

**UNIVERSITY OF MINNESOTA**

**BOARD OF REGENTS**

**Faculty, Staff and Student Affairs Committee**

**June 9, 2005**

A meeting of the Faculty, Staff and Student Affairs Committee of the Board of Regents was held on Thursday, June 9, 2005 at 1:30 p.m. in the West Committee Room, 600 McNamara Alumni Center.

Regents present: Patricia Simmons, presiding; Peter Bell, Frank Berman, Richard McNamara, David Metzen, and Lakeesha Ransom.

Staff present: Chancellors Kathryn Martin and Samuel Schuman; Senior Vice President and Provost Thomas Sullivan; Senior Vice President Robert Jones; Vice Presidents Kathryn Brown, Carol Carrier, and Timothy Mulcahy; Executive Director Ann Cieslak; and Provost David Carl.

Student Representatives: Tiffany Varilek and Steve Wang.

**BOARD OF REGENTS POLICY: STUDENT SERVICES FEE**

June Nobbe, Director of Student Development and Leadership Programs, presented amendments to Board of Regents Policy: *Student Services Fee*, as presented in the docket materials. Nobbe informed the committee that the policy amendments move procedural language to administrative policy and make the policy consistent with Board policy formatting standards.

A motion was made and seconded, and the committee voted unanimously to recommend adoption of amendments to Board of Regents Policy: *Student Services Fee*.

**BOARD OF REGENTS POLICY: EMPLOYEE GROUPS AT THE UNIVERSITY OF MINNESOTA**

Vice President Carrier presented the proposed Board of Regents Policy: *Employee Groups at the University of Minnesota*, as presented in the docket materials. Carrier explained that the new policy makes consistent the manner in which employee categories are defined and will supersede four existing Board policies. She also discussed the structure in which Board policies for human resources relate to administrative policies and procedures.

A lengthy discussion ensued. Regents raised a number of questions regarding which concepts in current policies will be incorporated into the new Board policy and which ones into administrative policy.

Carrier emphasized that the adoption of the new policy will not change any delegation of authority. She reported that the administration will consider the issues raised and return to the committee at a future meeting.

**POST-TENURE REVIEW: UPDATE REPORT**

Senior Vice President Jones updated the committee on the post-tenure review process and reported statistics for the 2003-2004 academic year, as presented in the docket materials. He described the purpose of the post-tenure review process as affirming and maintaining the vitality of faculty members through review and recognition of their performance. Jones reported the following outcomes for the 2003-2004 academic year:

- 92.8 percent of tenured faculty were reviewed;
- 99.4 percent of reviewed faculty met the goals and expectations of their respective units.

Jones explained that most of the faculty who did not go through the post-tenure process chose to retire rather than undergoing the mandatory review. In response to a question from Regent Bell, Jones attributed the high success rate to the strenuous promotion and tenure process having already removed faculty members lacking qualifications.

In response to a question from Regent Berman, Jones explained that departments are given control over post-tenure review because it reflects the goals and expectations set forth in the departmental promotion and tenure process.

In response to a question from Regent Simmons, University of Minnesota Duluth Vice Chancellor Vince Magnuson summarized the post-tenure review process for union-represented faculty on that campus.

**THE PULSE: A SURVEY OF U OF M EMPLOYEE ATTITUDES**

Vice President Carrier introduced Julie Schweitzer, Director of Equal Opportunity and Affirmative Action and Professor Brian McCall of the Carlson School of Management to present the results of The PULSE Employee Satisfaction Survey, as presented in the docket materials. Carrier informed the committee that this was the University's first survey of this kind and was done to establish a baseline to benchmark progress over time. The survey is expected to be repeated in two years.

McCall discussed the methodology and design of the survey and provided sample questions. Schweitzer profiled the results of the survey and highlighted the following:

- most favorable results were in the areas of overall job satisfaction, intentions to remain at the University, and general well-being outside of work;
- least favorable results were in the areas of satisfaction with pay and supervisor support; and
- the University climate for people of color, people with disabilities, GLBT employees, women, and men were generally viewed as more favorable by respondents not in those categories.

In response to a question from Regent Bell, Carrier reported that the administration will meet with every college and department to discuss the trends noted in the survey. In response to a question from Regent Berman, McCall noted that the data will allow researchers to track whether unsatisfied employees leave the University.

**CONSENT REPORT**

A motion was made and seconded, and the committee voted unanimously to recommend approval of the Consent Report, which contained the following item:

- Amendments and updates to the Civil Service Rules.

**INFORMATION ITEMS**

Vice President Carrier referred the committee to the Information Items contained in the docket.

The meeting adjourned at 3:30 p.m.

**ANN D. CIESLAK  
Executive Director and  
Corporate Secretary**