

**Year 2003-04**

**UNIVERSITY OF MINNESOTA**

**BOARD OF REGENTS**

**Faculty, Staff and Student Affairs Committee**

**May 13, 2004**

A meeting of the Faculty, Staff and Student Affairs Committee of the Board of Regents was held on Thursday, May 13, 2004 at 1:47 p.m. in the West Committee Room, 600 McNamara Alumni Center.

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

Staff present: Chancellor Samuel Schuman; Senior Vice President and Provost Christine Maziar; Senior Vice Presidents Frank Cerra and Robert Jones; Vice President Carol Carrier; Acting General Counsel William Donohue; Executive Director Ann Cieslak; Provost David Carl; and Associate Vice Presidents Sheila Ards and Laurie Scheich.

Student Representatives: Johanna Farmer and Nathan Wanderman.

Regents Simmons welcomed Student Representative Johanna Farmer back to a second year of serving on the committee and Nathan Wanderman to his first committee meeting as a student representative.

**ANNUAL PROMOTION AND/OR TENURE RECOMMENDATIONS**

Senior Vice President Jones presented the slate of faculty members being recommended for promotion and/or tenure. He highlighted several points about the University's recommendation process:

- 172 faculty members submitted dossiers in May 2003 for promotional consideration;
- 164 faculty members are being recommended for promotion (acceptance rate of 95%);
- 100 men are recommended and 64 women are recommended;
- 35 faculty members of color are recommended, which is the highest number in institutional history.

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 Jones recommended two 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: SALARY COMPARISON & ANALYSIS; RECRUITMENT AND RETENTION; PROFESSIONAL DEVELOPMENT**

Senior Analyst Peter Zetterberg presented the results of a FY 2004 survey performed by the American Association of University Professors, which examines compensation figures for universities and colleges nation-wide and separates the results into peer groups. Zetterberg highlighted the following results for the Morris, Duluth, and Twin Cities campuses:

- Morris

- 12th out of 14 peer institutions in salary; and
- 8th out of 14 peer institutions in total compensation.
- Duluth
  - 16th out of 17 peer institutions in salary; and
  - 8th out of 17 peer institutions in total compensation.
- Twin Cities
  - 28th out of 30 peer institutions in salary; and
  - 22nd out of 30 peer institutions in total compensation.

Zetterberg noted that one of the most important statistics to come from this year's survey is the fact that the gap between the salary at private universities and public universities grew substantially. In the Twin Cities campus peer group, the top eleven universities in salary were all private.

Deans Ted Davis of the Institute of Technology and Deborah Powell of the Medical School discussed the challenges of recruiting and retaining faculty members in their colleges. Both deans conceded that it is becoming far more difficult to retain faculty members as other institutions are frequently able to offer higher salaries. Davis reported that he was successful in retaining only half of the faculty members who were offered positions at other institutions in the past three years.

Several Regents expressed concern over the salary rankings in comparison to peer institutions and the difficulty faced by the University in retaining faculty. Vice President Carrier commented that although the benefits package offered by the University has consistently been a positive factor in recruiting and retaining faculty, even that area of compensation is being challenged.

#### **BOARD OF REGENTS POLICY: *FACULTY AND STAFF RETIREMENT***

Jackie Singer, Director of Retirement Programs, introduced the Board of Regents Policy: *Faculty and Staff Retirement* as an action item. She noted that this policy was reviewed by the committee in March, and it will supersede Board of Regents Policies: *Retirement and Terminal Leaves* and *Unisex Retirement Tables*.

Singer noted that the policy has been amended since the committee's previous discussion in March to further clarify the distinction between University personnel providing education and offering financial advice. She also provided several examples of reserved authority to the Board and delegated authority to the administration.

A motion was made and seconded, and the committee voted unanimously to recommend approval of the Board of Regents Policy: *Faculty and Staff Retirement*.

#### **CONSENT REPORT**

There were no items for action on the consent report.

#### **INFORMATION ITEMS**

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

The meeting adjourned at 3:15 p.m.

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