

**UNIVERSITY OF MINNESOTA**

**BOARD OF REGENTS**

**Faculty, Staff & Student Affairs Committee**

**June 7, 2007**

A meeting of the Faculty, Staff & Student Affairs Committee of the Board of Regents was held on Thursday, June 7, 2007 at 9:00 a.m. in the East Committee Room, 600 McNamara Alumni Center.

Regents present: Dallas Bohnsack, presiding; Clyde Allen, Venora Hung, Dean Johnson, David Larson, and Patricia Simmons.

Staff present: Chancellor Jacqueline Johnson; Senior Vice President and Provost Thomas Sullivan; Senior Vice President Frank Cerra; Vice Presidents Nancy Barceló, Carol Carrier, and Timothy Mulcahy; and Acting Executive Director Carol Kraus.

Student Representatives present: Ben McKibben and Nathan Olson.

**ANNUAL PROMOTION AND/OR TENURE RECOMMENDATIONS**

Senior Vice President and Provost Sullivan presented two faculty members being recommended for promotion and/or tenure who were not included at the May 2007 meeting, as presented in the docket materials.

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

**BOARD OF REGENTS POLICY: FACULTY TENURE**

Senior Vice President and Provost Sullivan presented proposed amendments to Board of Regents Policy: *Faculty Tenure*. The amendments provide rigorous promotion and tenure standards while addressing faculty work-life balance issues. It was noted that the proposed amendments have received unanimous support from the Faculty Senate. Regent Simmons expressed appreciation to Provost Sullivan and the faculty leadership for their collegiality during the development of the policy amendments.

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

**FACULTY COMPENSATION COMPARISONS & ANALYSIS**

Vice President Carrier invited Senior Vice President and Provost Sullivan and Rich Howard, Director of Institutional Research, to present findings from the annual Faculty Compensation Comparisons & Analysis report, as detailed in the docket materials. Carrier noted the report includes data from the Twin Cities and Morris campuses. Duluth and Crookston faculty bargaining unit contracts are not completed and their 2006-2007 compensation data is unavailable.

Sullivan noted the data reflects the third and final year of a salary plan developed by President Bruininks and Vice President Carrier as part of the strategic planning process. The data demonstrates the progress of the salary plan to recruit and retain the very best faculty and staff.

Howard reviewed the report and highlighted the following:

- Strategic investments in faculty compensation and salaries during the past two years are reflected in terms of improved rankings at the Twin Cities campus within the comparison group.
- Morris campus rankings remained relatively constant within their comparison group.
- The Morris campus comparison group will be reconsidered and possibly restructured to take into account their current status and future goals.
- Average faculty compensation and salaries at the Twin Cities campus consistently exceed faculty compensation and salaries of the comparison group.
- Future salary and compensation strategies include: (a) continuation of a multi-year approach using targeted merit program funds to recruit and retain the University's best and brightest faculty and staff, and (b) funding areas identified as central to the University's goal of becoming one of the top three public research universities in the world.

In response to questions from Regent Larson, Howard explained Big 10 institutions with a different academic mix were excluded and that salary and the value of the benefits package were considered in developing the comparison group for the Twin Cities. Sullivan reported that faculty are aware of salary and benefit comparisons. Carrier added that faculty attitude surveys demonstrate high levels of satisfaction with the University's benefits package, but that salaries generally do not receive the same level of satisfaction. Sullivan clarified that all faculty are reviewed annually and receive a salary increase based on merit and market competitiveness using criteria approved by departments, colleges, and the Provost's Office. Regent Simmons observed that several of the institutions in the Twin Cities peer group are in locations with a very high cost of living, which should be considered in the comparisons.

#### **UPLAN/EMPLOYEE HEALTHCARE BENEFITS UPDATE**

Vice President Carrier invited Vice President Cerra and Director of Employee Benefits Dann Chapman to present the UPlan/Employee Healthcare Benefits Update, as detailed in materials distributed at the meeting and on file in the Board Office. Chapman noted that overall health care increases at the University have been below national trends. The new pharmacy program showed positive results last year in controlling prescription costs and the savings have been passed on to University employees with lower prescription co-payments. The new wellness program is also having a positive effect on overall health care costs. Future strategies to manage and lower health care costs include increased education for employees and the use of high performing provider networks.

In response to questions from Regent Allen, Vice President Cerra explained that utilization is the primary factor affecting the cost of health care benefits, and that the wellness program is an important strategy to reduce utilization of the benefits program through disease management and healthy lifestyles.

**PERSPECTIVES ON STUDENT OUTCOMES: RECENT GRADUATE  
TRACKING SURVEYS**

Vice President Carrier and Vice Provost Rinehart presented information from tracking surveys of recent graduates, distributed at the meeting and on file in the Board Office. Rinehart explained the new survey replaces previous student surveys conducted by department, college, and career offices and captures student experiences six months after graduation. The survey focuses on core questions also used by other institutions, which will allow peer comparisons. Major findings of the survey include:

- 90 percent were employed within six months following graduation, and 82 percent were employed in Minnesota; and
- Approximately 15 percent pursued additional education, with half of those students enrolled in a University of Minnesota graduate program.

Graduates also reported favorable opinions regarding their preparation for post-graduation endeavors, satisfaction with their University experience, and a willingness to recommend the University to others.

Rinehart concluded by noting the new survey directly supports Strategic Positioning by exploring ways to better recruit and retain the best students, improve efficiency and accountability, and provide feedback individual units can use to make improvements.

**CONSENT REPORT**

Vice President Carrier presented the Consent Report, as detailed in the docket, including the following personnel appointment:

- To seek approval for Dr. Robert J. Isaacson of emeritus status as professor in the School of Dentistry.

A motion was made and seconded, and the committee voted unanimously to recommend approval of the Consent Report.

**INFORMATION ITEMS**

Vice President Carrier referred the committee to the Information Items contained in the docket materials, including:

- Personnel highlights;
- University highlights;
- Faculty and staff activities and awards; and
- Student activities and awards.

The meeting adjourned at 10:35 a.m.



**CAROL E. KRAUS  
Acting Executive Director and  
Corporate Secretary**