
The University Senate

FACULTY • STUDENT • P&A • CIVIL SERVICE

2023-24 UNIVERSITY OF MINNESOTA University Senate Minutes: No. 1

Thursday, September 28, 2023
2:30 - 3:50 p.m.

The first meeting of the University Senate for 2023-24 was convened on September 28, 2023, online via Zoom. The recording has been posted to [YouTube](#). At the time of this meeting, there were 219 voting members of the University Senate. 174 were present.

1. University Senate Call to Order

Interim President Jeffrey Ettinger

Interim President Jeffrey Ettinger called the meeting to order at 2:30 p.m.

2. Senator Responsibilities and Orientation

University Senate Office Staff

University Senate Office staff provided an [orientation](#) to senate service. [Additional resources](#) were also provided.

3. Administrative Responses to University Senate Actions

- [Workforce Reinvestment: Building a Better U for Employees](#) Resolution (pending)

4. Tribute to Deceased Members of the University Community

Faculty/Staff

Catherine Asher
Professor
College of Liberal Arts
University of Minnesota Twin Cities
1946-2023

Joseph Bieurance
Attendant
Middlebrook Hall Dining
University of Minnesota Twin Cities
1968-2023

Jack Brown
Information Technology Professional
Information Technology
University of Minnesota Twin Cities
1966-2023

Keum Hwa Choi
Associate Professor
College of Veterinary Medicine
University of Minnesota Twin Cities
1953-2023

Janice Edmondson
Dental Hygienist
School of Dentistry
University of Minnesota Twin Cities
1957-2023

Richard Gjertson
Campus Operations and Protection Professional
College of Food, Agricultural and Natural Resource Sciences
University of Minnesota Twin Cities
1949-2023

Jayne Hacker
Executive Office and Administrative Specialist
Humanities Division
University of Minnesota Morris
1959-2023

Terri Hall
Finance Manager
University Finance
University of Minnesota Twin Cities
1976-2023

Harley Hanke
Professor
West Central Research and Outreach Center
College of Food, Agricultural and Natural Resource Sciences
1921-2023

Susan Hartley
Instructor
Swenson College of Science and Engineering

University of Minnesota Duluth
1946-2023

Tom Johnson
Professor
Social Sciences Division
University of Minnesota Morris
1952-2023

Kathryn Kelly
Administrative Associate
University of Minnesota Foundation
University of Minnesota Twin Cities
1963-2023

Eric Klinger
Professor
Social Sciences Division
University of Minnesota Morris
1933-2023

Debi Lozowy
Executive Office and Administrative Specialist
Medical School
University of Minnesota Twin Cities
1954-2023

Timothy McCluske
Library Program Specialist
University Libraires
University of Minnesota Twin Cities
1953-2023

Jack Moebius
Projects Manager & Executive Administrator
Institute on the Environment
University of Minnesota Twin Cities
1982-2023

Shirley Nordrum
Associate Extension Educator
University of Minnesota Extension
1962-2023

Annette Obregon
Senior Hospital Central Services Tech

Academic Clinical Affairs
University of Minnesota Twin Cities
1962-2023

Mary Sampson
Principal Office and Administrative Specialist
Medical School
University of Minnesota Twin Cities
1958-2023

Robert Thorn, Jr.
Vehicle Mechanic
College of Food, Agricultural and Natural Resource Sciences
University of Minnesota Twin Cities
1954-2023

Students

Karen Delgado-Villanueva
College of Liberal Arts
University of Minnesota Twin Cities

Madeline Kingsbury
School of Public Health
University of Minnesota Twin Cities

Makenzie Muraski
University of Minnesota Duluth

Siham Odhwa
College of Liberal Arts
University of Minnesota Twin Cities

Adam Parnow
University of Minnesota Crookston

5. Approval of Minutes (*Action by the University Senate*)

Professor Ned Patterson, clerk, University Senate

Motion: To approve the minutes from the University Senate Meeting on [April 27, 2023](#).

Approved.

6. President's Report

Interim President Jeffrey Ettinger

Interim President Ettinger gave his report, highlighting the following:

Priorities/Year Ahead

- The financial health of the system is a top priority. Ettinger said he supports the work of the PEAK initiative to enhance delivery of administrative services.
- He is also collaborating with the chancellors to analyze campus-by-campus financial sustainability and how it's tied to enrollment and overall strategic positioning.

There are a number of additional items that the senior leadership team will closely oversee, which can be broken down into three broad action categories: Sustain, Restore, and Advance. Examples in each category include:

- Sustain: Maintaining momentum on MPact 2025; continuing listening to Tribal communities to address our shared past and future needs and providing an initial response to items raised in the TRUTH Report by early 2024; and working to fulfill the University's commitments to environmental sustainability; student mental health initiatives; and promoting academic freedom.
- Restore: Hiring Melisa López Franzen as the new executive director of government and community relations; and launching a new marketing campaign called "Dear Minnesota," which is essentially a love letter to the state, reminding Minnesotans that the University has never stopped working to make their lives better.
- Advance: Monitoring and fostering relationships through the collective bargaining process with graduate students and with faculty represented by the UEA; continuing to navigate the recent U.S. Supreme Court decision on admissions, including its likely effect on financial aid; and refining the system's strategic agenda on DEI.

Health Sciences

- Governor Tim Walz has formed a task force to help determine the future of health sciences programs at the University. University representation on this task force include Dr. Penny Wheeler, retired CEO of Allina Health and a member of the University's Board of Regents; Dr. Jakub Tolar, vice president for Clinical Affairs and dean of the Medical School; and Connie Delaney, dean of the School of Nursing. A written summary of recommendations is due to the governor in January of 2024.
- Concurrently, there are critical decisions to be made regarding the University's affiliation with Fairview, and time is obviously of the essence, with a decision due at the end of this year on renewing the contract with Fairview Health Services beyond 2026.

Campus Safety

- Over the summer, a number of safety strategies and tactics were implemented on all five campuses.
- To prepare for the increased activity on and around the Twin Cities campus, the U of M Police Department (UMPD) has allocated overtime to support the Minneapolis Police Department in the Dinkytown area. In addition, the State Patrol, Hennepin County Sheriff, and Metro Transit Police are providing extra patrols on and near campus. Officials are also working with Metro Transit, which has implemented their own safety plan to make transit feel safer and more welcoming.
- A new Safe Campus website was launched, which includes quick access to important safety resources and information. The site prominently features safety news and announcements.

- The administration is continuing to examine access to campus spaces. Buildings with clear public access needs— like libraries, museums, and venues like the student unions—remain open to the public. About 95 buildings on the Twin Cities campus are now accessible only with a U Card.
- Efforts are underway to replace outdated security cameras and to align building access equipment across all campuses for more efficient building security. The one-time allocation of \$8 million over two years in state funding helps us greatly accelerate this work.
- Turnstiles are being piloted in Pioneer Hall, to help ensure that only those who have permission to enter the building can do so.

Data Incident

- In July, officials learned that an individual claimed to have posted on the internet certain information from a University database. An investigation commenced immediately, and revealed that the person likely gained unauthorized access to a University database in 2021. The incident did not result in the University losing access to University data, nor did it disrupt University operations.
- Based on the University’s investigation, the incident potentially affected individuals who submitted information as a prospective student; attended the University as a student, worked at the University; or participated in University programs between 1989 and August 2021.
- Last Thursday the University began sending notifications to individuals who may have been affected. The emails provide more detail about the steps being taken in response to this incident. Individuals are offered the ability to enroll in 12 months of free identity-monitoring services provided through a third-party contractor that specializes in these types of incidents.
- Since 2021, the University has taken steps to bolster its overall system security, including by increasing data access control measures, reducing the number of people authorized to access sensitive information, expanding multi-factor authentication and other security measures, and increasing monitoring for suspicious activities.

Workforce Reinvestment Resolution

- Last spring, this Senate endorsed the Resolution on Workforce Reinvestment: *Rebuilding a Better U for Employees*.
- The provost, along with Senior Vice President for Finance and Operations Myron Frans and Vice President for Human Resources Ken Horstman have charged a group to provide a comprehensive response to the resolution. That group, led by co-chairs Mary Rohman Kuhl, senior director, Total Rewards, Office of Human Resources (OHR), and Beth Lewis, vice provost for faculty and academic affairs, has had its initial meeting and is making progress toward having a draft to review later this fall.
- We anticipate an official response being reported to the senate during the Spring 2024 semester.

UMD Chancellor Search

- Earlier this month, the search for the next UMD Chancellor was launched. Lori Carrell, chancellor of the Rochester Campus, and Lisa Erwin, UMD’s vice chancellor of student

life and dean of students, have agreed to serve as co-chairs of the search committee. The search committee roster will be finalized soon.

- That committee will work with AGB Search to finalize the position profile, hold listening sessions, and then begin recruiting.
- We anticipate holding interviews and making an offer late winter/early spring.

Faculty Misconduct Taskforce

- Last spring, the Office of the President announced the next phase of the on-going work related to faculty misconduct.
- Ned Patterson, from the College of Veterinary Medicine on the Twin Cities campus, and Lin Xiu from the Labovitz School of Business and Economics on the Duluth campus have agreed to serve as co-chairs of the implementation phase.
- We will be opening up a nomination process for additional members soon.

7. Questions to the President

Interim President Jeffrey Ettinger

Sam Rosemark, P&A senator, asked what has most surprised the interim president about the University. Ettinger responded that the consultative nature of running the University was new to him. He finds it gratifying to be part of that process. The public data aspect has also been a change, he said (meetings being public, emails and data able to be requested by the public). Finally, Ettinger said that it has been interesting to see the change between the summer and fall, and share the back to school experience.

8. Provost's Report

Executive Vice President and Provost Rachel Croson

Executive Vice President and Provost Rachel Croson provided her report:

- The implementation group for the Workforce Reinvestment Resolution task force has been working and is a great group of people. She expressed enthusiasm for their work.
- Four new deans are starting this year: Dean Jamie Prenkert of the Carlson School of Management; Dean Prasad Boradkar of the College of Design, Dean Saara DeWalt of the College of Biological Sciences, and Dean Melinda M. Pettigrew of the School of Public Health.
- There are three new vice provosts as well: Harvey Charles (vice provost for international programs); Beth Lewis (vice provost for faculty and academic affairs); and Laurie Van Egeren (vice provost for public engagement).
- Interim deans beginning service are Bill McGovern of the Law School and Ann Waltner for the College of Liberal Arts (CLA).
- Officials in the provost's office are working through the implications of the Supreme Court decision on race-conscious admissions and are working to disseminate information and ensure compliance with the new guidelines.
- The University is beginning negotiations with the newly formed graduate assistant union.
- The Core Curriculum 2025 Committee is due to bring recommendations for revisions to the liberal education requirements through governance over the next months.

- The Academic Calendar Task Force will also be bringing its recommendations to governance shortly.

9. Questions to the Provost

Executive Vice President and Provost Rachel Croson

Jeremiah Mans, faculty senator from the College of Science and Engineering (CSE), asked about the expected time frame on reaching the end of the union negotiations. Croson said that initial negotiations often take a year or more, but this particular union has tended to get to agreements faster than that at other institutions. She hazarded a guess that an agreement could potentially be reached in spring, but more likely this summer or next fall.

10. Senate Consultative Committee Report

Professor Mark Bee, chair, Senate Consultative Committee

Professor Mark Bee, chair, Senate Consultative Committee (SCC) provided the SCC report:

Summer Budget Meetings

Over this past summer, several of us in leadership positions in the Faculty Senate, the Civil Service Senate, and the P&A Senate were invited to participate in a series of three meetings organized by the administration with a diverse group of University stakeholders. The purpose of these meetings was for the administration to gather a broad range of input as it developed the University's next capital and operating budget proposals to the state, and attendees were asked to propose ideas for budget proposals. As part of that consultation process, those of us from the University Senate shared a proposal with the administration outlining an idea for a supplemental budget request meant to address issues of employee compensation. Compensation is one of the key issues raised in the University Senate Resolution on Workforce Reinvestment that was passed back in April. A link to the proposal we submitted to the Administration appears in Item 13 on today's docket.

Semester Start

Since the start of the semester, the SCC has met one time, and it was a meeting dedicated mostly to reviewing proposed changes to a couple of policies. One of these related to a comprehensive review of the policy on *Responsible Conduct of Research Education*. The second was the Board of Regents policy on *Equity, Diversity, Equal Opportunity and Affirmative Action*. The changes being proposed to this second policy are needed in response to the Supreme Court's recent decision banning affirmative action in college admissions and these proposed changes will be presented for information later in today's meeting.

Workforce Reinvestment Resolution

The administration is currently working to develop its formal response to the resolution, and has also appointed an advisory group of University senators to provide input on their response as it takes shape. This advisory group includes past SCC chair, Colleen Flaherty Manchester, the most recent past chair of the P&A Consultative Committee, Adolfo Carrillo Cabello, and a current member of the Civil Service Senate, Charles Rank. We'll be inviting members of this group to periodically share their thoughts on how things are going at future SCC meetings.

New President

The Board of Regents (BOR) will be approving and charging a Presidential Search Advisory Committee (PSAC) at its upcoming October 13 meeting. On Monday of this week, the Board announced the dates for when the Search Advisory Committee will hold several planned listening sessions across all 5 system campuses. Those are happening between Tuesday, October 17, and Tuesday, October 24. Keep an eye out for emails announcing specific dates, times, and locations. This will be an opportunity for the University community to provide input to the PSAC on the characteristics we would like to see in a new president. Per University policy, it's expected that the SCC will also meet with members of the PSAC to provide input on the search. The SCC will also be attending a working luncheon with Regents as part of their October Board meeting.

11. Administrative Policy: Safety of Minors (*Information for the University Senate*)
[Administrative Policy: Safety of Minors](#) has been updated as indicated.

12. Board of Regents Policy: *Equity, Diversity, Inclusion, and Equal Opportunity*
(*Information for the University Senate*)

Board of Regents Policy: *Equity, Diversity, Equal Opportunity and Affirmative Action* is proposed to be renamed and minor revisions made. The [proposed amendments](#) are due to go before the Board of Regents in October. Feedback may be sent to Tina Marisam at marisam@umn.edu.

13. Letter to President Ettinger and the “Budget 6” (*Information for the University Senate*)

On July 27, 2023, the chair, vice chair, and past chair of the Senate Consultative Committee wrote a [letter](#), cosigned by the leaders of the Civil Service and P&A Consultative Committees, to President Ettinger, Provost Croson, Senior Vice President Frans, Vice Presidents Tonneson, Priya, and Ramírez Fernández, and Vice President and Dean Tolar outlining an employee perspective on what should be included in a proposed supplemental budget request to the State of Minnesota to fund operations in FY2025.

14. University Senate Old Business

None

15. University Senate New Business

None

16. University Senate Adjournment

Interim President Ettinger adjourned the meeting at 3:30 p.m.

Amber Bathke

University Senate Office