

**UND Community: Climate and Culture Workgroup: Meeting Notes – June 9, 2022**

Agenda Item	Discussion	Questions/ Action Items
<p><b>Strategic Planning Updates</b></p>	<ul style="list-style-type: none"> <li>• Had opportunity to meet with other working group co-chairs and sit down with our strategic planning liaisons to discuss our progress. Previously we were mainly focused on building and strengthening relationships with the community. However, from these meetings we have now expanded our scope and look at the full climate and culture of UND community. Originally, we were worried about overlap within working groups, but if 2-3 working groups identify same areas as priorities, it will probably rise to the top of the strategic priorities of the university.</li> <li>• Will refocus some of our thinking to help look at the broader scope of UND climate and culture. Still will look at the outside community and how we welcome people to campus but also think about the internal community when it comes to faculty and staff and what that climate looks like on campus and how to foster a greater sense of belonging.</li> <li>• We will look at the focus groups that we suggested during our last meeting, but also look at the focus groups that have already been reached out to and how these responses can be examined as part of our work in terms of UND climate and culture.</li> <li>• We will do an exercise to look at these focus groups that have been conducted previously for the strategic plan and see what gaps exist and possible areas we can help fill in with other focus groups.</li> <li>• Will also meet with the Valuing Employees (VASE) strategic planning working group co-chairs to see what we can add in from our group that would be helpful to their work.</li> <li>• Updates on the SPC: they are working on the Core Values, Mission and Vision for UND right now. Have been doing many focus groups looking at what the campus and community members want to see in our next plan for the institution.</li> </ul>	
<p><b>UND Financial Model (“MIRA 101”) Presentation by Odella Fuqua and Sarah Abentroth</b></p>	<ul style="list-style-type: none"> <li>• Gave presentation on MIRA, the university budget model, that is used at UND (presentation can be found in Teams folder).</li> <li>• Went over the financial structure and the allocation model framework that is used at UND.</li> <li>• UND July 1-June 30 is our fiscal year. We are in the process of closing out FY22. Had the most recent data in FY21. Looked at key revenue areas. We can see growth in some areas, such as grants and contracts which has seen great growth in recent years.</li> <li>• Student tuition and fees make 33%, state appropriations 20%, grants and contracts 32% with the other pieces making up the rest of the financial pie for the institution.</li> <li>• UND has had lot of the growth in grants and contracts, but important to note these are restricted funds and we are limited in what these funds can be spent on. Important to keep in mind where the funding comes from and how we can spend these funds.</li> <li>• UND receives state appropriations based off successful completed credit hours. What is not reflected in these numbers are the services that we provide or how successful we are in research. We are not getting funding from the state on these numbers.</li> <li>• Bulk of UND expenses- 63% in FY21 was in salaries with the next largest chunk in operations.</li> <li>• After a study conducted, UND’s budget model transitioned from an incremental model to a model that allows for more flexibility efficiency in our decision making (the MIRA model)</li> <li>• New model breaks university into Primary Units (i.e. colleges, athletics, housing, dining, EERC, etc.), and Services Units (finance, HR, safety, facilities, provost, student services, VPR, marketing, etc.)</li> </ul>	<ul style="list-style-type: none"> <li>• University funding, and the sources of funding, plays into the UND climate and culture. How these funds are allocated can affect how we interact with each other in colleges and service units based off this funding.</li> <li>• Needed to give the MIRA model time to see if it is working. Needed the 5-year period to study its effects, and we are entering that period. Good time to</li> </ul>

	<ul style="list-style-type: none"> <li>• Funds flow from revenue buckets that come to institution, the majority goes to the Primary Units with some going to Service Units (depending on if they generate fees: such as Financial Aid, etc.). The Primary Units then get 'taxed' to help pay for the Service Units.</li> <li>• Strategic Investments/Enhancements can be made and approved each year by the administration based on how it will strategically move the institution forward.</li> <li>• Comment: piece that seems to be missing is emphasis on the service component. Don't know how this can show in the budget model but it does impact faculty and staff and providing that engagement to the state. <ul style="list-style-type: none"> <li>○ Response: We would need to look at what funding source should fund service- we only have so many pools of money that things like that can be pulled from.</li> </ul> </li> <li>• A lot of it goes down to prioritization of these funds. We need to think about how we can prioritize to make the most strategic use of the dollars. Need to have a clear idea of the priorities of the service and primary units to ensure we are meeting priority needs of UND.</li> <li>• Would like to get feedback on how we think this helps or hinders the climate and culture on campus. We are in the process of reviewing the MIRA model (we are in the 5<sup>th</sup> year, which is when we said we would do a model review) and would like to get feedback on this and ways in which things can be changed to help positively impact the campus.</li> <li>• Strategic Plan and MIRA need to be in alignment. As we are looking at areas of strength and growth we should examine how the current budgeting model is helping or hindering the process. What areas can we recommend for improvements?</li> </ul>	<p>evaluate and see how we can make changes for the betterment of the institution.</p> <ul style="list-style-type: none"> <li>• Look into how we communicate how we are allocating the strategic investments and how these decisions align with the strategic plan of the institution.</li> </ul>
<p><b>Next Steps and Homework</b></p>	<ul style="list-style-type: none"> <li>• Focus Groups <ul style="list-style-type: none"> <li>○ Lifelong Learners</li> <li>○ Accessibility Group</li> <li>○ Campus Events/Youth Programming</li> </ul> </li> <li>• Parking/Auxiliary Overview and Financial Model (June 22) <ul style="list-style-type: none"> <li>○ Send Chairs questions for the UND parking conversation at the next meeting.</li> </ul> </li> <li>• Upcoming Meetings: <ul style="list-style-type: none"> <li>○ June 22 11:00 am-12:30</li> <li>○ July 7 1:00-2:30</li> <li>○ July 20 11:00 am-12:30</li> <li>○ August 4 1:00-2:30</li> <li>○ August 17 11:00 am-12:30</li> <li>○ September 1 1:00-2:30</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Homework: look at one of the focus group selections provided (will contain faculty, staff, community, and student comments). Find themes that relate to workgroup charge and come ready to discuss these at next meeting.</li> </ul>

**In attendance** – Elizabeth Bjerke, Jill Novotny, Brooke Conlin, Julie Rygg, Erik Fritzell, Cassie Gerhardt, Wendelin Hume, Barbara Kitko, Jacob Koonce, Nikki Massmann, Shilo Virginia Previti, Jennifer Swangler, Faith Wahl, Deborah Worley, Jennifer Stoner, Anna Clark, Amanda Moske