

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

November 10, 2005

A meeting of the Board of Regents of the University of Minnesota was held on Thursday, November 10, 2005, at 3:00 p.m. in the Boardroom, 600 McNamara Alumni Center.

Regents present: Patricia Simmons, presiding; Clyde Allen, Anthony Baraga, Frank Berman, Dallas Bohnsack, John Frobenius, Steven Hunter, and David Larson.

Staff present: President Robert Bruininks; Chancellor Samuel Schuman; Senior Vice President and Provost Thomas Sullivan; Senior Vice President Robert Jones; Vice Presidents Kathryn Brown, Carol Carrier, Kathleen O'Brien, Richard Pfutzenreuter, and Linda Thrane; General Counsel Mark Rotenberg; Executive Director Ann Cieslak; Executive Associate Vice President Al Sullivan and Associate Vice Presidents Terry Bock, Gerald Fischer, Donna Peterson, and Michael Volna.

Regent Simmons announced she was chairing this month as Regent Baraga had taken a short leave of absence from his duties as chair.

RECOGNITIONS

Regents Professor

President Bruininks introduced Professor David S. Weissbrodt, Law School, as the newly appointed Regents Professor. Regents Professorships are the highest honor that the University of Minnesota bestows on its faculty. The individual holds the title as long as the individual retains a full-time, tenured appointment as a faculty member of the University. Weissbrodt briefly addressed the Board.

McKnight Presidential Fellows

President Bruininks recognized the 2005 McKnight Presidential Fellows at the University of Minnesota:

Claudia Schmidt-Dannert, Associate Professor
Department of Biology, Molecular Biology, and Biophysics

Michael Goldman, Associate Professor
Department of Sociology

Fernando Porte-Agel, Associate Professor
Department of Civil Engineering

Krishnan Mahesh, Associate Professor
Department of Aerospace Engineering and Mechanics

Theodore Schoen, Associate Professor
Department of Music, University of Minnesota Duluth

It was noted that the McKnight Fellows award program is targeted specifically to the most promising faculty granted tenure and promotion to associate professor.

APPROVAL OF MINUTES

A motion was made and seconded, and the Board of Regents voted unanimously to approve the minutes of the following meetings:

Finance & Operations Committee - October 6, 2005
Educational Planning & Policy Committee - October 6, 2005
Work Session - October 6, 2005
Work Session - October 6, 2005
Board of Regents - October 7, 2005

REPORT OF THE PRESIDENT

President Bruininks reported on the 2003 President's Initiative on the Environment and Renewable Energy and what the University is doing to address rising fuel costs and the effects these costs will have on the University.

A copy of the Report of the President is on file in the Board Office.

REPORT OF THE CHAIR

Vice Chair Simmons reported that Regents Allen, Metzen, and she recently participated in meetings with the North Central Accreditation. She noted that members of the accreditation team emphasized that the University of Minnesota is a successful example of shared governance between faculty and its governing board.

RECEIVE AND FILE REPORTS

Vice Chair Simmons noted the receipt and filing of the Annual Eastcliff Report.

GIFTS

Associate Vice President Gerald Fischer presented the monthly list of gifts to the University of Minnesota, the University of Minnesota Foundation, the Arboretum Foundation, and the Minnesota Medical Foundation through September 30, 2005 as included in the docket materials.

A motion was made, seconded, and the Board of Regents voted unanimously to approve the receipt of gifts as presented.

APPOINTMENTS: UNIVERSITY FOUNDATION TRUSTEES

A motion was made and seconded and the Board of Regents voted unanimously to approve the following appointments to the University of Minnesota Foundation Board of Trustees:

David Larson – appointed for a three-year term, November 2005-2008
E. Thomas Sullivan – appointed for a three-year term, November 2005-2008

Robert M.A. Johnson – appointed for a three-year term, November 2005-2008

It was reported that the appointments replace H. Bryan Neel, Marvin Borman, and Patricia Spence, whose terms expired in 2005. It was also noted that David Larson currently serves as a UMF trustee appointed by the University of Minnesota Foundation. He will become a Regent-appointed trustee.

REPORT OF THE ALL-UNIVERSITY HONORS COMMITTEE

Vice Chair Simmons noted that the Report of the All-University Honors Committee was forwarded to the Board from President Bruininks on October 25, 2005.

A motion was made and seconded and the Board of Regents voted unanimously to approve the Report of the All-University Honors Committee. A copy of the report is on file in the Board Office.

CONSENT REPORT: FINANCE AND OPERATIONS COMMITTEE

Regent Allen presented the Consent Report of the Finance and Operations as detailed in the docket materials and including:

- Purchases of Goods and Services over \$250,000 to:
 - Oracle Corporation for \$425,000 to renew Oracle University-wide computer software licenses, updates, and maintenance support for the one-year period November 24, 2005 through November 23, 2006, for the Office of Information Technology.
 - Rational LLC for \$830,000 for hardware and software components required to improve and expand the University's Enterprise Storage Area Network (SAN) for the Office of Information Technology. Three years of maintenance support is included for all new software products and hardware components of the Enterprise Storage System.
- Approval of New Investment Managers
 - Alternative Investments: Private Debt
Security Capital Research and Management
 - Alternative Investments: Private Capital
Bay City Capital
 - International Equity: Satellite Manager
Trust Company of the West (TCW)

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

2006 STATE CAPITAL REQUEST

President Bruininks presented the following resolution for approval relating to submittal of the 2006 State Capital Request:

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

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

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

NOW, THEREFORE, BE IT RESOLVED, that the Board of Regents approves the University's 2006 State Capital Request to the Minnesota Legislature in the amount of \$269,100,000 consisting of \$206,067,000 from the State of Minnesota and \$63,033,000 from the University of Minnesota.

A motion was made and seconded to approve the resolution.

It was noted that the Board, at its October 2005 meeting, reviewed the 2006 State Capital Request (Request) in detail. The \$269.1 million Request was developed to use a combination of funds appropriated by the State of Minnesota (\$206.1 million) and resources committed by the University of Minnesota (\$63 million). The Request has been modified from the current Six-Year Capital Improvement Plan to reflect priorities that emerged from the strategic positioning process. The President provided a brief overview of the projects contained in the request.

Board members expressed the importance of receiving full funding on the portion of the request relating to Higher Education Asset Preservation and Replacement (HEAPR). Regent Baraga stressed that the \$80 million in the request for HEAPR is conservative as compared to the University's needs. It is critical to receive this funding if the University is to maintain its existing buildings.

President Bruininks responded that there has been some growth in HEAPR funding in the past years and with the completion of the facilities assessment survey, the University will have better information to convince the legislature to support the HEAPR request.

In response to a question from Regent Hunter, O'Brien reported that there is a definite list of where HEAPR funding is spent and it will be used on all campuses.

The President also reiterated that the administration will stress that any funding appropriated by the legislature for a football stadium should be separate from this request and provided in a manner that does not jeopardize the academic interests of the University of Minnesota.

The Board of Regents voted unanimously to approve the resolution related to the University of Minnesota's 2006 State Capital Request.

SIX-YEAR CAPITAL IMPROVEMENT PLAN

President Bruininks introduced Vice Presidents O'Brien and Pfitzenreuter and Executive Associate Vice President Sullivan who presented the Six-Year Capital Improvement Plan (Plan) for review as detailed in the docket materials. The Plan includes projects funded with state capital support as well as projects funded by the University through a combination of University debt obligations, local unit resources/fundraising

and public/private partnerships. The Plan does not identify specific projects for the 2010 State Capital Request, but identifies a financial placeholder while specific projects are defined through the Strategic Positioning process. The Plan also outlines projects with permission to seek funds from the federal government.

It was noted that the Plan was developed to ensure long-term academic excellence by:

- Aligning capital projects with the University's strategic positioning goal and actions steps of:
 - 1) recruiting and educating talented and qualified students from diverse backgrounds;
 - 2) supporting energetic and creative world-class faculty and staff; and
 - 3) enhancing and effectively using resources and infrastructure.
- Promoting asset stewardship by investing in existing facilities and infrastructure;
- Addressing academic and service unit priorities; and
- Upholding the institution's financial position and debt capacity.

O'Brien reviewed the process for developing the Plan, Sullivan reviewed projects relating to each principle, and Pfutzenreuter addressed the financial issues related to the Plan.

It was noted that this is a planning document subject to review, modification, and change as new pressures and need come forward.

Board members discussed the difficulty of obtaining funding for large capital items, i.e. science facilities requiring specialized components. Regent Larson stressed the importance of presenting the capital request in a manner that projects the economic investments for the State in the future. Regent Frobenius indicated that alternative methods for funding some of the capital needs of the University should continue to be pursued.

Vice Chair Simmons thanked the presenters and noted that the Six-Year Capital Improvement Plan will be on the agenda for approval at the December 2005 meeting.

SUPPLEMENTAL STATE BUDGET REQUEST

President Bruininks presented the 2006 Supplemental State Budget Request (Request) as described in the docket materials.

The Request includes \$6.3 million in onetime funds and \$8.3 million in recurring funds relating to unexpected fuel cost increases, and \$8.1 million in onetime funds to meet critical equipment needs for the School of Dentistry and the School of Veterinary Medicine. Bruininks provided background information on each project and the explained the need for the unexpected fuel cost request.

Bruininks reported that the University received the request for supplemental budget recommendations on September 28, 2005 with a deadline for submittal to the Department of Finance of November 15, 2005. Due to the lateness of the request, he is asking the Board to act on the Request at this time.

A motion was made and seconded to recommend approval of the following resolution:

WHEREAS, the University of Minnesota as the state's public, land grant university, is charged with the responsibility to pursue knowledge through research and discovery, and to apply this knowledge through teaching and learning, and outreach and public service; and

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

WHEREAS, the University of Minnesota faces significant financial and operational risk due to the rising cost of energy; and

WHEREAS, the 2006 supplemental budget request is designed to meet these objectives by investing resources to provide modern educational equipment and to meet unexpected energy costs;

NOW, THEREFORE, BE IT RESOLVED, that the Board of Regents approves the University's 2006 Supplemental Budget Request to the Minnesota Legislature in the amount of \$14,400,000 in onetime funds and \$8,300,000 in recurring funds from the State of Minnesota.

In response to a question from Regent Berman, Bruininks reported that the Department of Finance provides guidelines for items that may be included in a supplemental request. Typically, funding is provided for unanticipated needs or items of a one-time nature. The University then decides what needs should be addressed in the supplement request.

The Board of Regents voted unanimously to approve the resolution related to the University of Minnesota's 2006 Supplemental State Budget Request.

REPORT OF THE STUDENT REPRESENTATIVES TO THE BOARD OF REGENTS

Joshua Colburn, Chair of the Student Representatives, presented the report of the student representatives as presented in the docket material.

Highlights of the report included recommendations regarding the following issues:

- Campus – Community Relations;
- Student Behavior and the Student Conduct Code;
- Student Involvement in the Strategic Positioning Process;
- Public Engagement in the Strategic Positioning Process;
- Inter-Campus Policy Uniformity; and
- Increased Investments in Student Financial Aid

Vice Chair complimented the Student Representatives on their accomplishments this year stated that the Board appreciates the contributions they make to inform and assist the Board in making their decisions.

REPORT OF THE EDUCATIONAL PLANNING & POLICY COMMITTEE

Regent Larson, Vice Chair of the committee, reported that the committee did not meet this month.

REPORT OF THE FACILITIES COMMITTEE

Regent Baraga reported that the committee voted unanimously to recommend:

- a) Approval of the Consent Report for the Facilities Committee as presented to the committee and described in the November 10, 2005 committee minutes.
- b) Approval of the schematic plans for the University of Minnesota, Morris/Morris School District 769 Joint Use Football Facility and of the appropriate administrative officers proceeding with the award of contracts for the development of construction documents and construction.

The Board of Regents voted unanimously to approve the recommendations of the Facilities Committee.

Baraga reported that the committee also voted unanimously to recommend:

- a) Approval for the purchase of two floors in the Stabile Building, 150 Third Street SW, Rochester, Minnesota, for Mayo-University of Minnesota Partnership for Biotechnology and Medical Genomics.

Regent Simmons recused herself and left the room during the discussion and action on the above item due to a possible conflict of interest.

The Board of Regents voted unanimously to approve the recommendations of the Facilities Committee.

Baraga reported that the committee reviewed two capital budget amendments relating to: Gibson-Nagurski training and equipment room renovation and the remodeling of Suite 450 in the University Office Plaza for relocation of the *Minnesota Daily*. The committee reviewed three proposed real estate transactions: 1) purchase of 8.94 acres at 601 25th Avenue SE and 2302 Marshall Avenue SE, Minneapolis; 2) sale of 2.352 acres and the Supercomputer Center Building at 1200 Washington Avenue South, Minneapolis; and 3) permanent easement and temporary construction easement to Metropolitan Council for Empire Wastewater Treatment Facility expansion in Dakota County.

Baraga further reported that the committee reviewed proposed amendments to Board of Regents Policy: *Campus Health and Safety*; engaged in discussion relating to the principles, process and priorities for the Six-Year Capital Improvement Plan; and reviewed information items as described in the docket materials.

REPORT OF THE AUDIT COMMITTEE

Regent Frobenius, Chair of the committee, reported that the committee received the Report of the External Auditor; reviewed information on risk oversight that included an analysis of internal and external audit coverage; engaged in a discussion relating to the institutional risk profile; and reviewed a number of information items as described in the docket materials.

REPORT OF THE FACULTY, STAFF, & STUDENT AFFAIRS COMMITTEE

Regent Bohnsack, Chair of the committee, reported that the committee voted unanimously to recommend:

- a) Approval of the Consent Report for the Faculty, Staff, & Student Affairs Committee as presented to the committee and described in the November 10, 2005 committee minutes.
- b) Adoption of amendments to Board of Regents Policy: *Nepotism and Consensual Relationships*, as follows:

NEPOTISM AND PERSONAL RELATIONSHIPS

SECTION I. SCOPE.

This policy governs conflicts of interest that may arise due to personal relationships among members of the University of Minnesota (University) community.

SECTION II. DEFINITIONS.

Subd. 1. Nepotism. *Nepotism* shall mean actions by a University member that directly influence the University employment (e.g., hiring, promotion, supervision, evaluation, and determination of salary) or academic progress (e.g., grading and advising) of any other University member with whom he or she has a personal relationship.

Subd. 2. Personal Relationship. *Personal relationship* shall mean a marital or other committed relationship, significant familial relationship, or consensual sexual or romantic relationship.

Subd. 3. Member of the University Community. *Member of the University community (University member)* shall mean any University faculty member, staff member, student, or other individual engaged in any University activity or program.

SECTION III. GUIDING PRINCIPLES.

- (a) Nepotism is prohibited.
- (b) Faculty members and advisors are cautioned that personal relationships with current students are unwise and may violate other University policies, even when activities prohibited by this policy have been avoided. This caution is based on the following:
 - (i) the trust accorded to faculty members and advisors by students;
 - (ii) the power disparity inherent in academic associations;
 - (iii) the difficulty of making alternative arrangements for grading and evaluation;
 - (iv) the risk of real or perceived favoritism toward the student in the personal relationship; and
 - (v) the potential harm to the student and other students.

SECTION IV. DELEGATION OF AUTHORITY.

Administration of this policy by the president or delegate shall include the following:

Subd. 1. Consultation. Consultation shall be mandatory for University members who are or will be in a position to engage in activity prohibited by this policy. Such consultation shall ensure that:

- (a) appropriate steps are taken to avoid the prohibited activity;
- (b) steps taken do not unreasonably disadvantage either University member;
- (c) the consultation is with an appropriate administrator; and
- (d) appropriate confidentiality is maintained.

Subd. 2. Compliance. Compliance may be achieved either by structuring the conditions of the employment or academic association of the related parties to avoid or eliminate prohibited activities or by avoiding the personal relationship that may lead to prohibited activities. Such structuring shall occur after appropriate consultation and shall not unreasonably disadvantage either University member.

Subd. 3. Protection of Subordinate Interests. When a power disparity exists in the employment or academic association of the individuals in the personal relationship, the employment or academic interests of the subordinate must be protected when structuring the association to avoid a prohibited activity.

Subd. 4. Exceptions. In unusual circumstances, an exception may be granted when eliminating a prohibited activity would unreasonably disadvantage one or both of the University members involved in a personal relationship. In the event that an exception is granted, safeguards must be implemented to ensure that any subsequent employment or academic decisions are made impartially.

Subd. 5. Exclusion. This policy does not prohibit noncompetitive appointments of spouses and partners otherwise authorized by University policy.

Subd. 6. Disciplinary Action. Violations of this policy may result in disciplinary action up to and including termination of employment or academic dismissal. Participation in and adherence to the consultation process may mitigate disciplinary action.

- c) Adoption of amendments to Board of Regents Policy: *Awards, Honors, and Recognition*, as follows:

AWARDS, HONORS, AND RECOGNITION

This policy describes University of Minnesota (University) awards granted to faculty (Article 2), awards administered by the All-University Honors Committee (Article 3), Regents Awards (Article 4), and Other University Awards (Article 5).

ARTICLE 1 GUIDING PRINCIPLES

The following principles shall guide the granting of awards, honors, and recognition at the University:

Subd. 1. Recognition of Excellence. The University recognizes excellence and achievement by conferring awards and honors on prominent local, state, national, and international persons who have achieved distinction in public service, enterprise, education, science, literature, and the arts.

Subd. 2. Employee Recruitment and Retention. Awards granted to employees contribute to the quality of the University in extremely significant ways, enabling the University to attract and retain a talented workforce and the very best scholars and researchers in particular fields.

Subd. 3. Consistency with Board of Regents Policy. The awards, honors, and recognitions described in this policy shall be bestowed in accordance with the provisions of Board of Regents Policy: *Equal Opportunity* and Board of Regents Policy: *Reservation and Delegation of Authority*.

Subd. 4. Conflict of Interest Relating to a Regent. When a Regent or former Regent is under consideration for an award (other than *Regent Emeritus*), a special committee, chaired and appointed by the chair of the University Senate All-University Honors Committee (Honors Committee), shall be convened to review and approve the award. The special committee shall have final approval and shall include the chair of the Board of Regents (Board) (or the vice chair if the recommended award recipient is the chair); the vice president for university relations; the senior vice president for academic affairs and provost; and the president of the University of Minnesota Foundation (Foundation).

ARTICLE 2 FACULTY AWARDS

SECTION I. REGENTS PROFESSOR.

The special title of *Regents Professor* is the highest recognition the University gives to a member of its faculty.

Subd. 1. Approval. The Board awards the title *Regents Professor* to selected members of the faculty, upon recommendation of the president.

Subd. 2. Management. The Office of the President manages this award process. The president appoints a Selection Advisory Committee (SAC) to review Regents Professor nominations, consult with persons from other universities, and make recommendations to the president. Members of the SAC serve at the president's pleasure, but consideration shall be given for some continuity of membership.

- (a) Nomination. Any person or group may nominate a faculty member to receive the title of *Regents Professor*. Nominations are made to the president.
- (b) Selection Criteria. Nominations shall be judged according to:
 - the criteria used by the University to evaluate eligibility for the rank of full professor;
 - the scope and quality of scholarly and/or artistic contributions;
 - the quality of teaching; and
 - contributions to the public good.

Only nominees whose academic distinction is clearly outstanding and whose distinction is clearly recognized by the academic community locally, nationally, and perhaps internationally are recommended to the president.

- (c) Review and Recommendations. The SAC shall review nominees and make recommendations to the president. It is the responsibility of the president to recommend awards to the Board.
- (d) Restriction on Number of Recipients. The best guarantee of the significance of this award is careful restriction of the total number of recipients. Generally, not more than three persons shall be designated *Regents Professor* in any given year.

Subd. 3. Provisions.

- (a) Title of Regents Professor. The title *Regents Professor*, once awarded, shall be held as long as the recipient retains a full-time, tenured appointment as a faculty member of the University. To be considered "full-time," the recipient must hold at least a 66 percent time appointment or be on a sabbatical or other approved leave, including phased retirement. Upon retirement or reduction of the appointment to less than 66 percent time, the faculty member becomes *Regents Professor Emeritus*. The academic field of accomplishment shall continue to be a part of the title, as, for example, " *Regents Professor* of _____ (academic department or field)."
- (b) Duties and Responsibilities. Designation as a Regents Professor does not necessarily imply any changes in duties and responsibilities.
- (c) Recognition. A person named as a Regents Professor shall be suitably recognized in a public ceremony and shall receive from the University a medallion suitable for desk use and for use with academic costume.
- (d) Annual Stipend. A Regents Professor shall receive an annual stipend from the Foundation during their tenure as a faculty member. The stipend shall cease upon retirement or a reduction of appointment to less than 66 percent time, excluding phased retirement.
- (e) Private Financial Support. The University welcomes private donor support of stipends for Regents Professors. However, no endowment shall be accepted to underwrite creation of a Regents Professorship in a given department or college.
- (f) Salary. Appointment as a Regents Professor shall not imply any particular salary level for the faculty member receiving such an honor. The salaries of Regents Professors shall be determined independently and without reference to their receipt of an annual stipend from the Foundation.
- (g) Budgetary Oversight. The president maintains oversight of budget items for Regents Professors, but budget items shall be transferred to the college in which the recipient holds appointment.

SECTION II. MCKNIGHT PROFESSORS.

The following McKnight Award programs identify, recognize, and support the University's most promising faculty at critical stages in their careers:

Subd. 1. McKnight Presidential Endowed Chairs. The McKnight Presidential Endowed Chair is one of the highest honors for faculty and reflects the college or campus priorities to recruit or retain highly distinguished, world-class scholars. Recipients are recognized for their academic and research accomplishments and their contributions to advancing the University among its peers. The designation of *McKnight Presidential Endowed Chair* is held by recipients for a minimum of 7 years, with the option of renewal by the president.

- (a) Approval. The president approves this award, upon recommendation of a committee convened by the senior vice president for academic affairs and provost.
- (b) Management. The Office of the Senior Vice President for Academic Affairs and Provost manages this award process.

Subd. 2. Distinguished McKnight University Professorship. The Distinguished McKnight Professorship recognizes outstanding mid-career faculty members who have recently achieved full professor status for their scholarly achievements; the potential for greater attainment in their field; the extent to which their achievements have brought distinction to the University; the quality of their teaching and advising; and their contributions to the wider community. Recipients hold the title *Distinguished McKnight Professor* for as long as they remain at the University.

- (a) Approval. The dean of the Graduate School approves this award, upon recommendation of a selection committee appointed by the Graduate School.
- (b) Management. The Graduate School manages this award process.

Subd. 3. McKnight Presidential Fellows. The McKnight Presidential Fellow recognizes recently promoted associate professors in recognition of their research, scholarship, and leadership in their fields. Recipients hold the designation of *McKnight Presidential Fellow* for 3 years.

- (a) Approval. The president approves this award, upon the recommendations of the senior vice president for health sciences and senior vice president for academic affairs and provost.
- (b) Management. The Office of the Senior Vice President for Academic Affairs and Provost manages this award process.

Subd. 4. McKnight Land-Grant Professorship. The McKnight Land-Grant Professorship recognizes junior scholars for their potential for important contributions to their field; the degree to which their past achievements and current ideas demonstrate originality, imagination, and innovation; their potential for attracting outstanding students; and the significance of their research and the clarity with which it is conveyed to the non-specialist. Recipients hold the designation of *McKnight Land-Grant Professor* for 2 years.

- (a) Approval. The dean of the Graduate School approves this award, upon recommendation of a selection committee appointed by the Graduate School.
- (b) Management. The Graduate School manages this award process.

SECTION III. HORACE T. MORSE UNIVERSITY OF MINNESOTA ALUMNI ASSOCIATION AWARD.

The Horace T. Morse University of Minnesota Alumni Association Award is granted to faculty members in recognition of outstanding contributions to undergraduate education.

Subd. 1. Approval. The University Senate Committee on Educational Policy (SCEP) approves this award, upon recommendation of a subcommittee of SCEP.

Subd. 2. Management. The Office of the Senior Vice President for Academic Affairs and Provost manages this award process.

SECTION IV. OUTSTANDING CONTRIBUTIONS TO GRADUATE AND PROFESSIONAL EDUCATION AWARD.

The Outstanding Contributions to Graduate and Professional Education Award is granted to faculty members in recognition of their outstanding contributions to post-baccalaureate graduate and professional education.

Subd. 1. Approval. SCEP approves this award, upon recommendation of a subcommittee of SCEP.

Subd. 2. Management. The Office of the Senior Vice President for Academic Affairs and Provost manages this award process.

SECTION V. LECTURESHIPS, FELLOWSHIPS, PROFESSORSHIPS, AND CHAIRS.

Lectureships, fellowships, professorships, and chairs provide scholars a continuous and reliable source of support to pursue their research and teaching. Funds may be used for salary or salary augmentation, graduate student stipends, secretarial support, supplies, travel to scholarly conferences, publishing expenses, and other items necessary to support the work and increase the effectiveness of an outstanding scholar.

Subd. 1. Approval. The president or delegate approves the establishment of a lectureship, fellowship, professorship, or chair.

Subd. 2. Management. The relevant department or college establishes and manages the process for lectureships, fellowships, professorships, and chairs. Proposals to establish one of these awards shall specify the conditions of the award, the activities to be supported by the award, and the amount of the endowment or the annual level of funding.

Subd. 3. Provisions.

(a) Private Financial Support and Naming of Lectureships, Fellowships, Professorships, and Chairs. The University seeks and welcomes private financial support for lectureships, fellowships, professorships, and chairs. Awards established under this policy typically shall carry the name of the donor, of a person or institution designated by the donor, or of a person in whose name the University seeks funds to endow the award.

(b) Restriction on Use of Title. Lectureships, fellowships, professorships, and chairs shall not include such terms as *University, distinguished*, or the title *Regents Professor*. These titles are conferred only by the Board.

(c) Level of Endowment.

(1) Approval. The president or delegate must approve the level of endowment.

(2) Endowment for Chairs. A permanent chair may be established when \$2,000,000 or more has been placed in an endowment that provides in perpetuity the annual funds needed for support. Alternatively, a chair also may be established if a minimum of \$200,000 per year of expendable funds is made available for at least ten years. In this latter case, the chair designation shall continue during the term of the support. The combination of salary and chair endowment shall be sufficient to provide salary and fringe benefits for the recipient, staff support, travel, and other expenses. Board of Regents Policy: *Faculty Tenure* shall govern the appointment of the faculty member holding the chair beyond ten years.

In the case of chairs established on a term basis, the number in a particular unit shall be limited in accordance with other applicable University policies to avoid excessive dependence on nonrecurring sources of support. In situations where sufficient funding is available, more than one chair may be supported with the income stream, assuming the original intent of the gift is maintained.

(3) Named Chair Appointment Process. The process of appointing faculty members to a named chair must conform to the search and selection procedures generally followed in the unit in which the named chair is to be established, except as noted in Subd. 3 (d), below.

(4) Endowment for Professorships. The combination of salary and endowment shall be sufficient to provide salary and fringe benefits for the recipient, staff support, travel, and other expenses. Professorships require a minimum of \$1,000,000 in permanent endowment or a minimum of \$100,000 per year of expendable funds for ten years. In the former case, the professorship shall continue in perpetuity; in the latter case, it shall continue during the period for which support is provided. Generally, these funds supplement other support available for faculty salaries in the designated area and may be used for any purpose that enhances the quality of teaching, scholarship, or service in that field.

In situations where sufficient funding is available, more than one professorship may be supported with the income stream, assuming the original intent of the gift is maintained. In accepting the gift, the department or other unit must accept responsibility for providing such additional funds as may be necessary for the faculty member(s) holding the professorship to carry out the intent of the gift.

- (5) Endowment for Faculty Fellows. Faculty fellows require a minimum of \$500,000 in permanent endowment or a minimum of \$50,000 per year of expendable funds for a period of years. Generally, these funds are used to supplement a professor's salary, to provide stipends and support for fellowships, or to cover expenses incurred in a lecture series. In situations where sufficient funding is available, more than one faculty fellow may be supported with the income stream, assuming the original intent of the gift is maintained.
 - (6) Other Named Endowments and Awards. Lectureships, fellowships, scholarships, or other named awards title may be used for gifts of less than \$500,000 in permanent endowment or \$50,000 a year for a period of years. A minimum award in this category would provide at least \$1,000 per year for ten years.
- (d) Donor Support.
- (1) Accepting Donor Support. The University shall be the sole judge of the qualifications of candidates for lectureships, fellowships, professorships, and chairs. However, this does not preclude accepting support for a named chair or professorship for a particular University professor when this appointment has been approved by the department, the college, and the senior vice president for academic affairs and provost.
 - (2) Coordination With Foundation. All contracts, proposals, and negotiations shall be coordinated with the Foundation to ensure that there is no conflict with other donor/proposal contracts and that the proposal is in compliance with all applicable policies.
 - (3) Coordination Between Fund-Raising and Academic Units. Fund-raising units and academic units involved in preparing proposals and cultivating prospective donors shall work closely together to ensure that all parties agree as to how the donation is applied. Insofar as possible, non-salary supplement awards recognizing a particular merit or achievement shall be established as tax-exempt prizes. The minimum levels specified in this policy shall be reviewed at least every five years to determine whether these levels can sustain salary support and the costs associated with professorships or chairs.

ARTICLE 3 ALL-UNIVERSITY HONORS AND AWARDS

All-University honors and awards are recommended to the president and the Board by the Honors Committee. The Honors Committee establishes procedures for nominations and solicits, reviews, and recommends nominations for all-University honors and awards for the University system.

Subd. 1. Honorary Degrees. The award of honorary degrees by a university is an extension of its role as the unique institution in society devoted to the discovery, transmission, and preservation of knowledge. The honorary degree is the highest award granted by the University and constitutes recognition of distinctive achievement that has added materially to knowledge and to the betterment of society.

- (a) Approval. The Board approves this award.
- (b) Management. The Honors Committee manages this award process and submits recommendations to the president. The president recommends awards to the Board.
- (c) Provisions.
 - (1) Selection Criteria and Degree Titles. An honorary degree may be awarded to an individual who has achieved acknowledged eminence in cultural affairs (Doctor of Humane Letters), public service (Doctor of Laws), or a field of knowledge and scholarship (Doctor of Science). The University honors qualified persons within the academic community and other arenas, such as public service or enterprise. Persons receiving honorary degrees need not have received their education at, or have been otherwise associated with, the University. Honorary degrees shall not be awarded solely to encourage or reward contributions to the University.
 - (2) Public Recognition. The awarding of honorary degrees is an event at which achievement is celebrated and given public recognition. It is customary to award several honorary degrees each year.

Subd. 2. Outstanding Achievement Awards. Outstanding Achievement Awards may be granted to former students of the University who have attained unusual distinction in their chosen fields, professions, or public service, and who have demonstrated outstanding achievement and leadership on a community, state, national, or international level. Education at the University should represent a significant portion of a candidate's total education.

- (a) Approval. The Board approves this award.
- (b) Management. The Honors Committee manages this award process and submits recommendations to the president. The president recommends awards to the Board.

Subd. 3. Awards of Distinction. The Award of Distinction may be granted to individuals who are not or who have not been a student or employee of the University in recognition of distinction in their field, profession, and/or public or volunteer service.

- (a) Approval. The Board approves this award.
- (b) Management. The Honors Committee manages this award process and submits recommendations to the president. The president recommends awards to the Board.

Subd. 4. Alumni Service Awards. The Alumni Service Award may be granted to former students in recognition of volunteer service to the University; its schools, colleges, departments, or faculty; or to the University of Minnesota Twin Cities Alumni Association (Alumni Association) or any of its constituent groups.

- (a) Approval. The Board approves this award.
- (b) Management. The Alumni Association manages this award process. Nominations are submitted to the executive director of the Alumni Association. After review by the Alumni Association's Alumni Honors Committee, a recommendation is forwarded to the Honors Committee, which then forwards a recommendation to the president. The president recommends awards to the Board.

Subd. 5. Naming of Buildings, Grounds, Structures, or Areas. University buildings, grounds, structures, or areas may be named to honor an individual or individuals or to recognize the financial contributions of an individual, corporation, or other entity. Since a naming forges a close link between the named individual or entity and the University, it is of special importance that the history, behavior, and reputation of the named individual or entity are consistent with the values for which the University stands.

- (a) Approval. The Board reserves to itself authority to name, rename, or revoke the naming of buildings, grounds, structures, or areas.
- (b) Management. The Board Office manages the process for the naming for past presidents. The Honors Committee manages the process for all other namings and submits recommendations to the president. The president recommends awards to the Board.
- (c) Procedures. The Board Office shall maintain procedures to implement Article 3, Subd. 5, of this policy.
- (d) Provisions.
 - (1) Naming Criteria. The naming of buildings as *hall* or *library* is limited to the names of persons who have had an association with the University and who have achieved prominence in a field of endeavor. A building may be named for a person still living who has left the service of the University.
 - (2) Naming for Past Presidents. The University traditionally names buildings for past presidents. The chair of the Board convenes a committee with representatives from the Board, the Faculty Consultative Committee, and the Honors Committee to develop a recommendation for Board action. Consideration of a naming shall take place after a president's association with the University has ended, usually between one and five years following service.
 - (3) Naming for Significant Financial Contribution. A building, separate parts of a building, grounds, structures, or areas also may be named for a donor, corporation, or other entity whose gift or sponsorship has significantly financed its acquisition, construction, or renovation. In order to ensure consistency in the size of gifts or sponsorships relative to the

overall significance of the building or its parts, grounds, structures, or area to be named, the University and the Foundation shall maintain guidelines to implement this policy.

ARTICLE 4 REGENTS AWARDS

Subd. 1. Regents Award. The Regents Award may be granted to individuals who have performed exceptionally valuable and meritorious service to the University or contributed to the building and development of the University through significant benefactions. Candidacy is not limited to graduates or former students of the University.

- (a) Approval. The Regents Award Nominating Committee approves this award.
- (b) Management. The Board Office manages this award process. A Regents Award Nominating Committee reviews nominations and selects recipients of the Regents Award. The committee shall include three members of the Board appointed by the chair of the Board, the president, the senior vice president for academic affairs and provost, and the chair of the Senate Consultative Committee. The president of the Foundation shall serve as an ex officio member.

Subd. 2. Certificate of Outstanding Merit. The Certificate of Outstanding Merit is given to an individual or group of individuals in the University in recognition of outstanding community service.

- (a) Approval. The chair of the Board approves this award.
- (b) Management. The Board Office manages this award process.

Subd. 3. Certificate of Recognition. The Certificate of Recognition recognizes significant achievement by members of the University community who have attained unusual distinction in a field of knowledge and scholarship.

- (a) Approval. The chair of the Board approves this award.
- (b) Management. The Board Office manages this award process.

Subd. 4. Distinguished International Service Award. The Distinguished International Service Award recognizes distinguished foreign dignitaries visiting the University.

- (a) Approval. The chair of the Board approves this award.
- (b) Management. The Board Office manages this award process.

Subd. 5. Regent Emeritus Title. Regents are awarded the title of *Regent Emeritus* upon their retirement from the Board.

Subd. 6. President Emeritus Title. The title of *President Emeritus* may be bestowed upon a president who has completed service as president of the University.

- (a) Approval. The chair of the Board approves the awarding of the title of *President Emeritus*.
- (b) Management. The Board Office manages this award process.

ARTICLE 5
OTHER UNIVERSITY AWARDS

Subd. 1. Josie R. Johnson Human Rights and Social Justice Award. The Josie R. Johnson Human Rights and Social Justice Award recognizes individuals who, through their principles and practices, exemplify a high standard of excellence in creating respectful and inclusive learning and working environments. Recipients must have made outstanding contributions to the promotion of human rights and social justice within the University community. At least one faculty or staff member and one student shall receive this award each year.

- (a) Approval. The Josie R. Johnson Human Rights and Social Justice Award Selection Committee approves this award.
- (b) Management. The Office of Multicultural and Academic Affairs manages this award process.

Subd. 2. Outstanding Community Service Award. The Outstanding Community Service Award recognizes the outstanding contributions and accomplishments of faculty, staff, or community members who have made substantial, enduring contributions to the community and improved public life and the well being of society. Such contributions and accomplishments must result in long-term and lasting changes for the public good and demonstrate an unusual commitment to the University and the larger Minnesota community.

- (a) Approval. The senior vice president for system administration approves this award, upon recommendation of a selection committee appointed by the Council on Public Engagement.
- (b) Management. The Office of the Senior Vice President for System Administration manages this award process.

Subd. 3. President's Award for Outstanding Service. The President's Award for Outstanding Service recognizes exceptional service to the University and its schools, colleges, departments, and service units by any active or retired member of the faculty or staff. Such service must go well beyond the regular duties of a faculty or staff member and must demonstrate unusual commitment to the University community.

- (a) Approval. The president approves this award, upon recommendation of the President's Award for Outstanding Service Committee.
- (b) Management. The Office of the President manages this award process.

Subd. 4. John Tate Awards for Excellence in Undergraduate Advising. The John Tate Awards for Excellence in Undergraduate Advising recognize and reward outstanding academic advising and call attention

to the contributions that academic advising makes in helping students formulate and achieve intellectual, career, and personal goals.

- (a) Approval. The vice provost for undergraduate education approves this award, upon recommendation of a committee appointed by the vice provost for undergraduate education.
- (b) Management. The Office of the Senior Vice President for Academic Affairs and Provost manages this award process.

Subd. 5. McKnight Presidential Leadership Chairs. The McKnight Presidential Leadership Chair recognizes the contributions of University deans and executive officers for their extraordinary scholarly achievements and for their role as respected leaders and mentors. Recipients are chosen for their leadership qualities at the University, their ability to inspire others in their work, and their commitment to advancing the University's priorities and establishing the University as a world-class institution of research and learning. The designation of *McKnight Presidential Leadership Chair* is held by recipients for a minimum of 5 years, with the option of renewal by the president.

- (a) Approval. The president approves this award, in consultation with the senior vice presidents.
- (b) Management. The Office of the President manages this award process.

Subd. 6. Naming of Separate Building Parts. Separate names may be given to separate parts of a building already named for another individual.

- (a) Approval. An independent committee approves this award.
- (b) Management. An independent committee manages this award process.

Subd. 7. Certificate of Appreciation. The Certificate of Appreciation may be awarded to any person for contributions or services at the collegiate or all-University level.

- (a) Approval. The relevant unit approves this award.
- (b) Management. The relevant unit manages this award process.

Subd. 8. Departmental Chairs. Departmental chairs may be named to honor an individual.

- (a) Approval. The president or delegate approves this award, with the concurrence of the faculty.
- (b) Management. The relevant unit manages this award process.

Subd. 9. Teaching Awards. Some individual collegiate units recognize teaching excellence.

- (a) Approval. Relevant collegiate units approve this award.
- (b) Management. Relevant collegiate units manage this award process.

- d) Approval of a resolution relating to the Collective Bargaining Agreement with Teamsters Local Union 320, as follows:

WHEREAS the parties have met and negotiated over the course of the past few months and have reached agreement regarding terms and conditions of employment regarding the employees of this bargaining unit (a complete copy of which is available in the Board of Regents Office);

WHEREAS, the Teamsters Local Union 320 has ratified acceptance of this agreement; and

WHEREAS, according to the Board of Regents Policy: *Board Operations and Agenda Guidelines*, approval of labor agreements by the Board of Regents is required;

NOW, THEREFORE, BE IT RESOLVED, that on the recommendation of the President, the Board of Regents approves this labor agreement as outlined in the docket for November 10, 2005.

The Board of Regents voted unanimously to approve the recommendations of the Faculty, Staff, & Student Affairs Committee.

Bohnsack reported that the committee also reviewed a proposed Board of Regents Policy: *Employee Group Definition*, reviewed the Staff and Faculty Diversity Report, and reviewed a number of information items as described in the docket materials.

REPORT OF THE FINANCE & OPERATIONS COMMITTEE

Regent Allen, Chair of the committee, reported that the committee did not meet this month.

REPORT OF THE LITIGATION REVIEW COMMITTEE

Regent Berman, Chair of the committee, reported that the committee met on Thursday, November 10, 2005 to discuss attorney-client privileged matters and that no actions were taken at the meeting.

The meeting adjourned at 5:06 p.m.

ANN D. CIESLAK
Executive Director and
Corporate Secretary