical chemistry with a research emphasis on hydrogen bonding via Nuclear Magnetic Resonance. She holds undergraduate degrees in chemistry and math from St. Francis University and earned a PhD in chemistry from the University of Wisconsin at Madison. Goodnough has served on the University Senate since 2009, with stints as chair of the Student Academic Integrity Committee and the Senate Committee on Educational Policy. She is currently the vice chair of the Faculty Consultative Committee. Goodnough received the 2023 Morris Alumni Association Teaching Award, and in 2012, she received the Morris Community Engagement Faculty/Staff Award and the John Tate Award for Excellence in Undergraduate Advising. She was elected to the Morris Area School District School Board and served as a co-chair of the Minnesota Department of Education committee on new science standards for the state.

**Pavan Guttipatti** is a senior in the College of Biological Sciences on the Twin Cities campus, with plans to go to medical school after completing his undergraduate degree. Guttipatti represents students systemwide as chair of the Student Senate Consultative Committee, a role which requires consistent collaboration with representatives from student governance organizations including the Undergraduate Student Government, Professional Student Government, Council of Graduate Students, and the registered student governance associations on the Crookston, Duluth, Morris, and Rochester campuses. He also serves as chair of the Student Senate and as a member of the Minnesota Office of Higher Education Student Advisory Council.

**Enjie Hall** is the University's Americans with Disabilities Act coordinator and the director of the Disability Resource Center on the Twins Cities campus. Prior to joining the University of Minnesota in 2022, she served as ADA/504 Compliance Officer and director of accessibility and disability resources at the University of Toledo, where she also earned a dual bachelor of arts in speech/language pathology and music. Hall has a master's in rehabilitation counseling from Bowling Green State University and is a Certified Rehabilitation Counselor and Licensed Professional Counselor. Prior to Toledo, Hall was employed at The Ohio State University in their disability office, directly working with thousands of students where she actively participated in initiatives to advance accessibility and inclusion campuswide. She has significant expertise on issues of disability, mental health, accessibility, and inclusion. In addition to academics and student life, Hall also has experience with university owned or affiliated medical facilities.

**Nadia Hasan** is Senior Associate General Counsel at UnitedHealth Group. She is the Secretary of the University of Minnesota Alumni Association Board of Directors, a member of its Executive Committee, a Collegiate Council Director, and an advocate with the Minnesota 201 program. Hasan holds an undergraduate degree in English and a JD from the University of Minnesota. In addition to her volunteer work with the UMAA, she serves as a volunteer attorney for the Children's Law Center of Minnesota.

**Frances Homans** is a professor of applied economics in the College of Food, Agricultural, and Natural Resource Sciences (CFANS). Her research focuses on the economics of invasive species management and land preservation in urban environments. Homans is a faculty athletics representative for the University of Minnesota to the Big Ten Conference and the NCAA and has served in various leadership positions, including as CFANS interim associate dean of academic programs and faculty affairs, and as head of the Department of Applied Economics and the Department of Agricultural Education, Communication and Marketing. She received her undergraduate degree from Pomona College and her master's and PhD in agricultural economics from the University of California-Davis.

**Ruth Johnson** is a Regent of the University of Minnesota from Congressional District 1, elected in 2021. She is an internal medicine staff physician at Mayo Clinic, practicing in the Executive Health Program. Johnson received a bachelor of arts degree in chemistry and biology from Augsburg University, an MD from Mayo Clinic Alix School of Medicine, and completed an internal medicine residency program at Mayo Graduate School of Medicine. She is also certified in Bioethics from Georgetown University Kennedy School of Ethics and in Medical Education from the Harvard-Macy Program for Physician Educators. She was founding director of the Mayo Diagnostic Breast Clinic and has spent 17 years on the Medical Scientist Training Program (MD-PhD) admissions committee. Johnson served for 16 years on the Board of Regents of Augsburg University during which time she served on presidential and academic dean search committees and was an integral part of two capital campaigns.

**Chase Krug** is a PhD student studying applied plant science in the Department of Agronomy and Plant Genetics within the College of Food, Agricultural and Natural Resource Sciences. He holds a bachelor of science degree with a double major in Agronomy and Philosophy from Iowa State University. Krug is actively involved in the Student Senate, Council of Graduate Students, and has volunteered for various World Food Prize Foundation activities throughout his undergraduate and graduate experience.

**Doug Langer** has worked for the University of Minnesota Crookston for nearly 25 years. He is currently the Chief Engineer for the campus heating plant and served as a union steward for 20



years. Langer earned an undergraduate degree with honors in business at Crookston and is a proud supporter of the University and the campus.

**Nancy Lindahl**, a 1968 graduate of the College of Education on the Twin Cities campus, has served the University as National President of the Alumni Association and is currently a Life Trustee of the University of Minnesota Foundation. Lindahl has received several University recognitions, including the Alumni Service Award, Outstanding Achievement Award, Golden Gopher Fund Director's Award, and College of Education Distinguished Service Award. She has held board positions on thirty local non-profits, and she has served on CEO search committees for three prominent boards in the Twin Cities. Along with her husband, John, Lindahl co-chaired the TCF Bank Stadium Campaign and, most recently, the \$4.4 billion Driven Campaign.

**Colleen Flaherty Manchester** is a professor in the Work and Organizations department and Board of Overseers Professor at the Carlson School of Management. She holds a PhD in economics from Stanford University, with a specialization in labor economics and public finance. She also received a bachelor of arts in both public policy and economics from Stanford University. Her research investigates workplace practices, including benefits and policies, implemented by employers and their effects on the careers of workers, including differences by gender and caregiving role. She recently served as chair of two key University Senate governance committees—the Faculty Consultative Committee (FCC) and Senate Consultative Committee (SCC)—and continues to serve on those two committees.

**Chuck Mooty**, who holds an MBA from the Carlson School of Management, has served as CEO for several large Minnesota-based companies, including Jostens, Fairview Health Services, Faribault Woolen Mill, and Dairy Queen. Mooty has served as the former Chair of the University of Minnesota Foundation. He was inducted into the Minnesota Business Hall of Fame in 2022.

**Tom Olson** is the retired co-managing director of Prime Mortgage and a current officer on the University of Minnesota Foundation Board of Trustees. He also serves as a board member and committee chair on the University of Minnesota Physicians Board of Directors. Olson holds a business degree from the Carlson School of Management. He is a former member of the Holmes Center for Entrepreneurship Advisory Board and has served as chair of the Minnesota Medical Foundation Board of Trustees when it merged with UMF in 2013.

**Jean (Rudy) Perrault**, born in Port-au-Prince, Haiti, is a sought-after educator/clinician, composer, performer, and conductor, nationally and internationally. He is Professor of Music and Director of Orchestras at the University of Minnesota Duluth, and a frequent judge/panelist at festivals and competitions in all corners of the world. He is a Fulbright Scholar and the recipient of the 2022 UMD College of Arts, Humanities and Social Sciences Research, Scholarship, and Creative Activity award. Rudy is a founding member of the Kako Foundation, a non-profit organization dedicated to bringing music to at-risk youth in the U.S. and Haiti. He has served in various leadership positions including as president of the University Education Association-Duluth. He earned his master's degree in Music Performance from Temple University.

**Ann Sheldon** recently retired as Vice President of Product Security at Medtronic. She worked for Medtronic for 28 years and prior to that Rosemount Controls and NordicTrack. She is the Past Chair of the University of Minnesota Alumni Association Board of Directors, and served on the Nominating and Board Development Committee, Finance and Audit Committee, Medtronic Alumni Network Leaders group, and the UMAA Intellectual Property Task Force. Sheldon earned a B.M.E. from the University of Minnesota and also completed the Minnesota Executive Program.

**Matthew Verkuilen** is an Information Technology Professional in Academic Technology and Design in the College of Continuing and Professional Studies. He serves as the current Civil Service Senate Chair at the University of Minnesota. He holds a bachelor of science in business management. Verkuilen is a musician, educator, and advocate for arts education and youth leadership programs, as well as veteran support programs within Minnesota. Since 2000, he has been involved in leadership and founding positions within multiple non-profits. In 2015, he founded Wolf Paw Enterprises, a consulting firm focusing on helping small businesses with their start-up technology and infrastructure needs.

**John Wagner** is a Professor in the Department of Pediatrics, Division of Blood and Marrow Transplant & Cellular Therapy. He is the Founding Director of the Institute of Cell, Gene and Immunotherapy at the University of Minnesota. Wagner serves as the Co-Director of the Center for Translational Medicine and holds two endowed chairs: Children's Cancer Research Fund/Hageboeck Family Chair in Childhood Cancer Research, and the University of Minnesota McKnight-Presidential Chair. His research is focused on the development of novel cell therapies for treatment of life-threatening diseases. Wagner is best known for his pioneering work on the use of placental/cord blood as a source of stem cells for transplantation—a procedure that has now been performed in more than 50,000 patients worldwide.



# BOARD OF REGENTS DOCKET ITEM SUMMARY

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**Board of Regents**

**October 13, 2023**

**AGENDA ITEM:** Key Presidential Leadership Characteristics

**Review**

**Review + Action**

**Action**

**Discussion**

*This is a report required by Board policy.*

**PRESENTERS:** Brian Steeves, Executive Director & Corporate Secretary  
James King, Senior Partner and Chief Quality Officer, WittKieffer  
Christine Pendleton, Principal, WittKieffer  
Melody Rose, Ph.D., Principal, WittKieffer

## **PURPOSE & KEY POINTS**

The purpose of this item is for the Board to continue discussion of key leadership characteristics desired in the University of Minnesota’s 18th president. The discussion will inform development of the position profile and guide recruitment of candidates. Themes from the Board’s last discussion in September are included in the docket.

## **BACKGROUND**

- September 2023: *Discussion of Key Presidential Leadership Characteristics*, Board of Regents

# **Themes from Board of Regents Discussion of Key Presidential Leadership Characteristics – September 2023**

## **Strengths for Recruiting the Next President**

- Among elite group with more than \$1 billion in sponsored research.
- Comprehensive academic health sciences, with program activities across the system and the state.
- Board moving forward with pride, ambition, and excitement.

## **Opportunities and Challenges for the Next President**

- Lead development of the next systemwide strategic plan and communicate the vision and impact of the system to a broad audience.
- Position the University as central to an education-focused healthcare state that meets the needs of Minnesota citizens for years to come.
- Increase the diversity of the campuses and ensure that historically marginalized communities have the support they need to be successful.
- Continue the work to rebuild and strengthen relationships with Minnesota’s Tribal Nations and Indigenous communities.
- Bolster the value proposition of higher education by communicating broadly the concrete impact that campuses have on students, their local communities, and the state.
- Develop enrollment marketing strategies that leverage system resources and the strong University brand while raising visibility of what makes each campus location unique.
- Embrace creativity and develop new partnerships to increase resources and support for budget priorities.

## **Personal Qualities and Professional Qualifications Desired in the Next President**

- Strong academic background with experience in a system setting.
- Experience with an institution of this size and complexity (5 campuses, 87 counties, extension offices, 11 tribes, 8 congressional districts).
- Regional, national, and international perspective.
- Appreciation for dual campus-system leadership role.
- Understands all parts of the University’s mission—research, education, and outreach—and can articulate the value of higher education.
- Understands current challenges and has a vision for the future.
- Track record of implementing a strategic plan.
- Brings a system lens while embracing the uniqueness of each campus.
- Embraces the role of serving as the face of the University.
- Crisis management experience.
- Can absorb critical feedback and willing to grow as a leader.
- Experience in working with an engaged board and able to align with the Board of Regents.
- Adept at working with the state legislature.
- Able to articulate to external constituencies (donors, community, media, legislature, etc.) our goal to become an education-focused healthcare state.
- Great steward of public dollars and support for faculty, staff, contractors, and students.
- Considers land-grant mission in context that the land was originally cared for by the Native population and that the campuses sit on land taken from the Native population.
- Committed to a culture of belonging and to lifting up everyone who comes to our campuses.

- Highly collaborative relationship builder who is able to manage tensions.
- Values shared governance and the importance of engaging all constituencies, including labor, first-generation and under-represented people.
- May be the smartest person in the room but knows how to check that and be a listener.
- Attracts and retains top talent.



# BOARD OF REGENTS DOCKET ITEM SUMMARY

Board of Regents

October 13, 2023

**AGENDA ITEM:** DEI Systemwide Initiatives for 2023-24

Review       Review + Action       Action       Discussion

*This is a report required by Board policy.*

**PRESENTERS:** Mercedes Ramírez Fernández, Vice President, 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 being led by the Office for Equity and Diversity for the 2023-24 academic year. Key topics for the discussion include:

- Addressing recommendations from the Cambridge Hill Partners’ report
- The reorientation of the Office for Equity and Diversity
- Updates from systemwide initiatives within the Office for Equity and Diversity
- MPact 2025 Systemwide Strategic Plan (MPact 2025) DEI goals and progress
- Summary of the Systemwide DEI Campus Climate Survey report

## BACKGROUND INFORMATION

### Overview

The University’s Office for Equity and Diversity (OED) is continuing its journey toward renewal, rebuilding, and reconnecting. The office has systemwide responsibilities to advance diversity, inclusion, justice, and equity. This presentation features OED’s systemwide work by highlighting the ways that the office reorientation is enhancing our systemwide equity, diversity, and inclusion (EDI) strategic capacity.

### OED Priorities and MPact 2025

OED’s strategic priorities are:

1. increase representational diversity;
2. improve campus climate; and
3. build, support, and align partnerships.

These priorities inform and mirror MPact 2025, Commitment 4: Community & Belonging. Commitment 4 is defined as “Fostering a welcoming community that values belonging, equity, diversity and dignity in people and ideas.” OED’s work is aligned with these guiding principles and

critical to the realization of the University's diversity, inclusion, justice, and equity aspirational goals.

### **The Cambridge Hill Partners Systemwide DEI Report**

OED, in partnership with Cambridge Hill Partners, led a systemwide review during the 2021-22 academic year. This report continues to guide the office's reorientation and to direct the ways that we advance diversity, inclusion, justice, and equity through our systemwide leadership, partnerships, programs, and initiatives.

The report outlines four pathways to drive systemwide actions and advance MPact 2025 goals.

1. Develop a DEI strategic plan, guided by key insights and questions from the review.
2. Build coordination infrastructure to better connect and scale current initiatives, and to encourage ongoing collaboration.
3. Support faculty and staff retention and wellness through collaborative planning, implementation of best practices, and continued engagement and review of progress.
4. Reorganize OED to strengthen strategic thought leadership and increase capacity and consistency systemwide.

This presentation will focus on points 2 and 4.

The Board previously discussed this topic at the following meetings:

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





UNIVERSITY OF MINNESOTA



# SYSTEMWIDE DEI INITIATIVES

Mercedes Ramírez Fernández, Vice President  
Keisha Varma, Associate Vice President

October 13, 2023

OFFICE FOR  
EQUITY AND DIVERSITY

UNIVERSITY OF MINNESOTA  
**Driven to Discover®**



### ● Action Item 4.1

- Retain Diverse Students, Faculty, and Staff

### ● Action Items 4.2

- Measure and address annual climate survey data
- Develop education and training to increase intercultural competency and interactional diversity.

# PATHWAYS FORWARD:

Clarify, Connect, & Collaborate



Strategic  
Planning Process

Build Coordination  
Infrastructure

Support Faculty & Staff  
Retention & Wellness

Reorganize the Office  
for Equity & Diversity

# REORGANIZE THE OFFICE FOR EQUITY & DIVERSITY



Reorganization of the Office for Equity and Diversity (OED) will strengthen strategic thought leadership, and increase capacity building and systemwide consistency.

- Shift OED's role to focus on strategic functioning
- Enhance DEI strategic planning capabilities

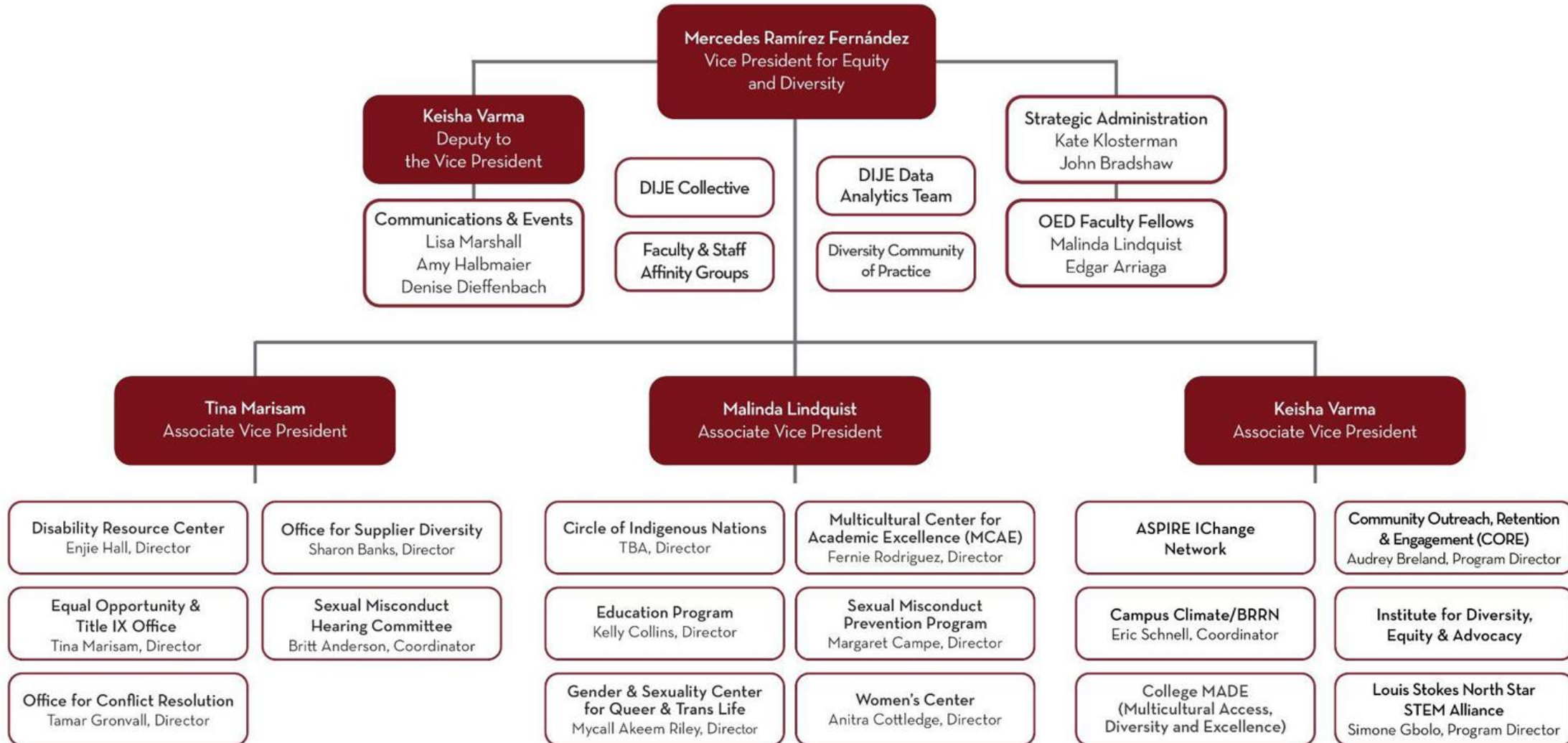
# BUILD COORDINATION INFRASTRUCTURE



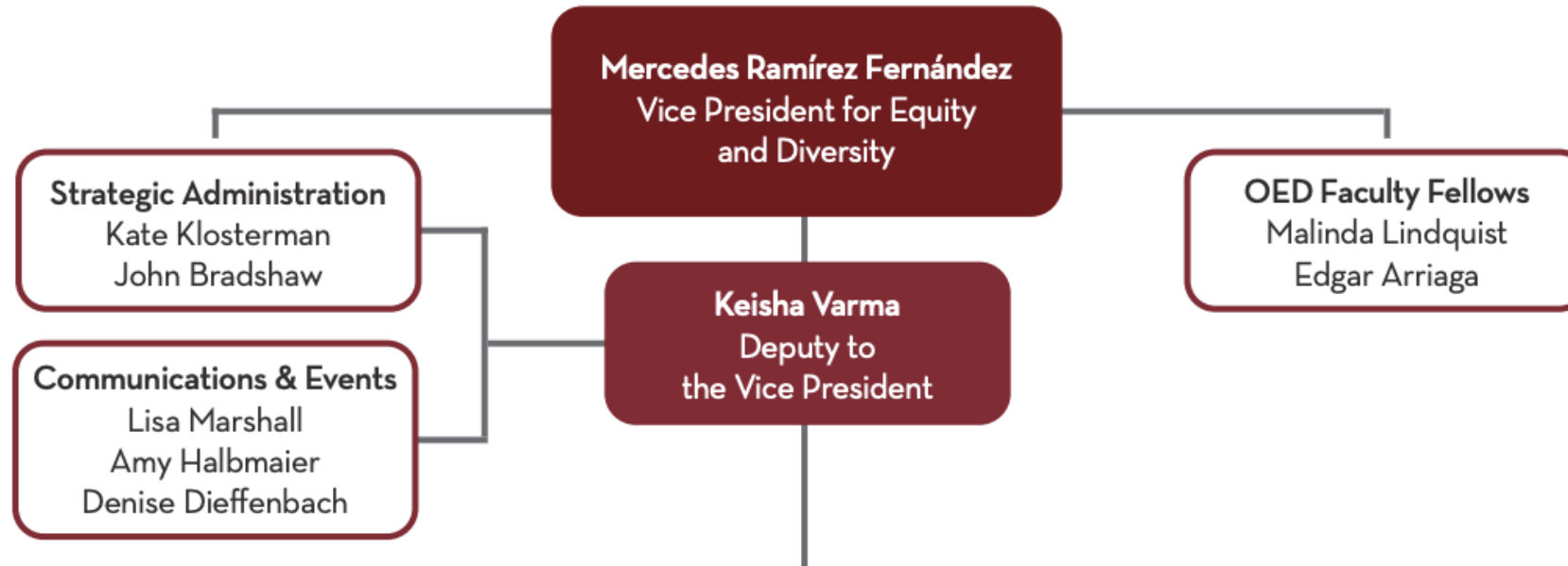
The Office for Equity & Diversity should create new synergies, scale up current U of M innovation and best practices, and reward collaboration:

- Respond to current demand by sharing resources and tapping into faculty to address training and development demand
- Leverage existing diversity, equity, and inclusion (DEI) groups

# REORGANIZE THE OFFICE FOR EQUITY & DIVERSITY



# INCREASE CAPACITY



- Shift OED's role to focus on strategic functioning
- New Administrative Support
- OED Faculty Fellows



# STRATEGIC LEADERSHIP

- Strengthen strategic thought leadership
- New Associate Vice President
  - National Search
  - Search Committee led by Karen Diver

**Malinda Lindquist**  
Associate Vice President

**Circle of Indigenous Nations**  
TBA, Director

**Education Program**  
Kelly Collins, Director

**Gender & Sexuality Center  
for Queer & Trans Life**  
Mycall Akeem Riley, Director

**Multicultural Center for  
Academic Excellence (MCAE)**  
Fernie Rodriguez, Director

**Sexual Misconduct  
Prevention Program**  
Margaret Campe, Director

**Women's Center**  
Anitra Cottledge, Director



# BUILD COORDINATION INFRASTRUCTURE

DIJE Collective

DIJE Data  
Analytics Team

Diversity Community  
of Practice

Faculty & Staff  
Affinity Groups

## DIJE Collective

- Systemwide representation
- EDIJ directors and campus leaders

## DCoP

- Longstanding grass roots initiative

## DIJE Data Analytics Team

- Led by Faculty Fellows
- Includes graduate students and faculty/academic leaders

## OED Faculty Fellows



# OUR DEI CAMPUS CLIMATE SURVEY PROCESS



## WHEN

- Launched on February 7, 2023 and closed on March 8, 2023.



## WHO

- All eligible UMN undergraduate students, graduate students, staff, and faculty were invited to participate in the survey.



## WHAT

- Web based survey with over 100 data points per respondent



## HOW

- Staff, students, and faculty received an email with an invitation to complete the survey.
- An external vendor, SoundRocket, administered the survey to ensure confidentiality.

## SUMMARY OF FINDINGS

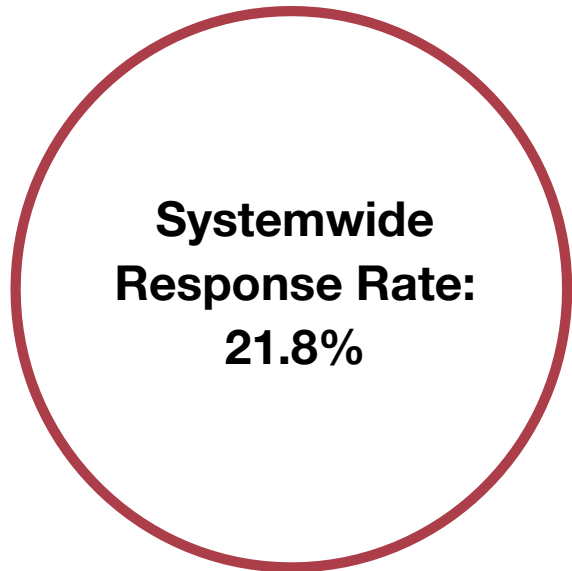
The 2023 U of M DEI Campus Climate Survey captures participant demographics, institutional commitment, equitable treatment on and around campus, satisfaction with the overall campus climate, intergroup interactions and discrimination.



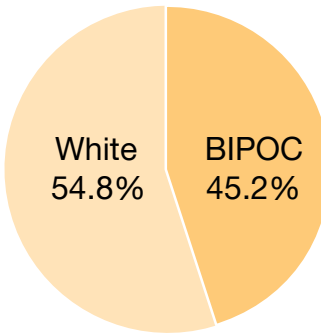
# CAMPUS CLIMATE SURVEY KEY METRICS

## Black, Indigenous, & People of Color (BIPOC) and Gender Reporting

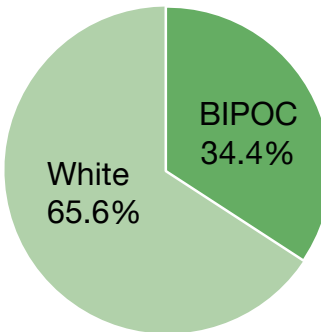
### 2023 Survey Response Rates



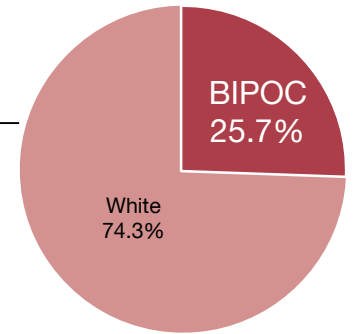
Graduate Students



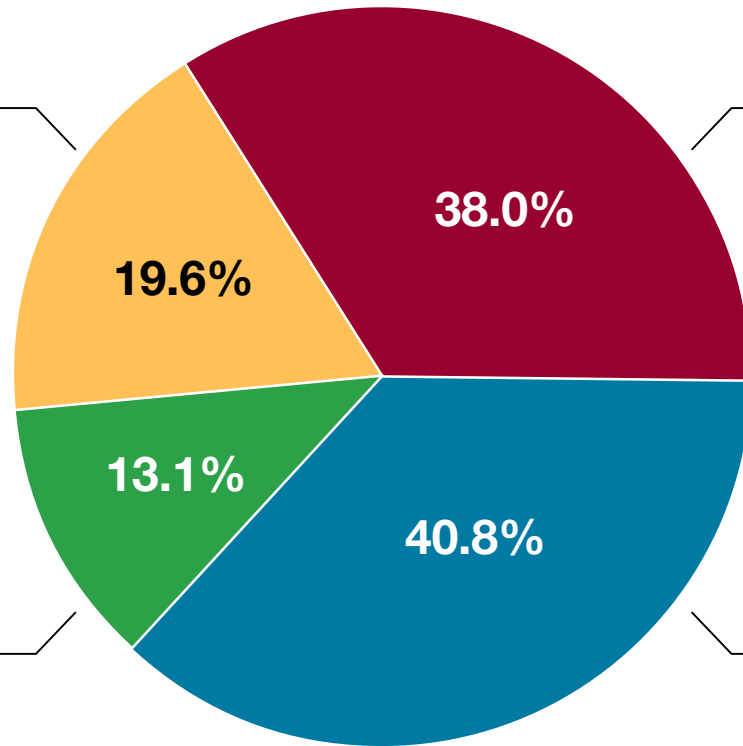
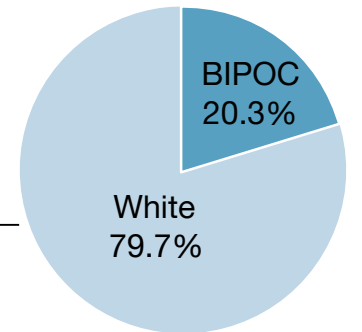
Undergraduate Students



Faculty



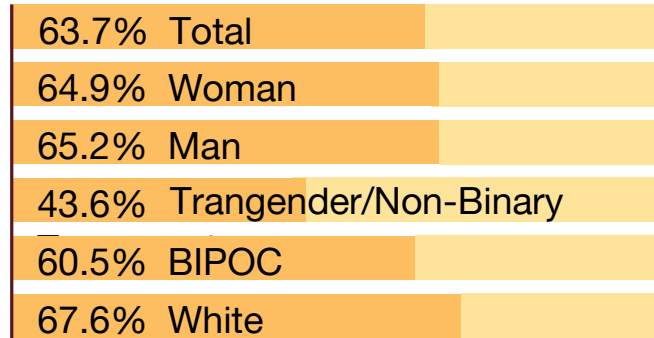
Staff



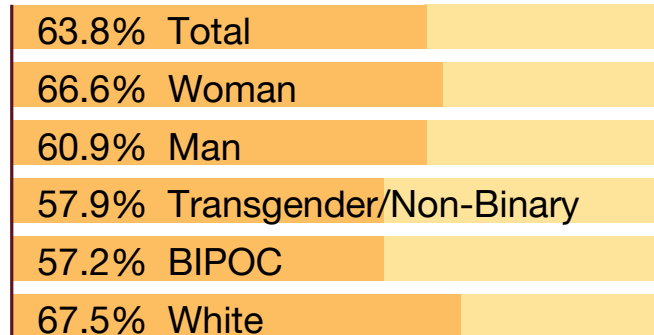
# SENSE OF BELONGING

Percentage of survey participants who agree or strongly agree that “I feel that I belong at UMN.”

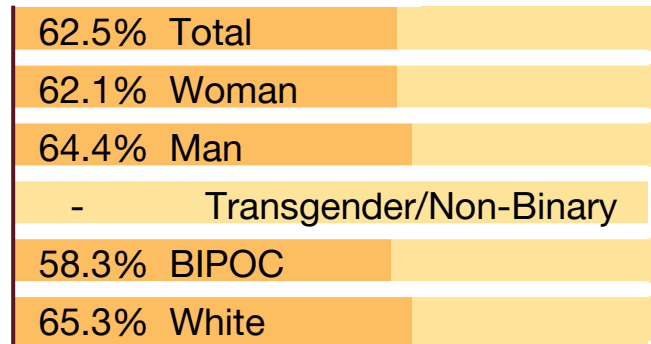
## Graduate Students



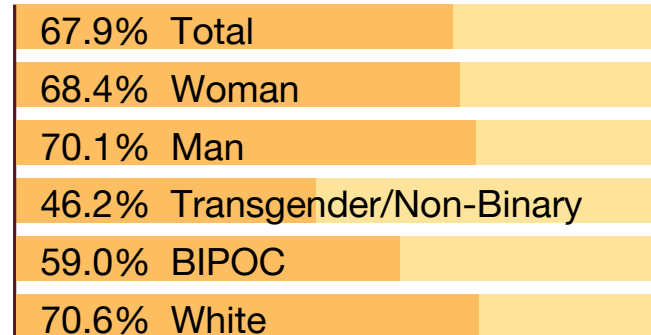
## Undergraduate Students



## Faculty



## Staff



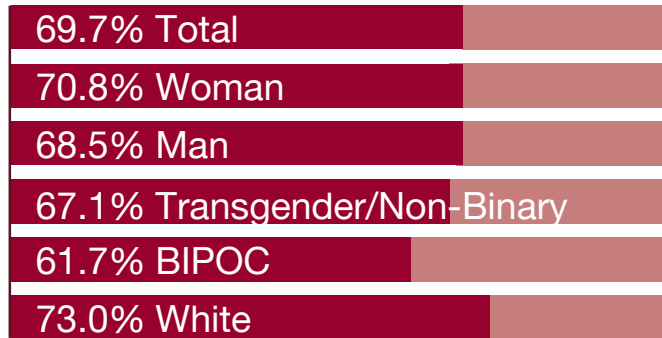
*The University’s MPact 2025 includes a commitment to increasing the percentage of undergraduate students with a favorable sense of belonging.*

\*Data are suppressed in categories where there are fewer than 15 respondents systemwide.

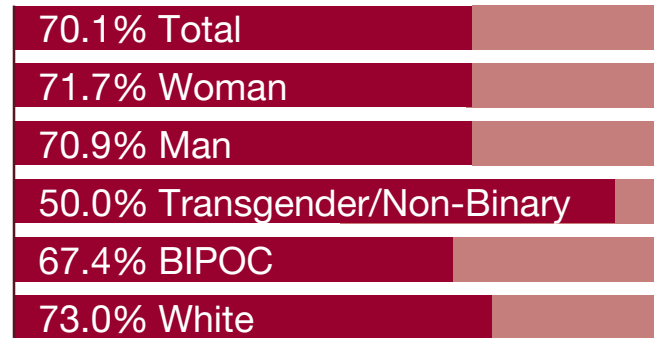
# SENSE OF BELONGING CONTINUED

Percentage of undergraduate/graduate student survey participants who agree or strongly agree that “I feel that I belong in my college/department”

## Undergraduate Students

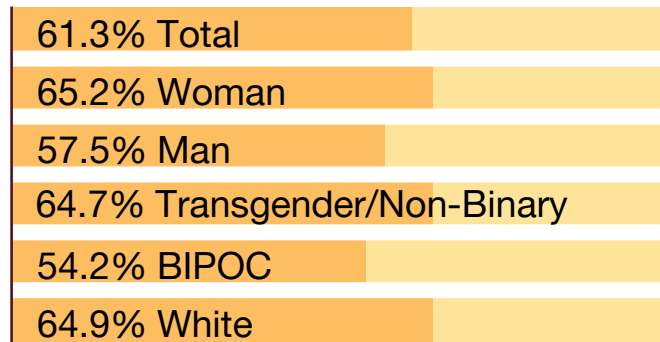


## Graduate Students

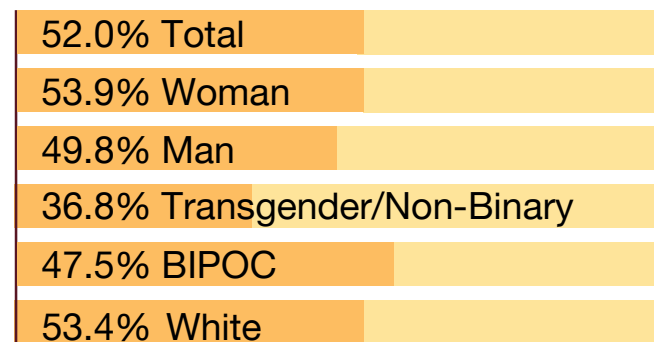


Percentage of faculty/staff survey participants who agree or strongly agree that “I have found one or more communities or groups where I feel I belong at UMN.”

## Faculty



## Staff

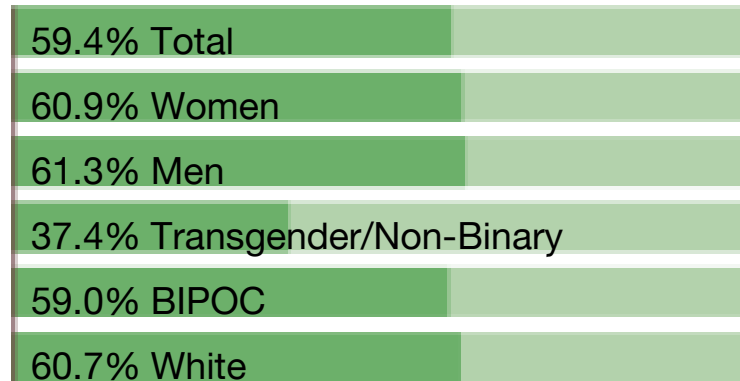


\*Data are suppressed in categories where there are fewer than 15 respondents systemwide.

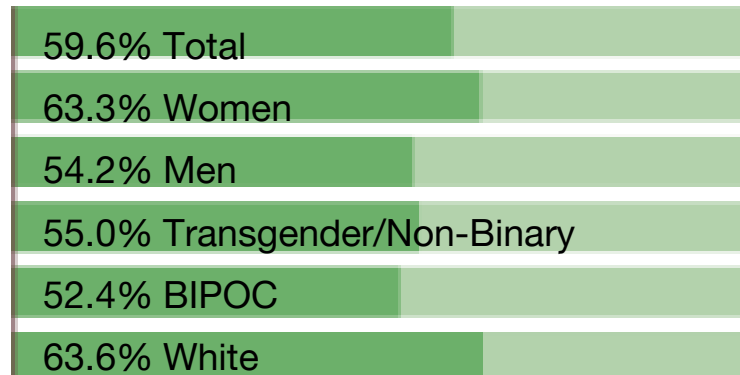
# SATISFACTION WITH OVERALL CAMPUS CLIMATE

Percentage of survey participants who agree or strongly agree that they are satisfied with the overall campus climate at the University of Minnesota based on their experiences in the past 12 months.

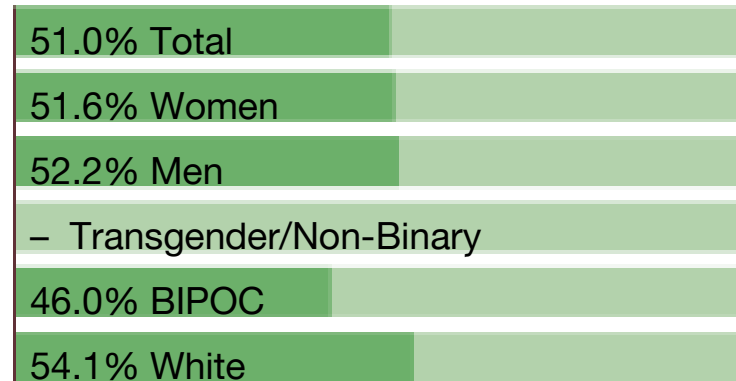
## Graduate Students



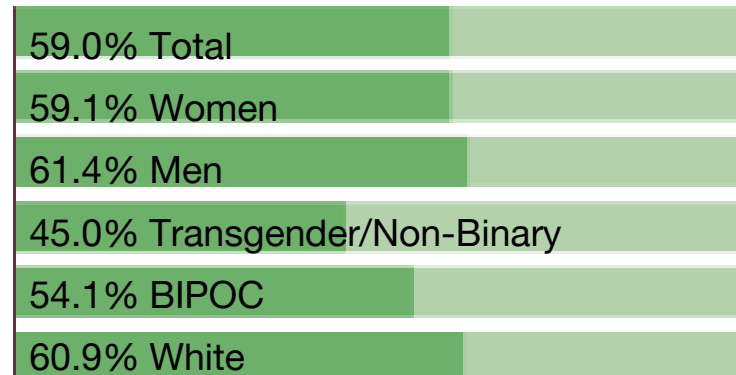
## Undergraduate Students



## Faculty



## Staff



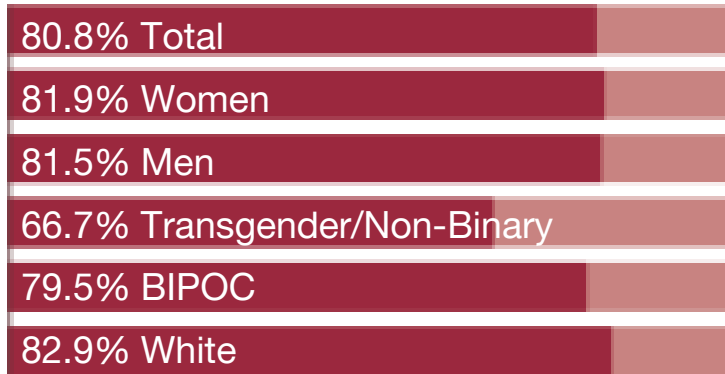
*Across the system, low percentages of the U of M community are satisfied with the University of Minnesota’s commitment to diversity, equity, and inclusion.*

\*Data are suppressed in categories where there are fewer than 15 respondents systemwide.

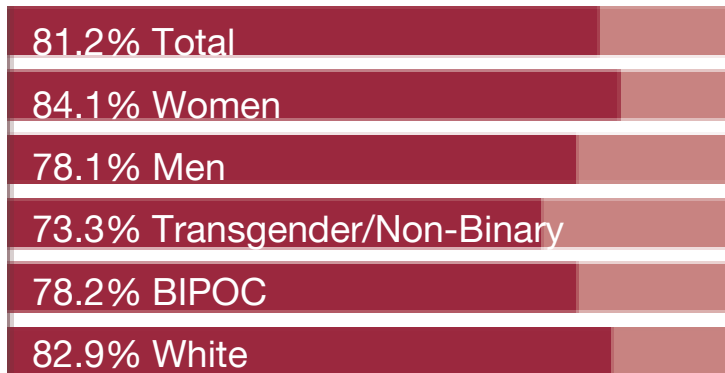
# SATISFACTION WITH OVERALL CAMPUS CLIMATE CONTINUED

Percentage of survey participants who agree or strongly agree that they are treated with respect at the University of Minnesota.

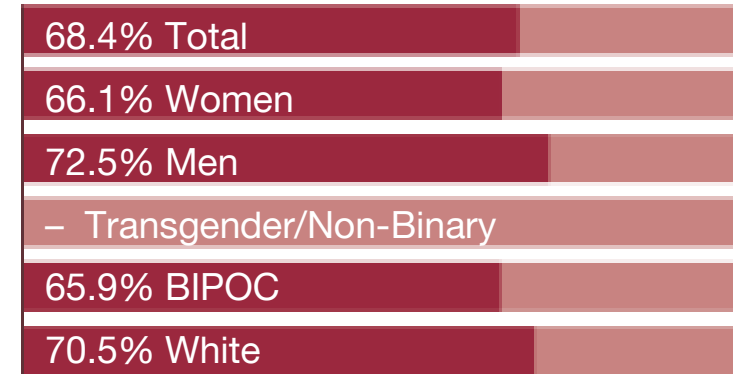
## Graduate Students



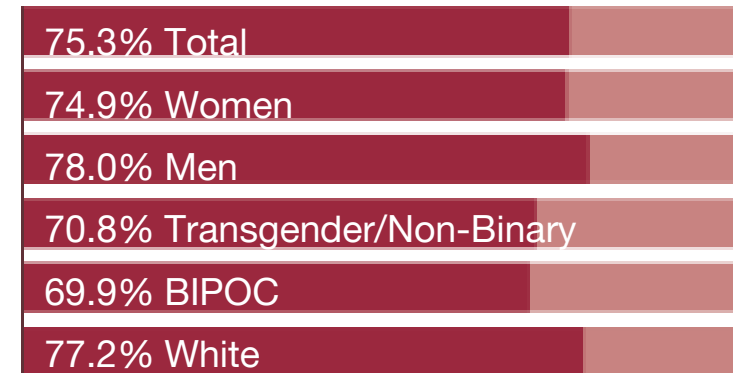
## Undergraduate Students



## Faculty



## Staff

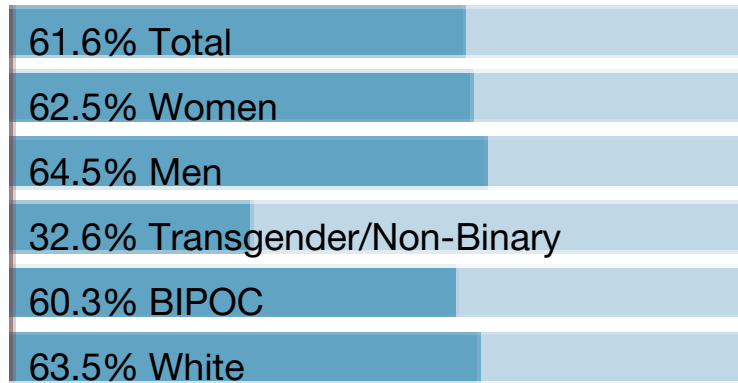


\*Data are suppressed in categories where there are fewer than 15 respondents systemwide.

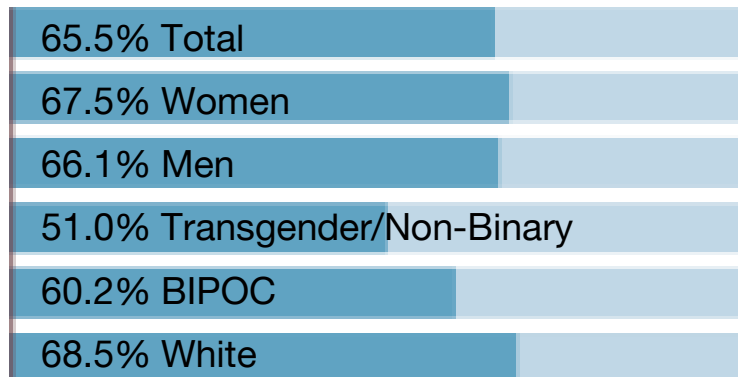
# SATISFACTION WITH OVERALL CAMPUS CLIMATE CONTINUED

Percentage of survey participants who agree that the University of Minnesota has a strong commitment to diversity, equity, and inclusion.

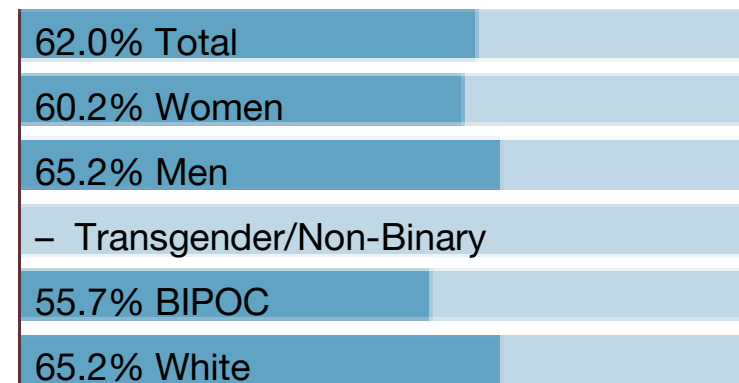
## Graduate Students



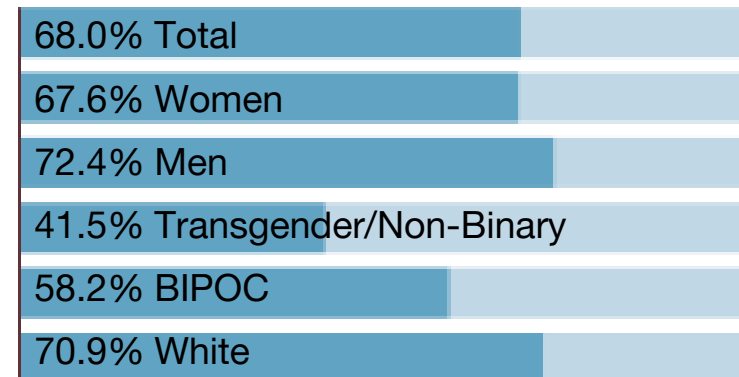
## Undergraduate Students



## Faculty



## Staff



\*Data are suppressed in categories where there are fewer than 15 respondents systemwide.

# WITHIN THE PAST 12 MONTHS

71.9% Staff

85.4% Faculty

71.9% of staff and 85.4% of faculty have attended a DEI-related event (training, seminar, film series, etc.)

80.5% Staff

93.6% Faculty

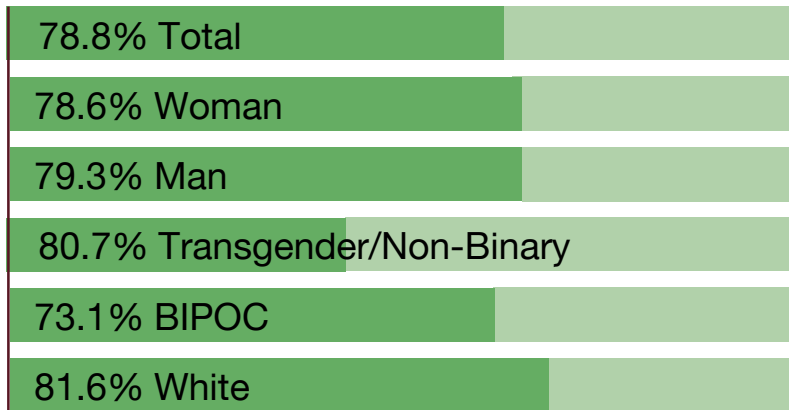
80.5% of staff and 93.6% of faculty have had a DEI-related conversation with a colleague or peer.

***Staff and Faculty DEI-related events, training, and more***

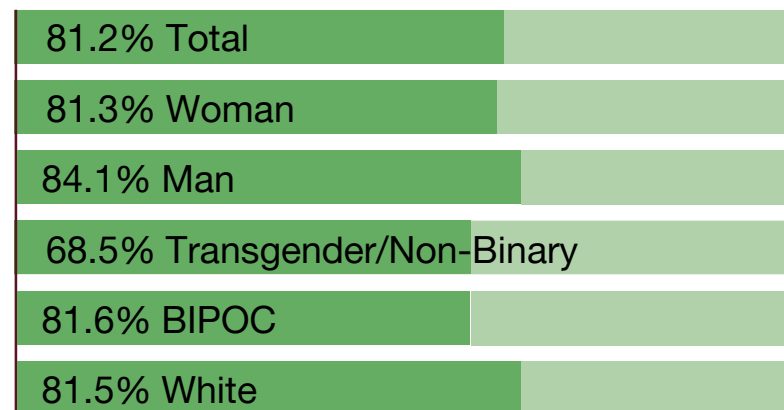
# WITHIN THE PAST 12 MONTHS

In my classrooms and classroom settings (e.g., lectures, seminars, labs, workshops, studio sessions, etc.) I feel listened to by faculty/instructors/lecturers.

## Undergraduate Students



## Graduate Students



***UMN students from diverse backgrounds are connecting with one another.***

***Students feel listened to by faculty.***



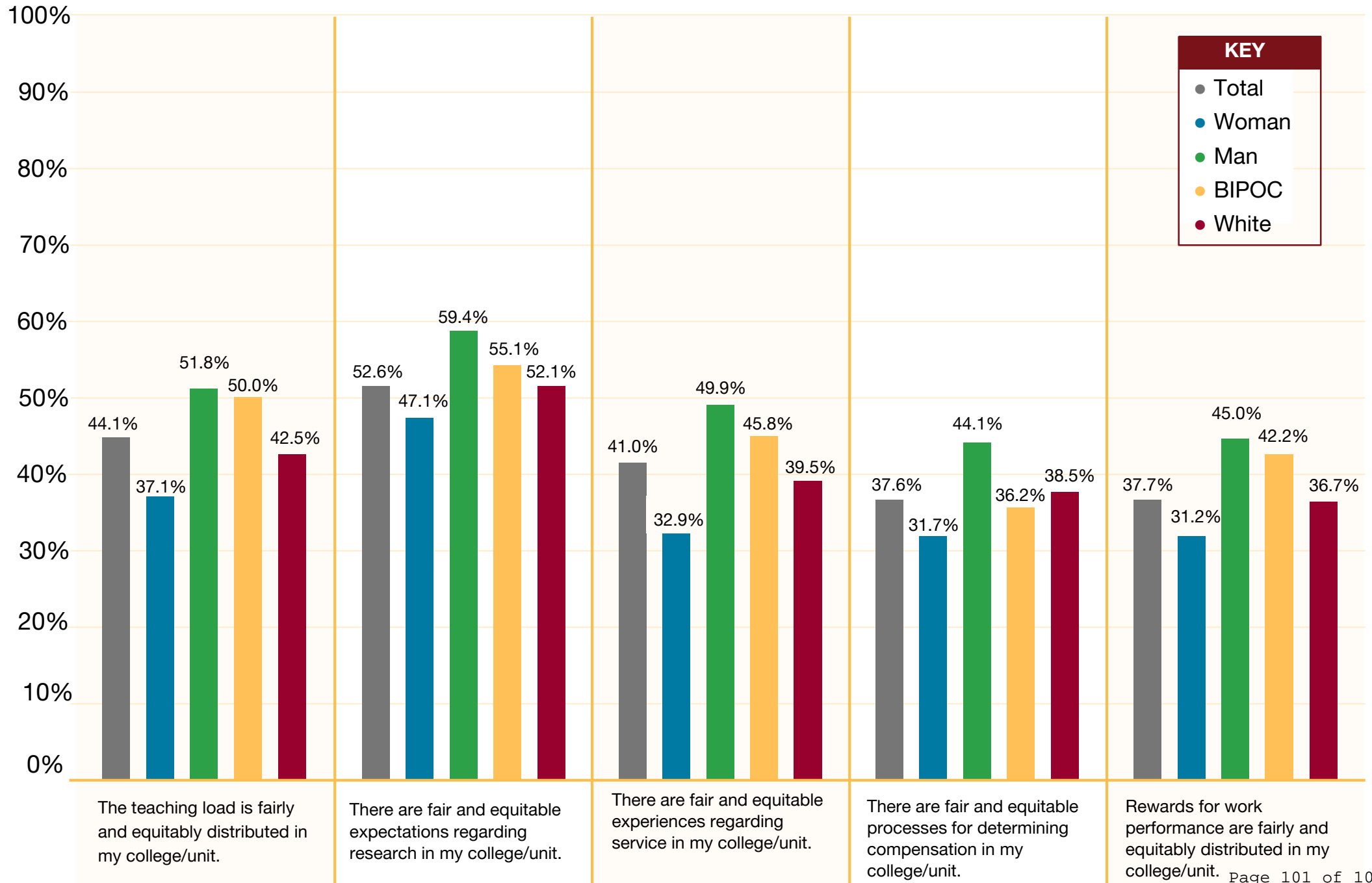
Over 60% said that they often interact with individuals whose religious beliefs are different than their own.



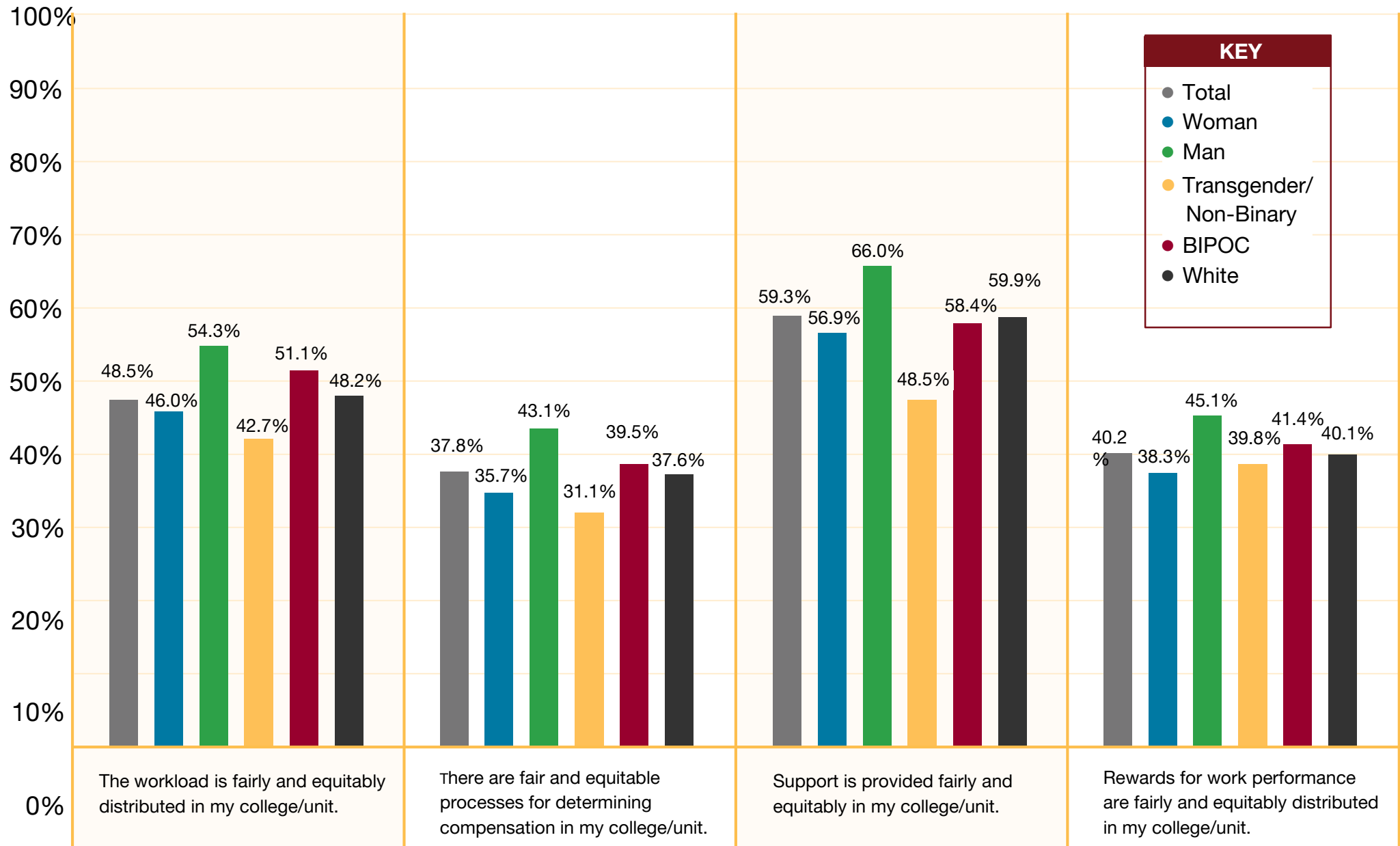
Over 70% of undergraduate and graduate student respondents reported that they often interact with individuals who are of a different race or ethnicity than their own.



# FACULTY EQUITY & RETENTION



# STAFF EQUITY & RETENTION



# UNDERGRADUATE SURVEY ITEMS

In spaces outside the classroom, I feel valued by	Total	Woman	Man	Transgender/ Non-Binary	BIPOC	White
Faculty Instructors (faculty/postdocs/lecturers)	68.4%	69.2%	66.6%	71.8%	62.9%	71.1%
Other faculty members	64.0%	65.4%	62.5%	62.2%	66.5%	59.1%
Student instructors (e.g., GSIs, TAs, etc.)	68.5%	70.2%	71.8%	68.5%	66.0%	74.3%
Other students	71.4%	72.0%	71.8%	68.5%	66.0%	74.3%
Staff members	64.1%	66.4%	61.0%	60.1%	59.0%	66.6%
University administrators	44.7%	47.6%	43.5%	30.5%	44.8%	44.8%
Other university mentors/ advisors	63.9%	66.6%	60.0%	59.3%	62.0%	64.9%

# GRADUATE SURVEY ITEMS

In spaces outside the classroom, I feel valued by	Total	Woman	Man	Transgender/ Non-Binary	BIPOC	White
Faculty Instructors (faculty/postdocs/lecturers)	75.7%	76.1%	77.3%	62.8%	76.9%	75.5%
Other faculty members	71.5%	71.7%	73.3%	59.3%	71.8%	71.6%
Student instructors (e.g., GSIs, TAs, etc.)	71.3%	71.9%	71.8%	61.9%	70.8%	71.9%
Other students	80.3%	82.8%	76.8%	76.7%	84.7%	75.3%
Staff members	74.4%	74.9%	75.1%	60.9%	75.4%	74.0%
University administrators	51.0%	51.1%	55.1%	24.7%	58.3%	45.7%
Other university mentors/ advisors	64.2%	65.0%	65.4%	45.9%	67.9%	61.6%

# Next Steps

- Continue Dissemination
- Conduct Climate Survey Data Analyses
- Conduct Focus Groups
  - Students
  - Faculty
  - Staff





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EQUITY AND DIVERSITY

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UNIVERSITY OF MINNESOTA  
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# BOARD OF REGENTS DOCKET ITEM SUMMARY

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**Board of Regents**

**October 13, 2023**

**AGENDA ITEM:** Reports of Committees

**Review**

**Review + Action**

**Action**

**Discussion**

*This is a report required by Board policy.*

**PRESENTERS:** Regent Janie S. Mayeron

## **PURPOSE & KEY POINTS**

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

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

## **BACKGROUND INFORMATION**

Current standing committee chairs:

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

Current special committee chairs:

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



# BOARD OF REGENTS DOCKET ITEM SUMMARY

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**Board of Regents**

**October 13, 2023**

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

**Review**

**Review + Action**

**Action**

**Discussion**

*This is a report required by Board policy.*

**PRESENTERS:** Douglas Peterson, General Counsel

## **PURPOSE & KEY POINTS**

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

## **BACKGROUND INFORMATION**

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





## REGENTS OF THE UNIVERSITY OF MINNESOTA

### RESOLUTION TO

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

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

**NOW, THEREFORE, BE IT RESOLVED**, that in accordance with Minn. Stat. § 13D.01, Subd. 3 and 13D.05 Subd. 3(b), a non-public meeting of the Board of Regents be held on Friday, October 13, 2023 in the Boardroom, 600 McNamara Alumni Center, for the purpose of an attorney-client privileged discussion of litigation relating to a data security incident, including the following: *Linzy v University of Minnesota*; *Eckl v University of Minnesota*; *Shackelford v University of Minnesota*; *Dittberner v University of Minnesota*; *Martin v University of Minnesota*; *Seberson v University of Minnesota*; *Foster v University of Minnesota*; *Chatelain v University of Minnesota*.