

UNIVERSITY OF MINNESOTA
BOARD OF REGENTS

Faculty, Staff and Student Affairs Committee

April 10, 2003

A meeting of the Faculty, Staff and Student Affairs Committee of the Board of Regents was held on Thursday, April 10, 2003 at 1:15 p.m. in the West Committee Room, 600 McNamara Alumni Center.

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

Staff present: President Robert Bruininks, Executive Vice President and Provost Christine Maziar; Chancellors Kathryn Martin, Donald Sargeant, Samuel Schuman; Senior Vice President Frank Cerra; Vice Presidents Carol Carrier, Robert Jones, and Kathleen O'Brien; Interim Vice President David Hamilton; Executive Director Ann Cieslak; and Provost David Carl.

Student Representatives present: Gretta Hanson and Allison Rhody.

CONSENT REPORT

Vice President Carrier presented an amended Consent Report which included the following:

- A new, temporary Retirement Incentive Option (RIO) that would provide eligible employees who elect to participate by July 7, 2003 with subsidized health care benefits for 36 months; and

- Changes to the Civil Service & Bargaining Unit Staff Layoff Severance Program and the Academic Staff Non-Renewal Severance Program as described in the materials.

A copy of the amended Consent Report and the accompanying presentation are on file in the Board Office.

The new RIO is intended to encourage eligible University employees to retire so that cost savings can be used to prevent other staff reductions.

The changes to existing severance programs include eliminating the "Rule of 75" and prohibiting laid-off and non-renewed individuals who are issued a lump-sum severance payment from being rehired at the University for a time period corresponding to their severance weeks payout. These changes will eliminate high cost provisions that benefit small numbers of employees, create consistency among employee groups, and align severance programs with appropriate benchmarks.

Carrier indicated that the application of these proposed changes to represented employees is subject to collective bargaining.

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

ANNUAL PROMOTION AND TENURE RECOMMENDATIONS

Vice President and Executive Vice Provost Jones presented the annual promotion and tenure recommendations as contained in the docket materials. 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 92.2 percent of those reviewed for promotion and/or tenure were approved. This rate is similar to previous years. Jones provided highlights of University efforts to help tenure-track faculty successfully navigate the tenure process.

In response to several questions, Jones responded that comparing the University's promotion and/or tenure approval rate to peer institutions is problematic due to variation among promotion and/or tenure review processes. He added that the University's high approval rate is a result of efforts to hire quality faculty, regularly evaluate their performance, and assist them through the promotion and/or tenure review process.

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

CONTINUOUS APPOINTMENTS: ANNUAL RECOMMENDATIONS

Vice President and Executive Vice Provost Jones presented the recommendations for continuous appointment as contained in the docket materials.

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

BOARD OF REGENTS POLICY: STUDENT CONDUCT

Vice President and Executive Vice Provost Jones led the review of the proposed amendments to Board of Regents Policy: Student Conduct and introduced June Nobbe, Interim Associate Vice Provost for Student Affairs.

Jones explained the purpose of the policy, highlighted the University's educational approach to addressing student conduct issues, and summarized the charge to the committee responsible for reviewing the policy and making recommendations.

Nobbe highlighted the proposed amendments, noting that the changes incorporate recent conduct issues into the policy, including disruptive classroom behavior and the possession or use of dangerous biological or chemical agents. She detailed the consultative process that occurred prior to presenting the proposed amendments to the Board for review and clarified that the historical jurisdiction parameters of the policy have not been altered.

A resolution to make the effective date of the amended policy July 1, 2003 will accompany the proposed amendments when they are presented for approval in June. Delaying the effective date will maintain continuity in the reporting of Student Conduct Code violations. Upon adoption, the name of the policy will become Board of Regents Policy: Student Conduct Code.

FACULTY AND STAFF COMPENSATION: COMAPRISONS & ANALYSIS

Vice President Carrier introduced Peter Zetterberg, Senior Analyst, Institutional Research and Reporting; Patti Dion,

Director of Employee Relations and Compensation; and Peter Ronza, Assistant Director of Employee Relations and Compensation.

Zetterberg led the discussion regarding faculty compensation for FY 2003. He 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. Due to collective bargaining issues, salaries for University of Minnesota Duluth faculty were not included in the information presented to the committee. 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 quality of the student body, and several other factors impact the ability to retain and recruit faculty.
- Over the past six years there has been relatively little change in salary and total compensation rankings between the various University campuses with their peer institutions. There has been noticeable improvement with regard to salaries for assistant professors on the Twin Cities campus.
- Although the University of Minnesota Morris (UMM) ranks 12 out of 14 institutions with regard to average salary, their ranking improves to 5 out of 14 when total compensation is considered. The majority of institutions in UMM's peer group are private.
- The gap between average salaries offered at public and private institutions in the Twin Cities peer group continues to grow. The gap between the highest average salary (offered at a private institution) and the lowest average salary (offered at a public institution) is approximately \$50,000.

In response to several questions, Zetterberg and Executive Vice President and Provost Maziar, noted that several public and private institutions in the Twin Cities peer group are considering or have imposed salary freezes. Therefore the University's relative ranking in comparison to its peers should not be impacted significantly by current budget challenges. Maziar clarified that different academic portfolios between public and private institutions can account for some of the salary gap between the two types of institutions. Salary comparisons within specific disciplines are more valuable and useful when recruiting and retaining faculty.

With regard to salaries and compensation comparisons for civil service and bargaining unit staff, Dion presented the University's staff compensation principles. Ronza provided summary information regarding staff demographics, average wages, and the process for defining and analyzing competitive markets. He also noted various service improvements for staff. A copy of the presentation is on file in the Board Office.

Ronza indicated that the University's goal is to offer salaries that are at the market average. However, there are instances when it is in the University's interest to offer salaries that either lag or lead the market. As the University must recruit and retain employees in a variety of job markets with different averages for each, factors such as the size of competing employers

and the comparability of the jobs are used when analyzing markets.

INFORMATION ITEMS

Vice President Carrier noted several information items in the docket materials, including the Annual Student Diversity Report.

The meeting adjourned at 3:10 p.m.

ANN D. CIESLAK

Executive Director and

Corporate Secretary

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