

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty, Staff and Student Affairs Committee

April 11, 2002

A meeting of the Faculty, Staff and Student Affairs Committee of the Board of Regents was held on Thursday, April 11, 2002 at 2:15 p.m. in Room CF208 Coffman Center of the University Center Rochester.

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

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

Student Representatives: Christina Frazier and Nicholas Maxwell.

CONSENT REPORT

Vice President Carrier reported that there were no items in the Consent Report this month.

ANNUAL PROMOTION AND/OR TENURE RECOMMENDATIONS

Vice President and Vice Provost Jones presented the annual promotion and tenure recommendations and noted revisions to the materials found in the docket. A copy of the revised docket materials is on file in the Board Office. Jones provided summary highlights of the individuals recommended for promotion/and or tenure, including the number of women and people of color, and noted that 96 percent of those reviewed for promotion and/or tenure were approved. This rate is similar to previous years and is a result of the periodic performance reviews of, and support provided to, new faculty.

In response to a question from Regent Metzen, Chancellor Martin responded that the process and standards for promotion and/or tenure for University of Minnesota Duluth faculty are the same as on other campuses, except the chancellor's recommendations are not reviewed by the executive vice president and provost.

The committee voted unanimously to recommend approval of the revised recommendations for promotion and/or tenure.

CONTINUOUS APPOINTMENTS: ANNUAL RECOMMENDATIONS

Vice President and Vice Provost Jones presented the recommendations for continuous appointments as found in the docket materials.

The committee voted unanimously to recommend approval of the recommendations for continuous appointment as presented in the docket materials.

FACULTY AND STAFF COMPENSATION: COMPARISONS AND ANALYSIS

Vice President Carrier introduced Peter Zetterberg, Senior Analyst, Institutional Research and Reporting; Patti Dion, Director, Employee Relations and Compensation; and Peter Ronza, Assistant Director, Employee Relations and Compensation.

Zetterberg led the discussion regarding faculty compensation and described the peer groups used to make comparisons, identified the source of comparative compensation data, and defined the components that comprise faculty compensation. He also noted several reasons why faculty compensation and salaries may differ across institutions. A copy of the presentation is on file in the Board Office.

Zetterberg highlighted the following during the presentation:

- Although difficult to quantify, the cost of living and tax burden in some metropolitan areas are factors partly responsible for higher salaries at some institutions.
- In addition to salary and compensation, campus location, the level of support for graduate students and other factors impact the ability to retain and recruit faculty.
- Overall compensation for all faculty ranks on the coordinate campuses is higher than the mean for their respective peer groups.
- In terms of salary and compensation, rankings for Twin Cities faculty have not changed significantly.
- Twin Cities faculty compensation is competitive with that offered by other public institutions in the peer group.

In response to a question from Regent Reed about the factors impacting recruitment and retention of faculty, Zetterberg commented that the most important factors for the University would be improving the quality of facilities and the reputation of the departments and the University as a whole.

The chancellors joined the discussion. Chancellor Martin clarified that salaries for faculty at the University of Minnesota Duluth (UMD) Medical School are included in the UMD statistics and may artificially inflate the salary rankings. She believes that recruiting potential faculty for UMD is more difficult due to the lack of tuition benefits for the children of employees.

Chancellor Sargeant noted that the University of Minnesota Crookston (UMC) often must pay higher salaries to faculty at lower ranks in order to recruit them. Retention at UMC is high due to their extensive use of technology.

Chancellor Schuman commented that at the University of Minnesota Morris (UMM) the overwhelming reasons for faculty to leave are family considerations, including lack of spousal employment opportunities for dual academic career families. He added that faculty at UMM are concerned about the salary disparity between them and their peers on the Twin Cities campus.

Zetterberg observed that in recent years there has been an increasing gap in the salaries of faculty at Tier I research campuses, such as the University of Minnesota Twin Cities, and those at other public institutions. He added that some differences are the result of the mixture of disciplines on a particular campus.

It was agreed that the salary disparity situation should be monitored closely, and that future presentations should include salary comparisons by discipline, trend data regarding compensation and salary, and UMD faculty average salaries without the Medical School.

Regarding staff compensation and salary, Carrier noted that the information presented pertains to civil service and bargaining unit staff.

Ronza reviewed staff demographics for University employees, including number of employees, length of service, average

wages, and minority representation in the University workforce. He also summarized the benefits offered to employees, noted various service improvements for staff, and described future initiatives. A copy of the presentation is on file in the Board Office.

Ronza highlighted the followed during the presentation:

- While the University does not have a specific goal regarding how its salaries compare to market, the University has made some improvements to bring salaries closer to market. However, some above-market and some below-market salaries continue. A portion of the above market salaries are the result of last year's implementation of a minimum salary of \$12.00 for most employees.
- Job reclassification requests have been reduced significantly due to the redesign of job families in various civil service job categories.
- Future plans include increased use of merit-based pay and improved performance management systems.

In response to a question from Regent Bergland regarding the University's minimum wage, Dion noted that departments do not seem to be as concerned about salary compression as they once were. Salary adjustments have been used in some instances to address the issue.

In response to a question from Regent Bohnsack, Dion stated that bargaining units prefer rewarding employees based on years of service, rather than merit. The University continues to raise the issue during negotiations. Carrier noted that there is progress in this area for civil service employees.

INFORMATION ITEMS

Vice President Carrier noted several information items in the docket materials.

Meeting adjourned at 3:45 p.m.

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

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