

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Wednesday, July 11, 2007

2:45 - 4:00 p.m.

600 McNamara Alumni Center, Boardroom

Board Members

Patricia Simmons, Chair
Clyde Allen, Vice Chair
Anthony Baraga
Dallas Bohnsack
Maureen Cisneros
Linda Cohen
John Frobenius
Venora Hung
Steven Hunter
Dean Johnson
David Larson
David Metzen

AGENDA

1. Recognitions - C. Carrier (pp. 2-3)
 - A. Civil Service Committee Chair
 - B. Council of Academic Professionals & Administrators Chair
2. Approval of Minutes - Action - P. Simmons
3. Report of the President - R. Bruininks
4. Report of the Chair - P. Simmons
5. Receive and File Reports (pp. 4-16)
 - A. Civil Service Committee Report
 - B. Council of Academic Professionals & Administrators Report
6. Report of the All-University Honors Committee - Action - R. Bruininks (p. 17)
7. Gifts - Review/Action - R. Bruininks (pp. 18-26)
8. Board of Regents Policy Report - P. Simmons (pp. 27-30)
9. State & Federal Relations Update - R. Bruininks/D. Peterson (p. 31)
10. Report of the Faculty, Staff & Student Affairs Committee - J. Frobenius
11. Report of the Finance & Operations Committee - S. Hunter
12. Report of the Educational Planning & Policy Committee - D. Larson
13. Report of the Facilities Committee - D. Metzen
14. Report of the Audit Committee - L. Cohen
15. Report of the Litigation Review Committee - A. Baraga
16. Old Business
17. New Business
18. Adjournment



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Board of Regents

July 11, 2007

Agenda Item: Recognitions: Civil Service Committee Chair

review review/action action discussion

Presenters: Vice President Carol Carrier

Purpose:

To recognize the chair of the Civil Service Committee before the Board of Regents and the University community.

Outline of Key Points/Policy Issues:

Background Information:



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Board of Regents

July 11, 2007

Agenda Item: Recognitions: Council of Academic Professionals and Administrators Chair

review review/action action discussion

Presenters: Vice President Carol Carrier

Purpose:

To recognize the chair of the Council of Academic Professionals and Administrators before the Board of Regents and the University community.

Outline of Key Points/Policy Issues:

Background Information:



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Board of Regents

July 11, 2007

Agenda Item: Receive and File Reports

review review/action action discussion

Presenters: Regent Patricia Simmons

Purpose:

policy background/context oversight strategic positioning

Outline of Key Points/Policy Issues:

Background Information:

There are two items for receipt and filing:

- A. Civil Service Committee Report
- B. Council of Academic Professionals & Administrators Report

CIVIL SERVICE COMMITTEE 2006-07 ANNUAL REPORT

The Civil Service Committee (CSC) started the business year with an all-day retreat in July 2006 at the Continuing Education Conference Center on the St. Paul campus. The 18-member committee represents the needs of about 4800 employees University-wide. The committee's work is divided into eight subcommittees. Chairs for each subcommittee were identified at the retreat and goals set. Highlights from the 2006-07 subcommittees include:

- The Compensation Subcommittee clarified language for the Job Evaluation Questionnaire (JEQ) and Job Review Questionnaire (JRQ) appeals process to make it clearer to employees and supervisors. With the Office of Human Resources, they reviewed the engineering, research compliance specialist, administrative director, and housing specialist job classifications.
- The CSC wrote a proposal for an increase in professional development funds available to civil service employees. We currently distribute \$2,000 per year for professional development. Our proposal would increase funding to \$10,000 by 2010.
- The vice chair convened civil service Senators to the University Senate and Civil Service Senate Delegation representatives to begin a communications process that will benefit all civil service employees.
- The Senate and Delegation Subcommittee filled seats on University Senate Boards and Committees. We now have 33 civil service employees in these positions, including representation on the Senate Retirement Committee. We also have membership on the Legislative Network's grassroots committee.
- The Rules Subcommittee, in collaboration with the Office of Human Resources, revised language in the Civil Service Rules Book in preparation for fall 2007 hearings. Thanks to the employees who sent suggestions for possible rule language changes.
- A number of employee advocacy issues were addressed.
- We continue to monitor performance management and merit issues and the Minnesota State Retirement System (MSRS) Post Retirement Fund.
- We began meeting with representatives of the Office of Human Resources on a broad review of civil service compensation and classification systems. Work will begin this summer.

This year our monthly meeting guests included President Bruininks who visited twice, and Vice President for Human Resources Carol Carrier. Their visits are part of our continuing effort to understand University-wide issues of importance to civil service employees. We also invited other guests to update the committee on such issues as the EFS Project by Carolie Carlson, the Administrative Task Force by Vice President Kathleen O'Brien, the legislative request by Associate Vice President Donna Peterson, the legislative network by Amy Reasoner, the role of the Office of University Women by Claire Walter-Marchetti, the master planning process by Leslie Kruger, new directions for U Wellness by Murray Harber, and the TIAA-CREF decision by Jackie Singer.

The new Vice President for University Relations, Karen Himle, was introduced to the committee, and she offered her department's help with our communications strategy. We held our September meeting in Duluth and were greeted by Chancellor Martin and Vice Chancellor Fox, who talked about the importance of civil service employees to the Duluth campus. The information received at these meetings better prepared the Civil Service Committee to respond to our constituents' questions.

The Civil Service Committee worked closely with the Office of Human Resources on a variety of projects and appreciates the cooperative and productive nature of our interactions. Thanks to Mary Luther, Susan Rafferty, Patti Dion, Nancy Lamers and Linda Bjornberg.

Subcommittee Reports:

Advocacy—chairs Rick Densmore and Susan Cable

As the committee becomes more visible to civil service employees, our role as advocates for civil service employment issues increases. Issues that we dealt with this year included CSC Rules compliance; grievance issues—many regarding re-structuring of Facilities Management; concerns about use of regents scholarships and time away from the office; lay-offs; compensation issues and job evaluation questioner (JEQ) results; concern that reassignment of duties resulting from a “whistle-blower” report. We listened, provided resources and coordinated appeals.

Communication & Public Relations—chairs Heather Powell and Linda Olcott

In addition to reworking the CSC web site and our monthly communications with employees in our e-InTouch publication, we tried to align our seven *Brief* stories with initiatives coming out of the subcommittees.

Compensation—chair Katy Olson

In addition to working on the JEQ/JRQ process revision and changes to classifications, the compensation subcommittee continued to strengthen the relationship with the Office of Human Resources (OHR).

- Pay Plan—The subcommittee and OHR discussed the wording and implementation of the pay plan, and OHR agreed to provide the CSC with draft pay plan language no later than November 15 of each year. This timing will allow for a better pay plan discussion.
- Merit Plan—Concerns were raised during the pay plan discussion about implementation dates for merit pay programs. There are approximately ten departments using merit plans with civil service employees, and that number is growing. An agreement was reached with OHR that all initial implementation dates will start at the beginning of the fiscal year. Changes to existing departmental merit programs are acceptable until the end of the first quarter of the fiscal year.
- Performance Management—Compensation subcommittee reviewed and commented on two department changes to performance management forms and processes. Office of Academic Support Resources (formerly the Registrar) and the University Libraries presented updated performance management plans to the committee.

- Facilities Management Transformation–Linda Bjornberg (University Services HR) regularly attended our meetings to deliver updates on the progress of the FM transformation and the processes being followed in achieving FM’s goals and objectives. Her proactive participation with the committee was very positive and shall continue until the transformation is substantially complete.

Benefits–chair Nancy Fulton

One goal of the Benefits Subcommittee is to be involved on University-wide committees that affect civil service benefits. The subcommittee chair attended Benefits Advisory Committee (BAC) meetings and monitored the health care and dental benefits and the life and disability insurance of civil service employees. She updated the committee each month on the BAC meetings. She also reported civil service UPlan member feedback that was received regarding health benefits to the BAC.

The subcommittee chair was appointed to the Senate Retirement Committee to represent civil service employees in voluntary retirement plans.

Legislative–chair Susann Jackson

The Legislative Subcommittee chair represented civil service employees on the Legislative Network Grassroots Committee. Participation in this committee contributes to the goal of promoting civil service involvement in the political process, increasing awareness of the legislative process and building networks of civil service employees by educating and mobilizing employees around the University’s legislative request.

Professional Development–chair Karen Tschida

In addition to writing a 5-year professional development proposal to increase our professional development funds, the subcommittee revised the professional development guidelines. We also closed a long-standing civil service professional development fund at the U Foundation that had \$575.07. We awarded that money to employees for professional development.

Rules–chair Lori Nicol

Besides finalizing revisions to the Civil Service Rules, the subcommittee developed a task spreadsheet to track future revisions of the rules. The subcommittee chair attended the Benefits/Compensation Subcommittee meetings in order to be involved in discussions that involved rules revisions and help to clarify rules questions that arose at the meetings.

Senate and Delegation Vacancies–chair Karen Ellis

The Senate and Delegations Subcommittee coordinates civil service representation on university committees, including maintaining a list of membership; advertising and recruiting for open seats; collecting applications and distributing them to the CSC for action at monthly meetings; recommending appointments; corresponding with applicants, members, committee chairs, and the Senate Office; and asking members to give reports to the CSC.

Civil service employees continued to be active in University-wide governance through participation on Senate committees and boards. Currently, there are 33 seats filled by civil service employees.

Vice Chair report—Cathy Marquardt

In an effort to improve communications between civil service governance groups, the vice chair held three meetings of civil service Senators and civil service Senator Delegation members. This provided an opportunity to talk about relevant issues and to encourage civil service participation. The Senator listserv was initiated to distribute summary reports.

The vice chair participated in New Employee Orientation, with approximately 30 new civil service employees attending each month. The new civil service web site was used as the basis of the orientation to familiarize new employees with this resource.

Other:

Staff Day was held on June 6, 2007. The Civil Service Committee provided financial, planning and staffing support.

A representative from the professional academic and administrative employee group, a member of the graduate and professional student group and a member of the student senate committee were invited to monthly CSC meetings to provide updates to the Civil Service Committee on initiatives coming from their groups.

We elected employees to fill vacant civil service Senator seats. We developed a process for creating a civil service Senator alternate list and for filling mid-year vacancies.

We selected two Civil Service Committee members to attend Board of Regents meetings to report on issues of importance to civil service employees at the monthly CSC meetings.

I would like to thank all members of the Civil Service Committee for their hard work and dedication to serving civil service employees. The CSC members for 2006-07 were Cathy Marquardt, Lori Nicol, Katy Olson, Diane Parker, Heather Powell, Linda Olcott, Karen Tschida, Gary Willhite, Sharon Beckford, Christopher Bucksa, Karen Ellis, Susann Jackson, Karen Lovro, Susan Rose, Nancy Fulton, Susan Cable, and Rick Densmore. You have truly made a difference in the work of the Civil Service Committee and the work life of civil service employees at the University of Minnesota.

The new incoming chair is Cathy Marquardt from the Office of Regulatory Affairs, and incoming vice chair is Susan Cable from the Office of Human Resources. Both are seasoned members of the committee and long-term University employees. They are dedicated and focused employees, and there is no doubt that the CSC will flourish under their leadership.

Thank you to the Board of Regents and President Bruininks for your continued support of the Civil Service Committee.

Respectfully,

Peg Wolff, chair 2006-07

COUNCIL OF ACADEMIC PROFESSIONALS AND ADMINISTRATORS 2006-07 ANNUAL REPORT

Throughout the 2006-2007 academic year, representatives, alternates, and senators of the Council of Academic Professionals and Administrators (CAPA) have demonstrated outstanding leadership and provided exceptional service to the University. Their ongoing dedication, ingenuity, creativity, and resourcefulness serve as valuable assets to the University. CAPA members remain committed to and optimistic about the “Transforming the U” vision and opportunities set forth by President Bruininks and Provost Sullivan. CAPA is prepared to continue providing leadership and service to the University and its professional staff as the University moves toward becoming one of the top public research universities in the world.

GENERAL INFORMATION

CAPA is the governance body that represents and advocates for the University’s professional staff. CAPA includes elected representatives and alternates from collegiate and administrative units and coordinate campuses. CAPA elects 25 senators to the University Senate, including the CAPA chair and vice chair who also sit on the Senate Consultative Committee. CAPA appoints professional staff to several University committees, task forces, and working groups. In addition, CAPA appoints 3 representatives to the Committee on Institutional Cooperation – Academic Staff Professional Council (CIC-ASPC), an association of professional staff councils at CIC institutions.

The Academic Professionals and Administrators (P&A) class currently includes over 4,300 employees working in over 130 very diverse job categories. The many job responsibilities of P&A employees include, but are not limited to, teaching employees and students, conducting research, writing and coordinating research grants, managing departments, advising and recruiting students, directing offices and units, providing legal services, managing finances, coaching sports, counseling employees and students, developing initiatives, analyzing systems, ensuring compliance, promoting gifts and endowments, and reaching out to citizens in Minnesota’s 87 counties. In fact, all of the top University positions, including president, provost, and deans, are P&A appointments, regardless of whether the individual in the position is also faculty.

The following include some of the ways CAPA works on behalf of the University and its P&As:

- Analyze and assist in the development of University policies, especially those that directly affect P&As.
- Communicate regularly with University administrators and leaders of faculty, civil service employees, and student governance bodies and committees and work together to identify and address shared concerns and common goals.
- Advocate to ensure the consideration of P&A perspectives and concerns at all levels of University decision-making.
- Inform P&As of relevant decisions, opportunities, issues, and concerns.
- Ensure appropriate P&A representation on CAPA and in the University Senate (Senate), and on CAPA, Senate, and University committees.

CAPA EXECUTIVE COMMITTEE

Purpose

The purpose of the CAPA Executive Committee is to work on behalf of University P&A staff by providing leadership to CAPA.

The Executive Committee is composed of the Chair, Vice Chair, and the Chairs of each of the four standing committees: 1) Benefits and Compensation, 2) Communications, 3) Professional Development and Recognition, and 4) Representation and Governance. The 2006-07 Chair is Jaki Cottingham-Zierdt (Office of Equal Opportunity and Affirmative Action) and the Vice Chair is Stacy Doepner-Hove (Law School). Pam Stenhjem (College of Education and Human Development) was elected CAPA Chair for 2007-08 and Mary Lager-Hagemeister (Extension Services) was elected Vice Chair.

2006-07 Accomplishments

Accomplishment 1: Executive Committee members worked with University leaders and with members of the P&A Classification and Compensation Working Group (Class and Comp Group) on behalf of professional staff. The Executive Committee communicated on a regular basis with CAPA representatives and senators to ensure they were informed about ongoing strategic positioning transformations and the Class and Comp Group process. This allowed representatives and senators to keep their constituents informed. The chair provided opportunities for several leaders to present at CAPA meetings in order for CAPA representatives to provide timely input on the topics presented. Through regular editions of the *CAPA News*, the chair encouraged all P&As throughout the University to participate actively in both the strategic positioning and Class and Comp Group processes.

Accomplishment 2: The chair worked with the leaders of each of the governance bodies and committees with representatives on the University Senate to address common goals and issues of shared concern. Each of those leaders had opportunities for recurring time on CAPA's meeting agenda to provide updates on their respective governance body and/or committee. In turn, Executive Committee members provided CAPA updates at meetings of those governance bodies and committees.

Accomplishment 3: The Executive Committee directed, authorized, and assisted in the development of a CAPA survey to identify professional staff responsibilities, contributions, accomplishments, and credentials. The development and implementation of this survey was in response to concerns regarding current measurement plans which focus primarily on faculty and student data and which largely exclude collection of data reflecting University staff responsibilities, contributions, accomplishments, and credentials. CAPA believes that collecting this information is an important value-added contribution to the *Transforming the U* initiative and that, if acknowledged and published along with the faculty and student data, this information could be of immense benefit to the University in achieving its aspirational goals. Approximately 2000 of the over 4300 P&A employees responded to this survey, and 1900 (~44%) completed the survey. Many respondents reported that they were excited to provide information about what they do and what they've accomplished. The preliminary report demonstrates the incredible breadth and depth of P&A contributions in all aspects of the University's mission. When the full report is completed, CAPA

will share it with all P&A employees and appropriate University administrators. It will also be available on the CAPA website.

Accomplishment 4: The Executive Committee authorized and assisted in the development of a CAPA communications audit to assess the effectiveness of the current efforts in providing clear, relevant, and timely communication to all P&As. While many improvements have been implemented this year, the audit provided important information that will help the 2007-08 Executive Committee in its planning.

Accomplishment 5: The Executive Committee authorized and provided support for the CAPA Forum and the Annual P&A Recognition event; and authorized and coordinated the work of the CAPA Committees. The separate accomplishments of each committee are reported below.

Accomplishment 6: The Executive Committee continued to provide leadership in the still-evolving model for the restructured University Senate. In addition, the Executive Committee encouraged all new and returning CAPA senators to participate in the informational and training sessions provided by the Senate Office.

Accomplishment 7: The chair planned the 2006-07 CAPA Annual Retreat for new and returning representatives, alternates, and senators; set the agenda for regular and special meetings; kept P&A staff informed of CAPA activities and decisions as well as other issues; and, with the vice chair, managed the CAPA budget. Spending was within the budgeted amount and consistent with University policies.

Accomplishment 8: The Executive Committee authorized participation in and appointed representatives to the CIC-ASPC. CAPA will share the survey process and results with its CIC-ASPC colleagues at other institutions, many of who are interested in assessing professional staff contributions at their institutions.

CAPA BENEFITS and COMPENSATION COMMITTEE

Purpose

The purpose of the CAPA Benefits and Compensation (B&C) Committee is to consider issues and advocate to improve policies related to the benefits and compensation of University P&A staff.

The B&C Committee is composed of the Chair, CAPA representatives, and alternates, and other interested P&A staff. The 2006-07 B&C Chair is Frank Douma (Humphrey Institute). Bill Roberts (University Services) was elected B&C Chair for 2007-08.

2006-07 Accomplishments

Accomplishment 1: B&C reviewed and worked with members of the Benefits Advisory Committee, the Retirement and Retirement Fiduciary Committees, and the Office of Human Resources (OHR) on the following Board of Regents policies prior to their passage this year:

- Employee Health Benefits Policy
- Employee Recruitment and Retention Policy
- Employee Work-Life and Personal Leaves Policy

- Employee Compensation and Recognition Policy
- Employee Performance Management Policy

Accomplishment 2: B&C worked with OHR staff on the following specific and framework administrative policies through review, comment, and advocacy on behalf of P&A staff:

- Bereavement Leave Policy
- Disability Leave Policy
- Medical Leave Policy
- Parental Leave Policy
- Personal Leave Policy
- Vacation Leave Policy
- Military Leave Policy
- Public Service (e.g., voting, jury duty)

The Vacation Leave Policy has been a top priority for CAPA throughout 2006-07 and will remain a top priority for 2007-08. As in the past several years, B&C continued to advocate for improved administration of vacation benefits, calling for 24 days per year, with accrual to 48 days. There continues to be support for this position from the Senate Committee on Faculty Affairs (SCFA) in addition to the unified support of CAPA.

Accomplishment 3: The University Senate passed a resolution in favor of tuition benefits for dependents of University employees. As this vote was in direct contrast to a statement from the President that the Central Administration was not in favor of providing this benefit, it appeared that any progress on this matter could stall. B&C developed a resolution calling for continued conversation and consideration of creative solutions, some of which were offered by CAPA, since this was an issue that CAPA had advocated for in the past. CAPA passed the resolution, and the President and SCFA discussed the resolution's suggestions. This effort was a significant contributor to a commitment for further conversation and consideration of offering this benefit in the future.

Accomplishment 4: B&C worked with members of the OHR P&A Classification and Compensation Working Group by providing input and feedback through CAPA representatives, directing P&As to the Class and Comp Group website, and writing an informational article published in the November *Brief*. CAPA representatives on the Class and Comp Group reported preliminary findings at the April and May CAPA meetings.

CAPA COMMUNICATIONS COMMITTEE

Purpose

The purpose of the CAPA Communications Committee (Communications) is to enhance the image of the University's P&A staff by publicizing the work of CAPA and the achievements of P&A staff to all stakeholders.

Communications consists of the Chair, CAPA representatives and alternates, and other interested P&A staff. The 2006-07 Communications Chair is John Borchert (Athletics), who was re-elected Chair for 2007-08.

2006-07 Accomplishments

Accomplishment 1: Communications maintained and improved the CAPA website throughout the year in the following ways:

- Added content that informed P&As about important CAPA events and encouraged their attendance.
- Improved the website's dynamic nature by introducing a CAPA poll, with a series of questions of interest to P&As.
- Reformatted the *CAPA News* newsletter and created independent pages to aggregate all content from each of the sections for consistency and ease of navigation.
- Added a professional development submission tool to aid the Professional Development and Recognition Committee (PD&R) in gathering and disseminating professional development opportunities for P&A staff.

Accomplishment 2: Communications published the monthly *CAPA News*, in cooperation with PD&R.

Accomplishment 3: Communications coordinated the assignment and preparation of CAPA articles that were published monthly in the *Brief*.

Accomplishment 4: Communications managed the CAPA informational segment and presentations at the University's new employee orientations. CAPA was represented at every new employee orientation on the Twin Cities campuses. Communications representatives collected interest forms from new P&A staff and distributed them to the appropriate CAPA representatives. CAPA representatives then followed through with their constituents regarding how to get involved in CAPA and related activities.

Accomplishment 5: Communications updated the orientation PowerPoint presentation for use by CAPA representatives and alternates on all campuses.

Accomplishment 6: Communications created a Breeze presentation of employee orientation information, which will be posted soon on the CAPA website.

CAPA PROFESSIONAL DEVELOPMENT and RECOGNITION COMMITTEE

Purpose

The purpose of the CAPA Professional Development and Recognition (PD&R) Committee is to sponsor new and promote existing development activities, and recognize the contributions of P&A staff and units that demonstrate exemplary practices with regard to P&A staff.

The PD&R Committee is composed of the Chair, CAPA representatives and alternates, and other interested P&A staff. The 2006-07 PD&R Chair is Pam Stenhjem (College of Education and Human Development), who was elected CAPA Chair for 2007-08. Ingrid Nuttall (Office of the Senior Vice President for Academic Affairs and Provost,) was elected Chair for 2007-08.

2006-07 Accomplishments

Accomplishment 1: PD&R, with assistance from CAPA representatives, Executive Committee, and P&A volunteers, developed a comprehensive survey outlining the responsibilities, contributions, accomplishments, and credentials of P&A employees. The survey was launched in mid-May and, in spite of a few initial glitches, as of its June 8 close date there were over 2000 responses, with 1900 (approximately 44%) of the University's P&As completing the survey. Feedback was generally very positive and many P&As thanked CAPA for asking them about their work. Additional feedback will help PD&R improve future surveys. A preliminary report was presented at the June CAPA meeting. When completed, the final report will be distributed to P&As, entered on the CAPA website, and shared with appropriate University administrators.

Accomplishment 2: PD&R members reviewed and updated the Outstanding Unit Award criteria and judging process, and worked with the Communications chair to create an on-line nomination form. The new criteria more accurately support the award's purpose, i.e., to recognize units for their exemplary support of P&A staff and acknowledge the work of P&A staff members within the units who have made distinguished contributions to the mission of their unit and the University. The on-line process ensures consistent nomination formats and provides a more efficient way to review nominations. The newly developed rating form improves the fairness, efficiency, and consistency of the judging process. PD&R also recommended an increase in the award amount to \$1,000 and expanded the permissible use to include "unit-centered, P&A professional development activity." CAPA approved these changes. The Department of Post Secondary Teaching and Learning will be receiving the 2006-07 Outstanding Unit Award.

Accomplishment 3: PD&R organized and coordinated CAPA's 2006-07 Annual Spring Recognition Event, which was held at the Ted Mann Concert Hall. One-hundred seventy P&As attended the April 20 event, enjoying good food, great networking opportunities, and a beautiful location. Several attendees said it was their first CAPA event, and they loved it. This was the second consecutive year of attendance greater than previous years, indicating an increasing P&A connection with CAPA.

Accomplishment 4: PD&R presented a CAPA Outstanding Service Award to Jaki Cottingham-Zierdt and Certificates of Appreciation to Ingrid Nuttall, Barbara Van Drasak, and Sara Balick.

Accomplishment 5: PD&R produced the monthly *CAPA News* newsletter highlighting important issues, development opportunities, P&A achievements, and staff spotlights, and collaborated with Communications to format and disseminate the newsletter electronically.

Accomplishment 6: PD&R worked with Communications to develop a submit page on the CAPA website in order to allow P&A employees to share resources and professional development opportunities with other P&A employees.

CAPA REPRESENTATION and GOVERNANCE COMMITTEE

Purpose

The purpose of the CAPA Representation and Governance (R&G) Committee is to assist CAPA members with governance activities within CAPA and to promote representation of P&A staff within University governance.

The R&G Committee is composed of the Chair, CAPA representatives and alternates, and other interested P&A staff. The 2006-07 R&G Chair is David Bernstein (College of Liberal Arts), who was re-elected Chair for 2007-08.

2006-07 Accomplishments

Accomplishment 1: R&G's major accomplishment this year was simplifying the CAPA Constitution and Bylaws by creating a new Policy and Procedures Manual (Manual). Many of the procedural details and minor questions of policy formerly found in the Constitution or Bylaws have been moved to the Manual, making the Constitution and Bylaws simpler and more focused on the fundamental principals and policies of governance. All three governance documents require the approval of CAPA to amend or change, but in creating the Manual, R&G adhered to the principle that the Constitution is the most fundamental and so most difficult to amend, the Bylaws are next in both how fundamental and how difficult to change, and the Manual is the most detailed, least fundamental, and easiest to change of the three. This will allow CAPA to respond more quickly and flexibly to the kinds of changes in governance and issues surrounding governance that have accompanied the changes brought by strategic positioning and other organizational transformations within the University.

Accomplishment 2: R&G took the following specific actions to address concerns in achieving full unit-level representation:

- Improved the system for recording and maintaining a current database of all CAPA representatives, alternates, and senators.
- Improved the system for determining which UM Reports units and subunits make up each CAPA representation unit.
- Standardized the procedure for using UM Reports to generate a current count and contact list of constituents in each CAPA unit.
- Recommended that the College of Education and Human Development be allowed two CAPA representatives and up to two alternates, to account for their increased size and the diversity of P&A positions as a result of strategic positioning.
- Started an adopt-a-unit project in which R&G members adopted one or more of the unrepresented units and established firm contacts with at least one P&A in those units to help organize elections. As a result, most of the units either currently have an elected representative or are in the process of organizing elections with R&G assistance.
- Increased the number of elected alternates, urging units that lack alternates or those with appointed alternates to elect an alternate during this election cycle.

Accomplishment 3: R&G organized the 2007 CAPA Winter Senate Forum on February 20, held at the Campus Club, to address P&A involvement in the reorganized University Senate. Several CAPA and non-CAPA P&A senators and P&As on Senate committees attended the forum. Attendees spoke of the need to maintain a visible presence for P&As in Senate governance; to advocate for P&A voice in all issues affecting the class, including those that fall under the Faculty Senate's mandate; and to coordinate with other P&As involved in governance. CAPA committed to addressing the issues raised in order to increase the effectiveness of P&A representation in the University Senate.

Accomplishment 4: R&G sponsored pre-Senate meetings for CAPA senators prior to two of the Senate meetings to discuss issues of concern to P&As that were on the Senate meeting agenda.

Accomplishment 5: R&G conducted elections for CAPA officers and CAPA senators. The new officers are listed above under their respective committees. The new CAPA senators are as follows: David Bernstein and Mary Hoepfner (both one-year interim terms); Susan Doerr (two-year interim term); and Elaine Challacombe, Jaki Cottingham-Zierdt, William Craig, Frank Douma, Kirsten Jansen, Caroline Rosen, and Kendra Weber (three-year terms).

Annual Report Summary

In closing, the University cannot achieve its aspirational goals without the expertise, knowledge, skill, and contributions of P&A staff. Professional staff provide the infrastructure necessary for faculty to achieve their potential, students to accomplish their goals, the University to fulfill its land grant mission, and Minnesotans to reap the benefits of their investment and support. Professional staff at the University of Minnesota are dedicated to ensuring that the University is an international leader in research, teaching and learning, and service. To accomplish those goals, staff also must be valued highly, treated respectfully, and fully engaged. All too often, CAPA members hear of bright, talented, and committed P&As choosing to leave the University because of dysfunctional or unsupportive workplace environments. This is unacceptable. Regent Larson spoke well and accurately when in a recent committee meeting he said that the difference between employees who were only partially engaged and those who were very engaged was the person in the corner office. Other staff with multiple degrees and expertise report that they are willing and eager to do more, but don't have the opportunity to do so. To succeed at the highest level, the University can't afford to lose or underutilize the expertise, intelligence, and talent of P&As who have demonstrated commitment and are willing and eager to contribute to the mission. The University must pay equal attention to and invest equal resources in recruiting, retaining, and developing all those through whom it accomplishes its mission, i.e., staff as well as faculty and students. To this end, CAPA acknowledges a few exciting new initiatives Vice President Carol Carrier and her P&A staff are implementing, including the new Employee On-boarding Program Manager position and new leadership development programming. CAPA is proud and honored to serve the University and its professional staff at this exciting time.



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Board of Regents

July 11, 2007

Agenda Item: Report of the All-University Honors Committee

review review/action action discussion

Presenters: President Robert H. Bruininks

Purpose:

policy background/context oversight strategic positioning

To adopt the recommendation endorsed by President Robert H. Bruininks and the All-University Honors Committee.

Outline of Key Points/Policy Issues:

Background Information:

The recommendation was forwarded in a letter dated June 27, 2007, from President Robert H. Bruininks to members of the Board of Regents.

President's Recommendation for Action:

The President recommends that the Board of Regents adopt the report of the All-University Honors Committee.



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Board of Regents

July 11, 2007

Agenda Item: Gifts

review review/action action discussion

Presenters: President Robert H. Bruininks

Purpose:

policy background/context oversight strategic positioning

Outline of Key Points/Policy Issues:

Background Information:

President's Recommendation for Action:

The President recommends that the Summary Report of Gifts to the University of Minnesota through May 2007 are hereby approved.

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

July 11, 2007 Regents Meeting

	<u>May</u>		<u>Year-to-Date</u>	
	<u>2007</u>	<u>2006</u>	<u>07/01/06 05/31/07</u>	<u>07/01/05 05/31/06</u>
U of M Gift Receiving	\$ 43,567	\$ 20,776	\$ 1,007,501	\$ 1,388,259
4-H Foundation	128,015	63,971	2,039,674	940,544
Arboretum Foundation	554,389	466,695	4,448,147	4,927,194
MN Medical Foundation	3,209,908	4,069,425	55,098,317	49,572,099
University of Minnesota Foundation	<u>10,097,544</u>	<u>9,141,588</u>	<u>137,820,959</u>	<u>106,290,932</u>
Total Gift Activity	<u><u>\$14,033,423</u></u>	<u><u>\$13,762,455</u></u>	<u><u>\$200,414,598</u></u>	<u><u>\$ 163,119,028</u></u>

*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 in May 2007

<u>Donor</u>	<u>Rec'd by</u>	<u>Gift/Pledge</u>	<u>Purpose of gift</u>
<u>\$1 Million and Over</u>			
Donald V. Hawkins	UMF	Gift	College of Liberal Arts
Brayton D. Naused Unitrust	UMF	Gift	Scholarships
Anonymous	MMF	Pledge	Academic Health Center
<u>\$500,000 - \$1,000,000</u>			
Dr. Wayland E. Noland	UMF	Gift	Institute of Technology
<u>\$250,000 - \$500,000</u>			
Roger M. Nordby	UMF	Gift	Institute of Technology
Travelers Companies Incorporated	UMF	Gift	Carlson School of Management
Wells Fargo Bank NA	UMF/MMF	Gift/Pledge	Carlson School of Management, Pediatrics
<u>\$100,000 - \$250,000</u>			
US Bancorp Foundation	UMF	Pledge	Carlson School of Management
Eleanor H. Spicola	MMF	Gift	Academic Health Center
Stephanie R. Boddy Estate	UMF	Gift	College of Veterinary Medicine, Scholarships
Masonic Cancer Center Fund Incorporated	MMF	Gift	Medicine
The Minneapolis Foundation	MMF	Gift	Diabetes Institute for Immunology and Transplantation, Scholarships
Gary C. and JoAnn Fink	UMF	Gift/Pledge	Department of Intercollegiate Athletics, Weisman Art Museum
Celladon Corporation	MMF	Pledge	Biochemistry, Molecular Biology and Biophysics
Margaret and Angus Wurtele Foundation of the Minneapolis Foundation	UMF	Gift	Weisman Art Museum
Raymond J. Tarleton	UMF	Gift	College of Liberal Arts
The Phileona Foundation	UMF	Gift	College of Veterinary Medicine
Ecolab Foundation	UMF	Gift	Carlson School of Management
Alfred W. Erickson Foundation	UMF	Pledge	Law School
Ernst and Young LLP	UMF	Pledge	Carlson School of Management
Starkey Hearing Foundation	MMF	Gift	International Hearing Foundation

\$50,000 - \$100,000

3M Company	UMF/MMF	Gift	College of Pharmacy, School of Dentistry, Medicine, School of Public Health
Target Corporation	UMF	Gift	College of Design, Humphrey Institute of Public Affairs
Arnold S. Leonard Cancer Research Fund	MMF	Gift	Surgery
Smith and Nephew Incorporated	MMF	Gift	Orthopaedic Surgery
Helen S. Henton Trust	UMF	Gift	Unrestricted
Eleanor L. Zylka	UM	Gift	Minnesota Landscape Arboretum
David and Lucile Packard Foundation	UMF	Pledge	Institute of Technology
Dr. Franklin M. Orr Jr. and Susan P. Orr	UMF	Gift	Institute of Technology
The McKnight Foundation	UMF	Gift	4H Foundation, College of Education and Human Development
Greystone Foundation	UMF	Gift	Weisman Art Museum
Robertet Flavors Incorporated	UMF	Gift	College of Food, Agricultural and Natural Resource Sciences
Alice and Bruce Thomas Charitable Fund	UMF	Gift	College of Education and Human Development
Boston Scientific Corporation	MMF	Gift	Medicine
Carol and Frank Trestman Philanthropic Fund	UMF	Gift	Carlson School of Management
Engine Manufacturers Association	UMF	Gift	Institute of Technology
UOP LLC	UMF	Gift	Institute of Technology

\$25,000 - \$50,000

American Chemistry Council	MMF	Gift	Academic Health Center
Intel Corporation	UMF	Gift	Institute of Technology
Nancy Balaban Estate	UMF	Gift	Unrestricted
Edgar E. Hardy	UMF	Gift	Institute of Technology
Engineering Systems Analysis LLC	UMF	Pledge	Institute of Technology
Jung Hwa Lee	UMF	Gift	Institute of Technology
Transoma Medical Incorporated	MMF	Gift	Medicine
Ruth F. Mitchell Estate	UMF	Gift	College of Education and Human Development
Rosenblum Cellars	MMF	Gift	Pediatrics
Ankeny Family Fund-Minneapolis Foundation	UMF	Gift	Minnesota Landscape Arboretum
Gordon L. Alexander	MMF	Gift	Pediatrics, Scholarships
Securian Trust Company NA	UM	Gift	4H Foundation
Paul M. and Donna J. Floyd	UMF	Gift/Pledge	College of Veterinary Medicine
Richard V. DeLeo	UMF/UM	Gift	Institute of Technology, Minnesota Landscape Arboretum
Minnesota Annual Conference-United Methodist Church	UMF	Gift	College of Food, Agricultural and Natural Resource Sciences
Dr. Jocelyn E. Shaw	UMF	Gift	College of Biological Sciences
Micro Control Company	UMF/MMF	Gift	Institute of Technology, Medicine
Robert O. Sand	UMF	Pledge	University of Minnesota, Duluth

\$25,000 - \$50,000

Myth Nightclub	MMF	Gift	Diabetes Institute for Immunology and Transplantation
3M Foundation Incorporated	UMF	Gift/Pledge	Various Colleges
American Legion and Auxiliary Heart Research Foundation	MMF	Gift	Pediatrics
Gale L. Anderson	UMF	Gift	University of Minnesota, Duluth
Mississippi Flyway Council Incorporated	UMF	Gift	College of Food, Agricultural and Natural Resource Sciences
Anonymous	UMF	Gift	Raptor Center
Brent Blackey and Karen Sallman-Blackey	UMF	Pledge	Carlson School of Management
Daniel F. and Joyce L. Wascoe Jr.	UMF	Pledge	College of Liberal Arts
Dr. James E. and LuAnne J. Gjerset	UMF	Pledge	School of Dentistry
George A. Mairs	UMF	Gift	Humphrey Institute of Public Affairs
Lee B. and Margaret J. Skold	UMF	Pledge	Carlson School of Management
Red Wing Public Schools Foundation	MMF	Gift	Scholarships

\$10,000 - \$25,000

Dr. Marilyn R. DeLong	UMF	Pledge	College of Design
Margaret L. Goodlund	UMF	Gift	School of Dentistry
Cargill Incorporated	UMF	Gift/Pledge	Various Colleges
Marguerite Henry Family Trust	UMF	Gift	College of Education and Human Development
Community Health Charities Minnesota	MMF	Gift	Academic Health Center
Anonymous	UMF	Gift	College of Liberal Arts
Caroline A. Gougeon	MMF	Gift	Pediatrics
Donn P. Barber	UMF	Gift	Carlson School of Management
Honeywell International Incorporated	UM	Gift	Institute of Technology
Marilyn Q. Tickle Bryant	MMF	Gift	Academic Health Center
The Ted and Roberta Mann Foundation	UMF	Gift	College of Liberal Arts
Vance K. Opperman	UMF	Gift	Humphrey Institute of Public Affairs
John J. Plank	MMF	Gift	Medicine, Ophthalmology
Minnesota Community Foundation	MMF	Gift	Scholarships
Minnesota AFL-CIO	UMF	Gift	University of Minnesota, Duluth
Lions Multiple District Hearing Foundation Incorporated	MMF	Gift	Otolaryngology
Information Storage Industry Consortium	UMF	Gift	Institute of Technology
Dwight D. Opperman	UMF	Gift	Department of Intercollegiate Athletics
Various Donors	UMF	Gift	Various Colleges
Lurie Besikof Lapidus and Company LLP	UMF	Pledge	Office of International Programs
Sidney Kaplan	MMF	Gift	Pediatrics
The MacLaurin Institute	MMF	Gift	School of Public Health
Timothy Dove	MMF	Gift	Pediatrics
Helen D. and Alvin Chromy	UM	Gift	Minnesota Landscape Arboretum
Fast Break Club	UMF	Gift	Department of Intercollegiate Athletics
Christopher King	MMF	Gift	Pediatrics

\$10,000 - \$25,000

Kelly J. Doran	MMF	Gift	Pediatrics
Walter H. Judd Fund-Minneapolis Foundation	UMF	Gift	Office of International Programs
William H. Dudley Family Fund-Minneapolis Foundation	UMF	Gift	Carlson School of Management
Wells Fargo Foundation	UMF/UM	Pledge	Various Colleges
Dr. Ethan P. Seltzer and Melanie M. Plaut	UMF	Gift	Carlson School of Management
H. B. Fuller Company	UMF	Gift	Institute of Technology
Federated Mutual Insurance Company	UMF	Gift	Department of Intercollegiate Athletics
Brian M. Waller	UMF	Gift	Department of Intercollegiate Athletics
Kenneth C. Glaser	UMF	Gift	Carlson School of Management, Department of Intercollegiate Athletics
Dr. Ruth G. Thomas	UMF	Gift	College of Education and Human Development
Martha J. Sweeney	UMF	Gift	College of Veterinary Medicine
Amy R. and Philip S. Goldman Foundation	MMF	Gift	Pediatrics
Carlos H. Schenck	MMF	Gift	Scholarships
Darrel J. Rosen	MMF	Gift	Scholarships
Dodge County 4-H Federation	UM	Gift	4H Foundation
Dr. David M. and Jane Remes	UMF	Pledge	School of Dentistry
Dr. Elizabeth S. Blake	UMF	Gift	University of Minnesota, Morris
Gale S. Hamilton	UMF	Gift	College of Food, Agricultural and Natural Resource Sciences
James F. and Sheila M. deJong	UM	Gift	Libraries
James I. and Susan G. Swenson	UMF	Gift	University of Minnesota, Duluth
Jeffrey S. and Roberta L. Carlson	UMF	Gift	University of Minnesota, Duluth
John L. Morgan	UMF	Gift	Department of Intercollegiate Athletics
Judi and Richard A. Huempfer	UMF	Gift	College of Biological Sciences
Kevin A. and Holly K. Dahl	UMF	Pledge	University of Minnesota, Duluth
Marshall BankFirst	MMF	Gift	Pediatrics
Norman A. Cocke	MMF	Gift	Psychiatry
Pipestone County 4-H Leaders Council	UM	Gift	4H Foundation
Roche Laboratories Incorporated	MMF	Gift	Diabetes Institute for Immunology and Transplantation
Rock County 4-H Federation	UM	Gift	4H Foundation
Sherburne County 4-H Federation	UM	Gift	4H Foundation
Stephanie J. Prem and Thomas L. Owens	UMF	Pledge	Weisman Art Museum
SuperValu Foundation	MMF	Gift	Neurology
Terrance E. Swor	UMF	Gift	University of Minnesota, Duluth
US Bank National Association	UMF	Gift	Raptor Center
Verna DeLeo Mallek	UMF	Gift	Academic Health Center

\$5,000 - \$10,000

Janet P. Kampf	UMF	Gift	Law School
Alice Warren Gaarden Fund- Minneapolis Foundation	UMF	Gift	Institute of Technology
Dr. Edward H. Coe Jr.	UMF	Gift	College of Food, Agricultural and Natural Resource Sciences
Deloitte Foundation	UMF	Pledge	Carlson School of Management
Ruth A. Plane Estate	UMF	Gift	Scholarships
Anchor Wall Systems	UMF	Gift	Department of Intercollegiate Athletics
Knutson Construction Services Company	UMF	Gift	Department of Intercollegiate Athletics
Dr. James A. Libby	UMF	Gift	College of Veterinary Medicine
Mitchell McMillen	MMF	Gift	Pediatrics
The James Ford Bell Foundation	UMF	Gift	College of Liberal Arts
Anonymous	UMF	Gift	Department of Intercollegiate Athletics
Arvig Communications Systems	UMF	Gift	Department of Intercollegiate Athletics
Dr. L. David Mech	UMF	Gift	College of Food, Agricultural and Natural Resource Sciences
Mark and Muriel Wexler Foundation	UMF	Gift	College of Liberal Arts, Academic Health Center
Xcel Energy Foundation	UMF	Gift/Pledge	Various Colleges
Dale E. Peterson	UMF	Gift	Department of Intercollegiate Athletics
Pro Staff	UMF	Gift	Department of Intercollegiate Athletics
The Caravan Trust	UMF	Gift	College of Food, Agricultural and Natural Resource Sciences
Newmont Mining Corporation	UMF	Gift	University of Minnesota, Duluth
Barbara Mackey Kaerwer	UMF	Gift	Minnesota Landscape Arboretum
BASF Corporation	UMF	Gift	College of Food, Agricultural and Natural Resource Sciences
Grant Opportunities Fund-The Minneapolis Foundation	UMF	Gift	Office of International Programs
Kelen Family Foundation	UMF	Gift	College of Liberal Arts
Wells Family Foundation Incorporated	UM	Gift	Minnesota Landscape Arboretum
Dr. Angie Rake	UMF	Pledge	School of Dentistry
William T. Keenan III	UMF	Gift	Department of Intercollegiate Athletics
Tapemark Company	UMF	Gift	Department of Intercollegiate Athletics
H. William Walter	UMF	Gift	Department of Intercollegiate Athletics
Joel S. and Sharon Labovitz	UMF	Gift	University of Minnesota, Duluth
Brian J. Reagan	MMF	Gift	Pediatrics
Donald R. and Kristine Elwood	UMF	Gift	Department of Intercollegiate Athletics
Dr. Steven G. Hentges	UMF	Gift	Institute of Technology
Kirk W. Detlefsen	UMF	Gift	Department of Intercollegiate Athletics
Larry A. Zavadil	UMF	Gift	Department of Intercollegiate Athletics
Richard H. Erickson	UMF	Gift	Department of Intercollegiate Athletics
Rosemount Incorporated	UMF	Gift	Department of Intercollegiate Athletics
TCF National Bank Minnesota	UMF	Gift	Department of Intercollegiate Athletics
Ameriprise Financial	UMF	Pledge	Various Colleges
The Valspar Foundation	UM	Gift	Minnesota Landscape Arboretum
Albert T. Annexstad	UMF	Gift	Department of Intercollegiate Athletics
Andrea Hricko Hjelm and Kenneth E. Hjelm	UMF	Gift	Department of Intercollegiate Athletics

\$5,000 - \$10,000

David R. Hubers	UMF	Gift	Department of Intercollegiate Athletics
Valspar Corporation	UMF	Gift	Department of Intercollegiate Athletics
Mark VII Distributors Incorporated	UMF	Gift	Department of Intercollegiate Athletics
Bayer CropScience LP	UMF	Gift	College of Food, Agricultural and Natural Resource Sciences
Cal/West Seeds	UMF	Gift	College of Food, Agricultural and Natural Resource Sciences
Thomas J. Misa	UMF	Gift/Pledge	Institute of Technology
Gail and Robert E. Buuck	UM	Gift	Minnesota Landscape Arboretum
Barna Guzy and Steffen Ltd	UMF	Gift	Department of Intercollegiate Athletics
Flynn Gaskins and Bennett LLP	UMF	Gift	Department of Intercollegiate Athletics
Frank J. Hamel	UMF	Gift	Department of Intercollegiate Athletics
Griggs Cooper and Company	UMF	Gift	Department of Intercollegiate Athletics
Kemps LLC	UMF	Gift	Department of Intercollegiate Athletics
Lyman Lumber Company	UMF	Gift	Department of Intercollegiate Athletics
Old Dutch Foods Incorporated	UMF	Gift	Department of Intercollegiate Athletics
Opus Corporation	UMF	Gift	Department of Intercollegiate Athletics
Piper Jaffray Companies	UMF	Gift	Department of Intercollegiate Athletics
Plastics International	UMF	Gift	Department of Intercollegiate Athletics
Regis Corporation	UMF	Gift	Department of Intercollegiate Athletics
Weber Marketing/Promotions Incorporated	UMF	Gift	Department of Intercollegiate Athletics
Joel D. and Lois A. Maturi	UMF	Gift	Department of Intercollegiate Athletics
Agriliance LLC	UM	Gift	4H Foundation
American Association of Blood Banks	UMF	Gift	Academic Health Center
Andrew and Kathleen Cecere	UMF	Gift	Carlson School of Management
Anne M. Joseph	MMF	Pledge	Academic Health Center
Arlin and Marilyn M. Albrecht	UMF	Gift	Humphrey Institute of Public Affairs
Bailey Nurseries Incorporated	UM	Gift	Minnesota Landscape Arboretum
Bioceuticals Incorporated	MMF	Gift	Otolaryngology
Campbell Foundation	UMF	Gift	Carlson School of Management
Catholic Charities	MMF	Gift	Pediatrics
CHS Foundation	UM	Gift	4H Foundation
CID Incorporated	UMF	Gift	Center for Spirituality and Healing
Colleen M. Hendrickson	UMF	Pledge	Raptor Center
Corporate Express	MMF	Gift	Pediatrics
CSM Investors	MMF	Gift	Diabetes Institute for Immunology and Transplantation
Douglas J. Jones	UMF	Gift	Department of Intercollegiate Athletics
Dr. Lois A. Anselment	UM	Gift	Minnesota Landscape Arboretum
Dr. Victor Morcos	UMF	Pledge	University of Minnesota, Duluth
GM R*Works	MMF	Gift	Pediatrics
Greenspring Media Group	UMF	Gift	College of Design
Intertape Polymer Group	UMF	Gift	College of Food, Agricultural and Natural Resource Sciences
Irene G. Steiner	UM	Gift	Minnesota Landscape Arboretum
Irene M. Ott	UMF	Gift	College of Education and Human Development
Jim Rustad Charitable Fund-Advisor Charitable Gift Fund	UMF	Gift	Weisman Art Museum

\$5,000 - \$10,000

Klas Family Foundation	UMF	Gift	Humphrey Institute of Public Affairs
Marie E. Steiner	MMF	Pledge	Academic Health Center
Medtronic Incorporated	MMF	Gift	Medicine
Nancy L. and Marc E. Rosenberg	UMF	Pledge	Weisman Art Museum
Pfizer Incorporated	MMF	Gift	School of Public Health
Philip H. and Mary Good	UMF	Gift	College of Liberal Arts
Philip Y. Paterson	MMF	Gift	Scholarships
Richard N. and Carol C. Flint Fund- Minneapolis Foundation	UMF	Gift	University of Minnesota, Duluth
Roy R. Ferber	MMF	Gift	Pediatrics
Rural Advantage	UMF	Gift	College of Food, Agricultural and Natural Resource Sciences
Russell Cowles II	UMF	Gift	Raptor Center
Sally Gregory Kohlstedt and David L. Kohlstedt	UMF	Gift/Pledge	Institute of Technology
Sarah J. Andersen	UMF	Pledge	Raptor Center
Smikis Foundation	UMF	Gift	Law School
Steven M. Ray	UMF	Pledge	Raptor Center
Susan J. Platou	UMF	Pledge	Raptor Center
Textron Financial Corporation	MMF	Gift	Neurosurgery
Timothy V. Bergin	UMF	Pledge	University of Minnesota, Duluth
Tom Ryan	UMF	Gift	Department of Intercollegiate Athletics
Validus Consulting Incorporated	MMF	Gift	Pediatrics
Yamamoto Moss Mackenzie	UMF	Gift	Carlson School of Management
Lee B. Skold	UMF	Gift	College of Liberal Arts



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Board of Regents

July 11, 2007

Agenda Item: Board of Regents Policy Report

review review/action action discussion

Presenters: Regent Patricia Simmons

Purpose:

policy background/context oversight strategic positioning

To provide a status report on the comprehensive review of all Board of Regents policies.

Outline of Key Points/Policy Issues:

The attached summary indicates the current status of the comprehensive review. Since 94% of all Board policies have been evaluated, the formal review process is now complete. In the coming months, the remaining policies will be assessed to determine the need for Board review and/or action.

Background Information:

Following adoption of Board of Regents Policy: *Reservation and Delegation of Authority* in April 2001, the Board decided to undertake a comprehensive review of all Board policies.

**Board of Regents
POLICY REVIEW SUMMARY
June 2007**

Policy Type	Policies to be Reviewed	Policy Reviews	Policies Remaining	Notes
	JULY '03	JULY '03 thru JUNE '07	JUNE '07	
Academic	22		2	
		13 completed		
		7 superseded		SUPERSEDED: Conflict of Interest Research Secrecy Outside Affiliations Outside Affiliations: Intercollegiate Athletics Staff Outside Consulting, Service Activities, and Other Work Student Academic Grievance Principal Investigator Eligibility on Sponsored Projects
		2 new policies		NEW: Outside Consulting and Other Commitments Conflict Resolution Process for Student Academic Complaints
Administrative	26		3	
		20 completed		
		3 superseded		SUPERSEDED: Pollution Prevention and Waste Abatement Publication of Investigation Results Student Loans
		9 new policies		NEW: Possession & Carrying of Weapons Use of Royalty Income to Support Technology Commercialization Sustainability & Energy Efficiency Campus & Facility Usage Individual Business or Financial Conflict of Interest Institutional Conflict of Interest Acquiring Controlling Equity Interests in Technology Licensees Professional Services Plan - University of Minnesota College of Pharmacy Associated Organizations
Board Operations	10		0	
		9 completed/1 postponed indefinitely		

**Board of Regents
POLICY REVIEW SUMMARY
June 2007**

Policy Type	Policies to be Reviewed	Policy Reviews	Policies Remaining	
	JULY '03	JULY '03 thru JUNE '07	JUNE '07	Notes
Delegation of Authority	14		0	
		5 completed		
		3 superseded		SUPERSEDED: Asset & Debt Management Sponsored Grants and Contracts Sick Leaves
		6 rescinded		RESCINDED: Academic Personnel Matters Health System Board of Governors Personnel Actions for Civil Service Staff Real Estate Transactions Student Unions Annual Operating Budget Adjustments
Financial	15		2	
		9 completed		
		3 superseded		SUPERSEDED: Building & Facility Usage Debt Guidelines Business Enterprises at the University
		1 rescinded		RESCINDED: Oil & Gas Leases

**Board of Regents
POLICY REVIEW SUMMARY
June 2007**

Policy Type	Policies to be Reviewed	Policy Reviews	Policies Remaining	
	JULY '03	JULY '03 thru JUNE '07	JUNE '07	Notes
Human Resources	30		0	
		9 completed		
		17 superseded		SUPERSEDED: Retirement & Terminal Leaves Unisex Retirement Tables Student Employment as Financial Aid Financial Disclosure for Senior University Officials Academic Professional and Administrative Staff Civil Service Personnel Faculty and Academic Staff Student Employment at the University Administrative Transitional Leaves Faculty Development Leaves Professional and Administrative Staff Development Leaves Regents Scholarship Program Family and Personal Leaves without Pay Military Leave Parental Leave for Academic Employees Sick and Disability Leaves Vacations
		4 rescinded		RESCINDED: Minnesota Extension Service Field Staff Agents Administrative Fringe Benefits Salaries for Administrative Officers Severance for Academic Professional and Administrative Employees
		8 new policies		NEW: Faculty and Staff Retirement Employee Group Definitions Employee Development, Education, and Training Employee Recruitment and Retention Employee Health Benefits Employee Work-Life and Personal Leaves Employee Performance Evaluation and Development Employee Compensation and Recognition
TOTAL	117		7	



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Board of Regents

July 11, 2007

Agenda Item: State and Federal Relations Update

review review/action action discussion

Presenters: President Robert H. Bruininks
Associate Vice President Donna Peterson

Purpose:

policy background/context oversight strategic positioning

To provide the Board of Regents with a summary of the 2007 legislative session and the impact of state and federal issues on the University of Minnesota.

Outline of Key Points/Policy Issues:

Background Information: