

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty, Staff and Student Affairs Committee

May 11, 2006

A meeting of the Faculty, Staff and Student Affairs Committee of the Board of Regents was held on Thursday, May 11, 2006 at 9:45 a.m. in the East Committee Room, 600 McNamara Alumni Center.

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

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

Student Representatives: Tiffany Varilek and Steve Wang.

ANNUAL PROMOTION AND/OR TENURE RECOMMENDATIONS

Senior Vice President and Provost Sullivan presented the list of faculty members being recommended for promotion and/or tenure, as presented in the docket materials. He discussed the process for granting promotion and tenure and highlighted several statistics about the slate of candidates:

- 203 faculty members submitted dossiers for promotional consideration;
- 191 faculty members are being recommended for promotion (acceptance rate of 94%);
- 128 men are recommended and 63 women are recommended;
- 35 faculty members of color are recommended.

A lengthy discussion ensued among committee members regarding how tenure decisions are made and trends within colleges across the University. In response to a question from Regent Allen, Vice Provost Arlene Carney explained that most faculty members who do not achieve tenure drop out of the process after the third or fourth years of the probationary period. In response to a question from Student Representative Varilek, Sullivan stated that student evaluations are considered in the process and that faculty members have been denied tenure because of instruction concerns.

A motion was made and seconded, and the committee voted unanimously to recommend approval of the annual promotion and/or tenure recommendations, as presented in the docket materials.

CONTINUOUS APPOINTMENTS: ANNUAL RECOMMENDATIONS

Senior Vice President and Provost Sullivan recommended six academic professional staff members for continuous appointment status, as presented in the docket materials.

A motion was made and seconded, and the committee voted unanimously to recommend approval of the continuous appointments, as presented in the docket materials.

FACULTY COMPENSATION COMPARISONS & ANALYSIS

Senior Vice President Jones and Richard Howard, Director of Institutional Research and Reporting, presented the results of a FY 2006 survey performed by the American Association of University Professors (AAUP), which examines compensation figures for universities and colleges nation-wide and separates the results into peer groups. Howard informed the committee that the presentation included information for the Morris, Duluth, and Twin Cities campuses, and that Crookston was excluded because the peer group for that campus is being re-evaluated. The following statistics were highlighted regarding campus rankings within peer groups:

- Morris
 - 13th out of 14 peer institutions in salary; and
 - 6th out of 14 peer institutions in total compensation.
- Duluth
 - 16th out of 17 peer institutions in salary; and
 - 10th out of 17 peer institutions in total compensation.
- Twin Cities
 - 27th out of 30 peer institutions in salary; and
 - 22nd out of 30 peer institutions in total compensation.

Howard noted that the University is making incremental progress on all three campuses. He emphasized that compensation is only one of many factors that affect recruiting and retention and that the University fares well in such areas as reputation, spousal/partner employment opportunities, and quality of schools.

In response to a question from Regent Bell, Howard noted that the AAUP study does not compile statistics regarding retention and length of time to fill open faculty positions. Bell suggested that the University provide internal figures in those areas to provide context to the AAUP survey.

In response to a question from Regent Simmons, Sullivan commented that although the University has not set a specific ranking objective, there must be improvement if the strategic positioning goal of becoming a top three public research institution is to be met.

INTERCOLLEGIATE ATHLETICS REPORT

Regent Bohnsack explained that Board of Regents Policy: *Intercollegiate Athletics – Twin Cities Campus* requires an annual report be given to the Board on athletic information related to student-athlete academic progress, athletic accomplishment, department budget, and facilities. Vice President Brown introduced Athletic Director Joel Maturi to provide information on these areas. Maturi highlighted the following:

- The Department of Intercollegiate Athletics has achieved a balanced budget through FY06 and is on track to reduce the central allocation from over \$8 million in FY03 to under \$6 million in FY08;
- 19 of 25 athletic teams received scores above the national average on the NCAA Academic Progress Rate, but football and men's basketball did not receive satisfactory scores and could be subject to scholarship reductions if academic performance does not improve;
- After the winter sports season, the University is in 7th place in the Director's Cup, which recognizes athletic performance in all NCAA sports.

In response to a question from Regent Larson, Maturi expressed confidence that personnel and programmatic changes in the academic support structure will improve performance in the classroom for both football and men's basketball.

CONSENT REPORT

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

- Appointment of Nancy Barcelo as Vice President for Access, Equity, and Multicultural Affairs, effective May 15, 2006;
- Appointment of Jacqueline Johnson as Chancellor of the University of Minnesota Morris, effective August 1, 2006; and
- Promotion of Elaine Rude from emeritus associate professor to emeritus professor.

INFORMATION ITEMS

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

The meeting adjourned at 11:40 a.m.

ANN D. CIESLAK
Executive Director and
Corporate Secretary