

**UNIVERSITY OF MINNESOTA**

**BOARD OF REGENTS**

**February 10, 2005**

A meeting of the Board of Regents of the University of Minnesota was held on Thursday, February 10, 2005, at 8:30 a.m. in the Boardroom, 600 McNamara Alumni Center.

Regents present: David Metzen, presiding; Clyde Allen, Anthony Baraga, Frank Berman, Dallas Bohnsack, John Frobenius, William Hogan, Richard McNamara, Lakeesha Ransom, Maureen Reed, and Patricia Simmons.

Staff present: President Robert Bruininks; Senior Vice President and Provost Thomas Sullivan; Senior Vice President Frank Cerra; Vice Presidents Kathryn Brown, Kathleen O'Brien, Richard Pfitzenreuter, and Linda Thrane; Provost David Carl; and Executive Associate Vice President Al Sullivan.

**UNIVERSITY PLAN, PERFORMANCE, & ACCOUNTABILITY REPORT**

President Bruininks and Executive Associate Vice President Sullivan presented the draft 2004-2005 University Plan, Performance & Accountability Report for review.

Bruininks indicated that the report was developed to serve as the accountability report illustrating the University's performance and progress toward its institutional goals. It is a "living" document that focuses on continuous improvement for the University of Minnesota. He stressed that the report needs to be tightly aligned with the University's strategic positioning for the future. He reported that the report also serves as the University's principal annual report to the State, as mandated by the 2003 Legislature. The 2004-2005 edition is the fourth production of the report.

Bruininks noted the following policy questions for Board members to consider as they review the report:

- How well is the University performing relative to its mission, academic priorities, and competitors?
- Are the University's resources aligned properly to achieve its strategic goals and best serve the citizens of Minnesota?
- Are regental policies and administrative practices in place to support the continuous improvement of University performance?
- What areas require additional emphasis to achieve the University's aspirations and responsibilities?

Sullivan reviewed the key findings, trends, and comparisons contained in this year's report.

Board members expressed support for the report and engaged in a discussion regarding areas of most concern. Areas cited included:

- 1) performance of the University of Minnesota compared to other public institutions and to private institutions,
- 2) competitive compensation,
- 3) student progress,
- 4) faculty quality, recruitment, and retention, and
- 5) external impressions and communication.

In response to a question, Sullivan indicated that public institutions are losing ground in performance compared to private institutions, primarily due to stronger endowments and an ability to offer competitive salaries.

When asked about areas of concern, the President responded that the areas he is most concerned about are competitive compensation, student progress (outcomes and retention) and the promotion of applications of faculty for external recognition. Regent Berman addressed competitive compensation and indicated that legislators and constituents need to realize that the University will experience a decline in faculty if it is unable to provide competitive compensation and benefits. This message needs to be stressed with legislators, as it will also have an effect on faculty recruitment.

Board members also expressed concern regarding data related to external communications, noting that there are areas where the University is performing better than the public perceives. Sullivan agreed that this is a major concern for the administration and is a priority that will be addressed in the immediate future.

It was suggested that this Report should play an important role in developing the workplans of the Board's committees.

The report will be on the March 2005 Board agenda for acceptance with subsequent submission to the 2005 Minnesota Legislature.

The meeting adjourned at 9:32 a.m.

**ANN D. CIESLAK**  
**Executive Director and**  
**Corporate Secretary**