

UNIVERSITY OF MINNESOTA
BOARD OF REGENTS
Faculty, Staff and Student Affairs Committee
December 13, 2001

A meeting of the Faculty, Staff and Student Affairs Committee of the Board of Regents was held on Thursday, December 13, 2001 at 9:15 a.m. in the West Committee Room, 600 McNamara Alumni Center.

Regents present: David Metzen, presiding; Robert Bergland, Dallas Bohnsack, Richard McNamara, and Maureen Reed.

Staff present: Chancellors Kathryn Martin, Donald Sargeant, and Samuel Schuman; Senior Vice President Frank Cerra; Vice Presidents Carol Carrier and Robert Jones; Executive Director Ann Cieslak; and Provost David Carl.

Student Representatives: Christina Frazier and Nicholas Maxwell.

CONSENT REPORT

Vice President Carrier presented the Consent Report which contained a proposal for an enhanced retirement program for selected employees of the University of Minnesota Extension Service (UMES). Those who participate in the voluntary program would receive a one-time salary increase of \$10,000 and must retire by June 30, 2002. Fewer than 50 employees are expected to participate.

Regent Bergland summarized efforts to review and overhaul outreach programs at the University, including UMES. He added that the proposed enhanced retirement plan would aid those efforts.

Carrier introduced Dean Charles Casey who briefly commented on the merits of the proposed retirement plan and described the current staffing levels within UMES.

In response to a question from Regent Metzen, Casey reported that some of the positions that will be vacant due to early retirements will be eliminated and others will be refilled. Noting economic conditions, Metzen encouraged Casey to leave positions unfilled, where appropriate, in order to prevent future layoffs.

A motion was made, seconded, and the committee voted unanimously to approve the Consent Report.

COLLECTIVE BARGAINING AGREEMENT:
TEAMSTERS LOCAL 320 (UNIT 3)

Vice President Carrier reported that a collective bargaining agreement had been ratified by Teamsters Local 320 (Unit 3). She introduced Patti Dion, Director of Employee Relations, who presented the highlights of the agreement, as detailed in the docket materials. Dion compared the Teamsters agreement with other agreements reached this year, and noted the good relationship between the union and the University.

Regent Bohnsack expressed concern about a contract provision that prohibits outsourcing. Dion responded that the provision has been part of the Teamsters contract for several years and does not prohibit layoffs if they become necessary.

A motion was made, seconded, and the committee unanimously approved the Collective Bargaining Agreement with the Teamsters

BOARD OF REGENTS POLICY: SICK AND DISABILITY LEAVES

Vice President Carrier presented proposed amendments to the Board of Regents Policy: *Sick and Disability Leaves*, as presented in the docket materials. The amendments respond to a change in state law requiring 40 hours paid leave for certain public employees who donate an organ or part of an organ to another person. If approved, such employees would be treated in the same manner as those who donate bone marrow.

The revised policy will be presented for action at the February 2002 Board meeting.

EMPLOYEE HEALTH CARE BENEFITS UPDATE

Vice President Carrier and Senior Vice President Cerra introduced the topic. Carrier noted the important role the newly-created employee health care advisory committee played to respond to the change in health care benefits. Cerra summarized the progress made since the University's decision to separate from the State's health insurance plan. He introduced Steven Burrows, Director of Health Programs, Employee Benefits, who made the presentation, a copy of which is on file in the Board Office.

Burrows discussed the vision and goals of the UPlan (the new University health care plan), provided enrollment data for the various health insurance plans, and highlighted the following:

- 15,000 open enrollment applications were processed 10 days ahead of schedule;
- the University will participate in a national data cooperative that will facilitate better management of the health plan and local and national market comparisons; and,
- efforts are underway to begin the process of separating other benefits from the State, including Medicare, dental, and long-term care.

In response to a question from Regent Reed, Burrows expressed a high confidence in the successful implementation of the new UPlan in January 2002, but identified data transfer, customer service, and interpretation of benefits as possible areas of vulnerability.

Cerra recommended a follow-up discussion in June 2002 to review utilization information, national comparison data, and the request-for-proposals recommendations for dental, Medicare and other benefits.

ALCOHOL AND TOBACCO: EDUCATION AND ABUSE PREVENTION

Vice President and Vice Provost Jones introduced the topic and Edward Ehlinger, M.D, Director of Boynton Health Service, Twin Cities campus. Jones explained that the intent of this discussion was to review alcohol and tobacco prevention and intervention programs on all campuses. Chancellors Martin, Sargeant, and Schuman were present to comment. Jones reported that discussion of alcohol policies is tentatively scheduled for May 2002.

Ehlinger led the discussion and reviewed a number of promising practices for preventing alcohol misuse and tobacco use. While there is much debate about how to prevent alcohol misuse, several initiatives seem to be effective, some of which are being tried on various University campuses. He noted that very little is known about the impact of policy changes on alcohol misuse. With regard to tobacco, a multi-faceted approach, which includes environmental and policy initiatives, such as smoking bans, seems to work best.

Ehlinger reviewed the composition and mission of the system-wide Alcohol, Tobacco, and Other Drug Task Force and highlighted the task force's efforts, as well as specific alcohol and tobacco prevention initiatives on the Twin Cities campus. These include developing potential revisions to the Board of Regents Policy: *Alcoholic Beverages on Campus*, collaborating with other post-secondary institutions in Minnesota on tobacco issues, considering a proposal to ban smoking in front of campus buildings, and working to educate parents, faculty and staff about their role in preventing alcohol misuse.

Sargeant commented on the success of various prevention programs implemented at the University of Minnesota, Crookston.

Martin commented on the parental notification process recently implemented at the University of Minnesota, Duluth (UMD), described several alcohol and tobacco prevention initiatives, and highlighted collaborative efforts with local law enforcement.

Schuman noted frequent conversations with parents regarding alcohol use among students. He also expressed concern about tobacco use among students and commented on the relationship between faculty and staff alcohol use and the behavior of students. He added that he has denied requests to serve alcohol at some events because of the message it might send to students.

Regents Bergland, Metzen and Reed commented on a recent decision to continue tobacco sales in Twin Cities student unions and urged that money should not be a factor in the decision to sell tobacco on campus. Jones explained that the decision to continue to sell tobacco was made by students not administrators, and was based on financial considerations, the rights of students, and the limited impact a policy change might have on tobacco use. Ehlinger described efforts by some to reverse the decision, including finding a replacement for revenue lost by ending on-campus tobacco sales.

In response to a question from Reed, Jones stated that he is in the process of obtaining the results of a comprehensive survey examining the impact of parental notification policies on alcohol.

Metzen commended all campuses for their work to address this complex campus life issue, and suggested a future discussion about another campus life issue -- credit-card debt.

INFORMATION ITEMS

Vice President Carrier noted several Information Items in the docket materials.

Meeting adjourned at 11:15 a.m.

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

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