

**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS
Faculty, Staff and Student Affairs Committee
September 11, 2003**

A meeting of the Faculty, Staff and Student Affairs Committee of the Board of Regents was held on Thursday, September 11, 2003 at 2:15 p.m. in the West Committee Room, 600 McNamara Alumni Center.

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

Staff present: Executive Vice President and Provost Christine Maziar; Chancellors Velmer Burton, Kathryn Martin, and Samuel Schuman; Vice Presidents Kathryn Brown, Carol Carrier, Sandra Gardebring, Robert Jones and Kathleen O'Brien; Interim Vice President David Hamilton; General Counsel Mark Rotenberg; Executive Director Ann Cieslak; and Provost David Carl.

Student Representatives present: Jacob Elo and Johanna Farmer.

ALCOHOL & TOBACCO: INSTITUTIONAL POLICIES

Vice President Carrier introduced the topic by noting that this discussion of alcohol and tobacco policies and related issues was requested by the committee at a previous meeting. Vice President Jones introduced Associate Vice Provost for Student Affairs Gerald Rinehart and Director of Boynton Health Service Edward Ehlinger to lead the discussion. Rinehart provided an overview and reported that, overall, the University's policies are consistent system-wide and comport with best practices at peer institutions. He indicated that there are instances where policies differ among the University's four campuses. A copy of the presentation is on file in the Board Office.

Ehlinger reviewed data regarding tobacco use among students and noted a decline in smoking rates, particularly among first-year students. He attributed some of the decline to anti-smoking initiatives on various campuses. He identified several potential policies issues related to smoking, including whether tobacco products should be sold on campus and whether sponsorship of programs and events by tobacco companies should be prohibited.

Regarding alcohol, Ehlinger summarized various alcohol policy reviews conducted on the Twin Cities campus and noted that similar reviews have occurred on the coordinate campuses. The percentage of Twin Cities undergraduates who are "high-risk" drinkers is lower than at peer institutions, but there is concern about the percentage of 18 - 24 year-olds who engage in this behavior. Ehlinger highlighted recommended policy initiatives and best practices regarding alcohol misuse prevention and noted several recent initiatives on the Twin Cities campus. He identified the following policy issue for the University to consider: Whether the University should support particular policy initiatives, such as increasing alcohol taxes.

Chancellors Burton, Martin, and Schuman joined the discussion and commented on alcohol and tobacco issues on the coordinate campuses.

Regent Metzen indicated his support for smoke-free residence halls on all University campuses. Regent Bell stated that he supported alcohol-free residence halls on all campuses, opposed the sale of tobacco on University campuses, and supported the elimination of alcohol sponsorships at University events. He suggested that these policy issues be discussed in the future. Ehlinger noted that the Alcohol Tobacco and Other Drugs Committee (ATOD) has made recommendations to the administration regarding alcohol sponsorship.

Student Representative Elo noted student support for tobacco sales on the Twin Cities campus and asked about the number of exceptions granted to the Board of Regents Policy: Alcoholic Beverages on Campus. Ehlinger indicated that there are approximately 1,000 exceptions granted each year. He added that ATOD has recommended changing this policy from one that permits alcohol use as an exception to one that allows alcohol use on campus as a rule, provided certain standards are followed.

Regent Simmons stated that the committee will discuss policy issues raised at future committee meetings.

STAFF & FACULTY DIVERSITY REPORT

Vice President Carrier provided an overview and introduced Vice President Jones and Director of Equal Opportunity and Affirmative Action (EOAA) Julie Sweitzer to lead the discussion. Sweitzer summarized the work of EOAA, noted relevant Board policies, and commented on recent U.S. Supreme Court decisions involving diversity in higher education and demographic data from the 2000 census.

Jones provided an overview of current data regarding faculty and staff diversity as presented in the docket materials, highlighted the progress the University has made and noted areas where improvement is necessary.

He presented the following policy issues for future discussion:

- During a period of budget challenges what is the best way to position the University to sustain its progress with regard to diversity?
- Should there be a strategic plan with specific benchmarks or goals for diversifying the faculty? Although there is an institutional commitment to increasing faculty diversity, there is no strategic plan or goal at this time.
- Is the institution doing everything it can to remove barriers to greater diversity and to create a supportive climate for University faculty?

In response to several questions from Regents Bell and Berman, Jones described how centrally allocated funds are used to support the recruitment of diverse faculty, and indicated that he is not aware of any data that shows salaries for women and faculty of color are higher than white faculty in comparable disciplines. He emphasized that all faculty are hired using the same process and standards. The University tries to ensure a diverse and broad applicant pool, but does not deviate from its standards for the sake of diversity. Sweitzer commented that while the University values multiple kinds of diversity, efforts are aimed at individuals from groups that have traditionally been unwelcome or excluded from positions in higher education institutions. A planned survey of faculty and staff will provide information to help assess the University's climate for diversity.

In response to a question from Regent Ransom, Jones responded that the administration has not compared faculty diversity at the coordinate campuses with their peer institutions. Information will be provided to the committee in the future regarding this issue.

Regent Bell suggested that the committee add a re-examination of the Board of Regents Policy: Mission

Statement to its workplan.

Regent Simmons thanked the administration for acknowledging areas for improvement and noted that the various policy issues identified will be discussed at a future meeting of the committee.

COMMITTEE WORKPLAN, 2003-04

Regent Simmons presented a draft workplan to the committee, a copy of which is on file in the Board Office. She noted that the committee will focus on several areas, including the President's Service and Productivity Initiative, and recruitment and retention issues for faculty. Simmons requested that committee members provide feedback to her regarding the proposed workplan.

CONSENT REPORT

A motion was made and seconded, and the committee voted unanimously to recommend approval of the Consent Report, which included the following:

- Appointment of Dean Barkley, Emmett Carson, Peggy Leppik, Roger Moe, Jim Solem, Tom Swain, and Pam Wheelock as new members to the Hubert H. Humphrey Institute of Public Affairs Advisory Council. Current Honorary members Chuck Denny, Jane Freeman, and Whitney Macmillian will be appointed as members.

INFORMATION ITEMS

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

The meeting adjourned at 4:10 p.m.

ANN D. CIESLAK
Executive Director and
Corporate Secretary