

**UNIVERSITY OF MINNESOTA**

**BOARD OF REGENTS**

**Faculty, Staff and Student Affairs Committee**

**February 9, 2006**

A meeting of the Faculty, Staff and Student Affairs Committee of the Board of Regents was held on Thursday, February 9, 2006 at 8:15 a.m. in the East Committee Room, 600 McNamara Alumni Center.

Regents present: Dallas Bohnsack, presiding; Clyde Allen, Peter Bell, David Larson, Cynthia Leshner, and Patricia Simmons.

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

Student Representatives: Tiffany Varilek and Steve Wang.

Regent Bohnsack welcomed newly-appointed Regent Leshner to the committee.

**COLLECTIVE BARGAINING AGREEMENT WITH AFSCME LOCALS 3800 & 3801**

Vice President Carrier introduced Patti Dion, Director of Employee Relations, who presented six proposed collective bargaining agreements, as detailed in the docket materials. Dion identified the common elements and unique features of the proposed agreements in terms of salary and health care benefits.

A lengthy discussion ensued among committee members. Topics covered included:

- Typical length of collective bargaining agreements;
- The implementation of performance reviews within the step system;
- How health care benefits are integrated into the agreements;
- The total financial impact of the agreements.

In response to questions from committee members, Dion explained that although the University uses an equity-based salary system with the same ranges across all campuses, salaries are between 4 to 9 percent lower on the coordinate campuses. Regent Simmons suggested that the committee discuss the equity-based system at a future meeting to provide guidance to the administration on compensation principles.

A motion was made and seconded, and the committee voted unanimously, with with one abstention, to recommend approval of the collective bargaining agreement with AFSCME Locals 3800 and 3801. Regent Bell abstained.

**COLLECTIVE BARGAINING AGREEMENT WITH AFSCME LOCAL 3260**

A motion was made and seconded, and the committee voted unanimously, with one abstention, to recommend approval of the collective bargaining agreement with AFSCME Local 3260. Regent Bell abstained.

**COLLECTIVE BARGAINING AGREEMENT WITH AFSCME LOCALS 3939 & 3801**

A motion was made and seconded, and the committee voted unanimously, with one abstention, to recommend approval of the collective bargaining agreement with AFSCME Locals 3939 and 3801. Regent Bell abstained.

**COLLECTIVE BARGAINING AGREEMENT WITH GRAPHIC COMMUNICATIONS INTERNATIONAL UNION, LOCAL 1B**

A motion was made and seconded, and the committee voted unanimously, with one abstention, to recommend approval of the collective bargaining agreement with Graphic Communications International Union, Local 1B. Regent Bell abstained.

**COLLECTIVE BARGAINING AGREEMENT WITH IBEW LOCAL 292**

A motion was made and seconded, and the committee voted unanimously, with one abstention, to recommend approval of the collective bargaining agreement with IBEW Local 292. Regent Bell abstained.

**COLLECTIVE BARGAINING AGREEMENT WITH LAW ENFORCEMENT LABOR SERVICES, INC.**

A motion was made and seconded, and the committee voted unanimously, with one abstention, to recommend approval of the collective bargaining agreement with Law Enforcement Labor Services, Inc. Regent Bell abstained.

**BOARD OF REGENTS POLICY: EMPLOYEE DEVELOPMENT, EDUCATION, AND TRAINING**

Vice President Carrier presented the proposed new Board of Regents Policy: *Employee Development, Education, and Training*. She reported that the new policy will supersede the following Board of Regents policies, as detailed in the docket materials:

- Board of Regents Policy: *Administrative Transitional Leaves*;
- Board of Regents Policy: *Faculty Development Leaves*;
- Board of Regents Policy: *Professional and Administrative Staff Development Leaves*; and
- Board of Regents Policy: *Regents' Scholarship Program*.

Carrier explained that the new policy provides a comprehensive approach to employee development and education opportunities. She referred the committee to information in the docket materials that explains how the language from the four superseded policies is incorporated into the new policy or into administrative policies and procedures.

In response to a question from Regent Simmons, Carrier agreed to provide information on the current utilization and cost of employee development programs. In

response to questions from Regents, Carrier reported that leaves and tuition benefits require supervisor approval in all cases.

Carrier informed the committee that the policy will return for action at a later month.

#### **BOARD OF REGENTS POLICY: MINNESOTA EXTENSION SERVICE FIELD STAFF AGENTS**

Vice President Carrier presented Board of Regents Policy: *Minnesota Extension Service Field Staff Agents* for rescission. She explained that the policy is obsolete because the provisions regarding academic rank are now governed by separate procedures and because field staff study leaves are adequately covered under the proposed Board of Regents Policy: *Employee Development, Education, and Training*.

A motion was made and seconded, and the committee voted unanimously to recommend rescission of Board of Regents Policy: *Minnesota Extension Service Field Staff Agents*.

#### **STUDENT ALCOHOL USE: ISSUES & INITIATIVES**

Vice President Carrier introduced Associate Vice Provost Gerald Rinehart and Dr. Ed Ehlinger, Director of the Boynton Health Service, who presented data on alcohol use by University students, as detailed in the docket materials. Ehlinger noted that the majority of the information came from a 2005 survey of students on the Twin Cities campus. Significant findings include:

- 85.5 percent of Twin Cities students reported using alcohol in the past 12 months, compared to 84.6 percent of students nationally;
- 45.1 percent of Twin Cities students reported engaging in high risk drinking (more than 5 drinks in one sitting), compared to 48.8 percent nationally;
- Students who consume more than five drinks per week are much more likely to be involved in a fight, have trouble with police, be taken advantage of sexually, or receive a poor test score than those students who consume fewer than five drinks per week.

Ehlinger commented that cultural drinking patterns impact college drinking statistics and observed that over 18 percent of all Minnesota adults engage in high risk drinking. He reported that other social and economic factors such as prior high school drinking, greek membership, the low price of alcohol, and the density of drinking establishments have an effect on college drinking.

In response to a question from Regent Bell, Ehlinger stated that the resources available to combat high risk drinking are not commensurate to the problem. He added that the greatest challenge is the lack of strategies proven to be effective in decreasing student alcohol use.

In response to a question from Bell, Rinehart reported that an alcohol assessment is not a component of the academic discipline process. Ehlinger noted, however, that an alcohol assessment is a part of the restorative justice process for a student that has been arrested. He added that students are referred to treatment programs by residence hall staff.

Regent Simmons requested a separate presentation on this issue with further information on the following subjects:

- identification of students who have problems with high risk drinking;
- University measures for providing after-care to recovering students; and
- utilization of University research to identify effective strategies for combating high risk drinking.

#### **RESULTS FROM THE STUDENT EXPERIENCE & SENIOR EXIT SURVEYS**

Regent Bohnsack noted that this discussion would be rescheduled for a later month due to time constraints.

#### **CONSENT REPORT**

Vice President Carrier noted that there were no items on the Consent Report for this month.

#### **INFORMATION ITEMS**

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

The meeting adjourned at 10:15 a.m.

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