Committee business
Committee approved the October minutes and confirmed the 2012 meeting dates set for 2/7 & 4/10 8:30-10am, Palmer Commons Boardroom. A meeting may be called in January to address any new concerns that may arise with PT Kizone.

Research and Educational Leadership
Chair will talk with Brad Farnsworth about collaborating again with Center for International Business Education (CIBE) for 2012 internships.

Committee discussed the decline of the knowledge base of students on labor issues and considered the implications for this committee. PJacobson noted that it’s rare to see any coverage on labor issues on campus. The decline in UM classes on labor was again noted. The committee questioned whether or not this is a cyclical phenomena or if the change in the 1990’s export models and sourcing structures with less manufacturing in the US caused the shift. RAnupindi brought up the issue of conflict minerals. HP is on the forefront in the computer industry on sustainable issues. Eventually UM’s purchasing and licensing may have to come together down the road to deal with the issues of licensed goods, electronics and disposal and safe removal of toxins. In February, the committee plans to host Lisa Rudgers or someone from her marketing group to speak to this committee and find out how to communicate these issues within the current branding discussion.

Operational Leadership
KAblauf recapped the Nov 8. licensee CR Orientation at UM. Overall the training was well-attended with approximately 120 licensees in attendance. The day’s speakers included: various members of CoLSHR; LKennedy, VP Corporate Responsibility CLC; Bonita Alford, Licensing Manager, University of California LA; Derek Lochbaum, Director, Licensing, University of North
Carolina-Chapel Hill; Cindy Van Matre, Licensing Director, University of Wisconsin-Madison; Christie Loymeyer, GEAR for Sports; Joe Bozich, CEO Knights Apparel; Jason Roberts, Senior Director, Sumerra; Fukumi Hauser, Labor Operations Director, Sumerra. The training provided some peer perspective on what steps to take to improve company compliance. NVanderKuyl reported a conversation with a licensee who sells a licensed virtual product for cell phones. The committee discussed UM’s monitoring partners and how they have or have not advanced to respond to the emerging arena of virtual licensed goods. The committee will seek information from Liz Kennedy regarding what licensee categories are not being served from the trainings and how to address that gap.

**Monitoring and Compliance**

The CoLSHR committee reviewed guidelines on acting on complaints before discussing PT Kizone, a factory in Indonesia. According to a November 21, 2011 memo from WRC, PT Kizone closed without paying workers $3.3 million in legally mandated severance. More than seven months after the factory ceased production, the 2,800 former Kizone workers still have not been paid nearly US$1.8 million that they are legally owed. Nike has contributed to the severance package but adidas, a UM licensee, continues to take the position that it will not pay money to workers at its supplier factories.

The FLA is not involved at this point. Adidas has dual contracts with UM through the athletic department and Licensing. Their agreement is multi year. Chair discussed options with the committee. Committee decided to have the Chair send a letter of inquiry to adidas seeking clarification on their view and the Chair will talk with other universities who have taken action to date.

**Meeting adjourned**