

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty, Staff and Student Affairs Committee

March 10, 2005

A meeting of the Faculty, Staff and Student Affairs Committee of the Board of Regents was held on Thursday, March 10, 2005 at 9:30 a.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: Chancellor 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; Provost David Carl; and Associate Vice Presidents Terry Bock and Donna Peterson.

Student Representatives: Johanna Farmer and Nathan Wanderman.

Regent Simmons noted that the collective bargaining agreement with the Minnesota State Building & Construction Trades Council had been moved from this agenda to a future meeting.

BOARD OF REGENTS POLICY: PRIVATE PRACTICE PLAN: MEDICAL SCHOOL

Associate General Counsel Keith Dunder presented amendments to Board of Regents Policy: *Private Practice Plan: Medical School*, as contained in the docket materials. The amendments make the policy consistent with Board of Regents Policy: *Reservation and Delegation of Authority* and with the standard Board policy format. The committee voted unanimously to recommend adoption of amendments to Board of Regents Policy: *Private Practice Plan: Medical School*.

BOARD OF REGENTS POLICY: PRIVATE PROFESSIONAL PRACTICE: UNIVERSITY OF MINNESOTA DULUTH SCHOOL OF MEDICINE

Associate General Counsel Dunder presented amendments to Board of Regents Policy: *Private Practice Plan: University of Minnesota Duluth School of Medicine*, as contained in the docket materials. The amendments make the policy consistent with Board of Regents Policy: *Reservation and Delegation of Authority* and with the standard Board policy format. The committee voted unanimously to recommend adoption of amendments to Board of Regents Policy: *Private Practice Plan: University of Minnesota Duluth School of Medicine*.

BOARD OF REGENTS POLICY: PRIVATE PRACTICE PLAN: SCHOOL OF NURSING

Associate General Counsel Dunder presented amendments to Board of Regents Policy: *Private Practice Plan: School of Nursing*, as contained in the docket materials. The amendments make the policy consistent with Board of Regents Policy: *Reservation and Delegation of Authority* and with standard Board policy format. The committee voted

unanimously to recommend adoption of amendments to Board of Regents Policy: *Private Practice Plan: School of Nursing*.

BOARD OF REGENTS POLICY: POLITICAL OFFICE, APPOINTMENTS, AND POSITIONS

Vice President Carrier presented proposed amendments to Board of Regents Policy: *Political Office, Appointments, and Positions*, as contained in the docket materials. Carrier described the amendments as housekeeping in nature and clarified that employees serving in full-time public office are expected to resign.

Regent Bell expressed concern that the policy does not provide sufficient guidelines regarding the possible use by employees of University resources in campaign activities. Regent Simmons recommended, and the committee agreed, that adoption of policy amendments be delayed until language is added to address this issue.

BOARD OF REGENTS POLICY: INTERCOLLEGIATE ATHLETICS PHILOSOPHY: TWIN CITIES CAMPUS

Vice President Brown and Senior Associate Athletics Director Elizabeth Eull presented the committee with proposed amendments to Board of Regents Policy: *Intercollegiate Athletics Philosophy: Twin Cities Campus*, as presented in the docket materials. Brown highlighted language that had been added since the committee reviewed the policy amendments at a previous meeting.

In response to a question from Regent Berman, Brown expressed satisfaction with language related to athletics compliance. In response to a question from Regent Bell, Brown stated that the University's goals for student-athlete graduation are clearly stated in the policy.

The committee voted unanimously to recommend adoption of amendments to Board of Regents Policy: *Intercollegiate Athletics Philosophy: Twin Cities Campus*.

BOARD OF REGENTS POLICY: STUDENT RECORDS

Vice Provost Craig Swan presented the committee with proposed amendments to Board of Regents Policy: *Student Records*, as presented in the docket materials. The amendments make the policy consistent with federal and state laws and move procedural language to administrative policy.

In response to a question from Regent Berman, Swan explained that information provided to credit card companies is not covered in the policy because the University does not receive requests from those companies for student records.

In response to a question from Regent Bell, Swan reported that health and medical records are covered by the federal Health Insurance Portability and Accountability Act. Swan noted that the policy will come to the committee for action at a future meeting.

RECREATIONAL SPORTS: TRENDS & IMPACT ON STUDENT EXPERIENCE

Assistant Vice Provost Jim Turman, Director of Recreational Sports, and Associate Vice Provost Gerald Rinehart presented data on the use of recreational sports facilities by University students and staff. Turman informed the committee that due to

different administrative structures for recreational sports on the coordinate campuses, the information was focused primarily on Twin Cities students. Turman highlighted the following points during his presentation.

- Recreational facility use is positively correlated with first year retention, grade point average, and satisfaction with the overall college experience;
- 70 percent of students system-wide are actively involved at some level in recreational sports programs, facilities, or services;
- Students living in residence halls have a higher percentage of recreational sports involvement than students who do not;
- National research demonstrates the importance of recreational sports opportunities in recruiting students.

In response to a question from Regent Metzen, Turman stated that there will be recreational sports participation in the proposed on-campus football stadium, though the details have yet to be discussed. In response to a question from Vice President Carrier, Turman endorsed the concept of an all-purpose wellness center for students and staff and noted that he has discussed the idea with Senior Vice President Frank Cerra.

FACULTY RECRUITMENT & RETENTION: CHALLENGES & OPPORTUNITIES

Regent Simmons stated that the purpose of the agenda item was to provide a forum for discussing the challenges and opportunities involved in recruiting and retaining University faculty. Vice President Carrier introduced Deans Shirley Baugher, College of Human Ecology; Robert Elde, College of Biological Sciences; and Patrick Lloyd, School of Dentistry, to highlight this issue as it relates to their colleges.

The presenters noted:

- Baugher described the normal recruitment process as taking a year and costing between \$15,000 and \$20,000. She identified salaries within the College of Human Ecology being approximately 15 percent below the national average as the major detriment to recruiting. Baugher listed the quality of life in the Twin Cities and the availability of jobs for spouses in an urban area as the primary two selling points she uses in recruitment and retention.
- Elde noted that while salaries for incoming faculty have increased, the salaries for mid-career and long-term faculty have not increased proportionately, making retaining faculty a challenge. He identified talented students, distinguished colleagues, and updated research facilities as primary recruiting factors.
- Lloyd cited private practice as the most significant competitor in retaining faculty in the School of Dentistry. Incentive opportunities, such as private practice plans, are important in recruiting and retaining faculty members. Lloyd identified the cultural sophistication of the Twin Cities, the ease of travel to and from the area, and excellent public schools as positive features in attracting talent to the University.

In response to a question from Simmons, Senior Vice President Jones commented that central administration funding is used to assist with spousal placement and that the University is working with other Twin Cities institutions and businesses to provide more spousal opportunities.

Responding to a question from Regent Ransom, Jones reported that faculty members of color currently comprise about 13 percent of the total faculty and that 20 to 25 percent of new faculty hires are of color.

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 for consideration:

- Appointment of Gail Dubrow as Dean of the Graduate School and Vice Provost, effective August 1, 2005.

INFORMATION ITEMS

There were no information items.

The meeting adjourned at 11:30 a.m.

ANN D. CIESLAK
Executive Director and
Corporate Secretary