

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty, Staff and Student Affairs Committee

Thursday, June 11, 2009

2:45 – 4:15 p.m.

600 McNamara Alumni Center, East Committee Room

Committee Members

John Frobenius, Chair
Clyde Allen
Richard Beeson
Dallas Bohnsack
Venora Hung
Dean Johnson

A G E N D A

1. Board of Regents Policy: *Diversity, Equal Employment Opportunity, and Affirmative Action* - Review - N. Barcelo/K. Lockhart (pp. 2-7)
2. Board of Regents Policy: *Intercollegiate Athletics - Twin Cities Campus* - Review - K. Brown/J. Maturi (pp. 8-11)
3. UPlan Report - F. Cerra/D. Chapman(p. 12)
4. Consent Report - Review/Action - C. Carrier (pp. 13-17) - **REVISED**
5. Information Items - C. Carrier (pp. 18-32)



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty, Staff, and Student Affairs Committee

June 11, 2009

Agenda Item: Board of Regents Policy: Diversity, Equal Employment Opportunity, and Affirmative Action

review review/action action discussion

Presenters: Vice President and Vice Provost Nancy Barcelo
Associate Vice President Kristin Nering Lockhart

Purpose:

policy background/context oversight strategic positioning

To review amendments to Board of Regents Policy: *Diversity, Equal Employment Opportunity, and Affirmative Action*.

Outline of Key Points/Policy Issues:

1. The existing two policies, (“Diversity, Equal Employment Opportunity, and Affirmative Action” and “Equal Opportunity”) would be merged into one proposed Board policy consistent with the University’s Equity and Diversity Vision Framework and eliminate confusion caused by the existence of a separate “Equal Opportunity” policy.
2. The revised Board policy also expands the list of protected categories to include “gender identity and gender expression” a revision that is consistent with most other schools in the Big Ten and hundreds of other colleges and Universities across the country.
3. The proposed Board policy also clarifies its aspiration to create a University environment free from ageism and homophobia in addition to racism, sexism, and other forms of prejudice, intolerance and harassment.
4. The proposed Board policy affirmatively states the University’s obligation and commitment to visitors to the University of Minnesota as well as students, staff and faculty.

Background Information:

The new policy can be found on pages 3-4 of the docket materials. The old policy can be found on pages 5-6. The amended policy would also supersede Board of Regents Policy: *Equal Opportunity* (p. 7).

The new title of the amended policy would be Board of Regents Policy: *Equity, Diversity, Equal Opportunity, and Affirmative Action*.

President's Recommendation for Action:

The President recommends that the Board of Regents adopt the proposed amendments to Board of Regents Policy: *Diversity, Equal Employment Opportunity, and Affirmative Action*.



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS POLICY**

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**Administrative
EQUITY, DIVERSITY, EQUAL OPPORTUNITY,
AND AFFIRMATIVE ACTION**

Adopted: September 7, 1995

Supersedes: (see end of policy)

DRAFT for review June 11, 2009

**EQUITY, DIVERSITY, EQUAL OPPORTUNITY, AND
AFFIRMATIVE ACTION**

SECTION I. GUIDING PRINCIPLES.

The following principles shall guide the commitment of the University of Minnesota (University) to equity, diversity, equal opportunity, and affirmative action:

(a) Consistent with its academic mission and standards, the University is committed to achieving excellence through equity and diversity.

(b) A diverse student body enhances the academic and social environment for all students and prepares students to thrive in an increasingly diverse workforce and society.

(c) Equal educational access is critical to preparing students for the responsibilities of citizenship and civic leadership in a heterogenous society.

(d) As a community of faculty, staff, and students engaged in research, scholarship, artistic activity, teaching and learning, or the activities that support them, the University seeks to foster an environment that is diverse, humane, and hospitable.

(e) In partnership with community groups, the University is committed to serving the state, the nation, and the world through its outreach and public service.

SECTION II. IMPLEMENTATION.

The University shall:

(a) provide equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression;

(b) advocate and practice affirmative action consistent with law, including the use of recruiting and search processes to enhance participation of racial minorities, women, persons with disabilities, and protected veterans;



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**Administrative
EQUITY, DIVERSITY, EQUAL OPPORTUNITY,
AND AFFIRMATIVE ACTION**

Adopted: September 7, 1995

Supersedes: (see end of policy)

DRAFT for review June 11, 2009

(c) establish and nurture an environment for faculty, staff, students, and visitors that actively acknowledges and values equity and diversity and is free from racism, sexism, ageism, homophobia, and other forms or prejudice, intolerance, or harassment;

(d) provide equal educational access to members of underrepresented groups and develop affirmative action admission programs, where appropriate, to achieve the University's educational mission; and

(e) promote and support equity and diversity through its academic programs, its employment policies and practices, its delivery of services, and the purchase of goods, materials, and services for its programs and facilities from businesses of the diverse communities it serves.

SECTION III. MONITORING.

The president or delegate shall set performance goals consistent with this policy and law; remedy any discriminatory practice that deviates from this policy; and assess and reward the performance of individuals and units using the University's critical measures for the equity and diversity performance goals as part of the University's planning and budgeting process.

SUPERSEDES: POLICY STATEMENT ON WOMEN ACADEMIC EMPLOYEES DATED JULY 13, 1990; EQUAL EDUCATIONAL ACCESS AND OPPORTUNITY DATED NOVEMBER 8, 1991; EQUAL OPPORTUNITY: FACILITIES DATED JULY 9, 1993; EQUAL OPPORTUNITY IN EMPLOYMENT DATED JULY 9, 1993; DIVERSITY DATED JULY 9, 1993; AND EQUAL OPPORTUNITY DATED JULY 9, 1993.



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Administrative
DIVERSITY, EQUAL EMPLOYMENT
OPPORTUNITY, AND AFFIRMATIVE ACTION
Adopted: September 7, 1995
Supersedes: (see end of policy)

**DIVERSITY, EQUAL EMPLOYMENT OPPORTUNITY, AND
AFFIRMATIVE ACTION**

Subd. 1. Commitment of Purpose. Consistent with its academic mission and standards, the University of Minnesota is committed to achieving excellence through diversity. As a community of faculty, staff, and students engaged in research, scholarship, artistic activity, teaching and learning, or activities which support them, the University fosters an environment that is diverse, humane, and hospitable. As an institution, the University is a global enterprise which serves the state, the nation, and the world through its outreach and public service, and in partnership with community groups.

Subd. 2. Goals. The University shall seek to:

- (1) provide equal access and opportunity to its programs, facilities, and employment without regard to race, color, creed, religion, national origin, sex, age, marital status, disability, public assistance status, veteran status or sexual orientation;
- (2) advocate and practice affirmative action including the use of recruiting and search processes to enhance participation of racial minorities, women, persons with a disability, and Vietnam era veterans;
- (3) establish and nurture an environment that actively acknowledges and values diversity and is free from racism, sexism, and other forms of prejudice, intolerance or harassment, for men and women, faculty, staff, and students from varying racial, religious, and ethnic backgrounds, and of varying sexual orientations, as well as people with disabilities; and
- (4) provide equal educational access to members of under-represented groups, and develop affirmative action admission programs where appropriate to achieve this goal.

Subd. 3. Promotion and Support. The University will promote and support diversity through its academic programs, its employment policies and practices, and the purchase of goods, materials, and services for its programs and facilities from businesses of the diverse communities it serves.

Subd. 4. Performance Goals. Administrative officers are directed to set performance goals consistent with this policy and the law, and energetically continue to implement the necessary programs and affirmative action administrative procedures for the achievement of these goals; to remedy any discriminatory practice which deviates from this policy; and to assess and reward the performance of individuals and units



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Administrative
DIVERSITY, EQUAL EMPLOYMENT
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Adopted: September 7, 1995
Supersedes: (see end of policy)

using the University's critical measures for the diversity performance goals as part of the University's planning and budgeting process.

SUPERSEDES: POLICY STATEMENT ON WOMEN ACADEMIC EMPLOYEES DATED JULY 13, 1990; EQUAL EDUCATIONAL ACCESS AND OPPORTUNITY DATED NOVEMBER 8, 1991; EQUAL OPPORTUNITY: FACILITIES DATED JULY 9, 1993; EQUAL OPPORTUNITY IN EMPLOYMENT DATED JULY 9, 1993; AND DIVERSITY DATED JULY 9, 1993.



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Administrative

EQUAL OPPORTUNITY

Adopted: July 9, 1993

EQUAL OPPORTUNITY

The University of Minnesota is committed to the policy that all persons shall have equal access to its programs, facilities, and employment without regard to race, color, creed, religion, national origin, sex, age, marital status, disability, public assistance status, veteran status, or sexual orientation.



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty, Staff, and Student Affairs Committee

June 11, 2009

Agenda Item: Board of Regents Policy: Intercollegiate Athletics - Twin Cities Campus

review review/action action discussion

Presenters: Vice President/Chief of Staff Kathryn Brown
Joel Maturi, Director, Department of Intercollegiate Athletics

Purpose:

policy background/context oversight strategic positioning

To review proposed amendments to Board of Regents Policy: *Intercollegiate Athletics - Twin Cities Campus*, which provides the framework for the implementation of intercollegiate athletic programs on the University of Minnesota Twin Cities campus.

Outline of Key Points/Policy Issues:

The proposed amendments include minor changes that update the policy, clarify language, and reflect current practice. The amendments are a result of the regular review process for all Board of Regents policies.

Background Information:

Board of Regents Policy: *Intercollegiate Athletics - Twin Cities Campus* was adopted June 12, 1992, and last amended in 2005 as part of the overall comprehensive review of all Board of Regents policies.

President's Recommendation for Action:

The President recommends that the Board of Regents adopt amendments to Board of Regents Policy: *Intercollegiate Athletics - Twin Cities Campus*.



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BOARD OF REGENTS POLICY

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Academic

INTERCOLLEGIATE ATHLETICS - TWIN
CITIES CAMPUS

Adopted: June 12, 1992

Amended: January 12, 1996; March 11, 2005

DRAFT for review June 11, 2009

INTERCOLLEGIATE ATHLETICS - TWIN CITIES CAMPUS

SECTION I. SCOPE.

This policy applies to the Department of Intercollegiate Athletics (Intercollegiate Athletics) on the Twin Cities campus of the University of Minnesota (University).

SECTION II. GUIDING PRINCIPLES.

The University shall ~~administer~~ implement Intercollegiate Athletics in a manner consistent with the following guiding principles:

(a) Intercollegiate Athletics shall have a mission ~~that aligns consistent~~ with the mission of the University, emphasizing the pursuit of academic and athletic excellence while honoring the highest commitment to integrity.

(b) Intercollegiate Athletics shall serve the well being of student-athletes by promoting academic and athletic accomplishment, ~~supporting and~~ encouraging their graduation, and supporting their development as individuals in an educational setting.

(c) Student-athletes shall be held to the same academic and social standards, shall receive the same fair and equitable treatment, and shall be afforded the same opportunities to enjoy a well-balanced experience as all students at the University.

(d) Student-athletes shall meet all appropriate academic standards for admission to the University and for continued progress toward a degree.

(e) Participation in intercollegiate athletics is a privilege, not a right, and student-athletes are expected to adhere to National Collegiate Athletic Association (NCAA), conference, University, department, and team rules.

(f) The University's intercollegiate athletics programs shall conform to institutional rules and those of the NCAA, Big Ten Conference, Western Collegiate Hockey Association, and other appropriate governing bodies.

(g) The University shall provide equal opportunity in intercollegiate athletics and promote equitable treatment of all sports in a manner consistent with all Board of Regents (Board) and University policies and all applicable Title IX requirements.



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Academic
**INTERCOLLEGIATE ATHLETICS - TWIN
CITIES CAMPUS**

Adopted: June 12, 1992

Amended: January 12, 1996; March 11, 2005

DRAFT *for review June 11, 2009*

(h) The University shall honestly and responsibly recruit student-athletes who can benefit from a University education and who can contribute to the University as members of its academic and athletic programs.

(i) The University shall promote a culture that integrates Intercollegiate Athletics into the broader campus community mainstream.

(j) The University welcomes the support of, and involvement by, alumni, booster groups, and others who help serve the outreach mission of Intercollegiate Athletics, provided their activities conform with all applicable law, NCAA and conference rules, and University policy and with oversight by appropriate University personnel.

(k) Intercollegiate Athletics shall work cooperatively with all departments of the University to promote the best interests of the athletic programs, the University, and the University community.

(l) Intercollegiate Athletics shall administer its budgetary, financial, and managerial affairs with transparency and shall comply with the uniform business and audit standards of the University.

(m) Intercollegiate Athletics shall serve as an window ambassador to for the University with the purpose of fostering institutional pride and goodwill for the state through academic and athletic accomplishment, while providing opportunities to unite the University's faculty, staff, students, and alumni, and citizens of the State of Minnesota.

SECTION III. IMPLEMENTATION.

Subd. 1. Competition Level. Intercollegiate Athletics shall participate at the NCAA Division I level of competition.

Subd. 2. Compliance. In all areas of Intercollegiate Athletics, the University shall comply with the letter and spirit of all institutional policies and procedures, conference and NCAA rules and regulations, and civil laws.

Subd. 3. Academic Counseling and Compliance Administration. To avoid conflicts of interest, academic counseling and athletics compliance shall work cooperatively with Intercollegiate Athletics, but shall be independent of and have a separate reporting relationship from Intercollegiate Athletics.



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BOARD OF REGENTS POLICY

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Academic

INTERCOLLEGIATE ATHLETICS - TWIN
CITIES CAMPUS

Adopted: June 12, 1992

Amended: January 12, 1996; March 11, 2005

DRAFT *for review June 11, 2009*

Subd. 4. Reporting. The president or delegate Intercollegiate Athletics shall submit a report annually to the Board on matters related to student-athlete academic progress, athletic accomplishment, department budget, and facilities.

SECTION IV. DELEGATION OF AUTHORITY.

The president shall be responsible for the ~~control and~~ oversight of Intercollegiate Athletics. The president or delegate shall administer all day-to-day operational aspects of Intercollegiate Athletics, to effect appropriate institutional control, with active participation, consultation, and oversight by the faculty athletics representatives and faculty governance on matters involving student-athlete welfare, academic performance and integrity, and athletic policy and compliance.



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty, Staff, and Student Affairs Committee

June 11, 2009

Agenda Item: UPlan Report

review review/action action discussion

Presenters: Senior Vice President Frank Cerra
Dann Chapman, Director, Employee Benefits

Purpose:

policy background/context oversight strategic positioning

An update on the employee health care benefits program, known as the UPlan.

Outline of Key Points/Policy Issues:

- History and Projection of Costs
- Benchmarking Medical Trend
- Benchmarking to Peer Institutions
- Planning for the Future

Background Information:

The last update on the UPlan was presented to the Board on June 12, 2008.



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty, Staff, and Student Affairs Committee

June 11, 2009

Agenda Item: Consent Report - **REVISED**

review review/action action discussion

Presenters: Vice President Carol Carrier

Purpose:

policy background/context oversight strategic positioning

As required by Board of Regents Policy: *Reservation and Delegation of Authority*, the administration seeks approval for the following:

- Appointment of Senior Administrator
- Conferral of tenure to thirty-one faculty who were hired at the University of Minnesota since May 2008.

Outline of Key Points/Policy Issues:

Item for Consideration:

- Appointment of Frank Cerra as Senior Vice President for Health Sciences and Dean of the Medical School, effective July 1, 2009.
- Conferral of tenure

Background Information:

Board of Regents Policy: *Reservation and Delegation of Authority* calls for items, such as senior administrative appointments, bargaining unit contract approvals, tuition and fees policies, and appointments of certain trustees and board members, to be brought before the Faculty, Staff, and Student Affairs Committee for action.

In May 2009, the Board approved 140 individuals for promotion and/or tenure. The attached document outlines faculty who have been hired by departments from the outside throughout the year and whose colleges have voted to grant tenure upon hire. All files were reviewed by the Provost's office following departmental and collegiate review.

President's Recommendation for Action:

The President recommends approval of the Consent Report.

BOARD OF REGENTS

Faculty, Staff, and Student Affairs Committee June 11, 2009

Consent Report

Personnel Appointments

Frank Cerra

Pending approval by the Board of Regents, Frank Cerra will be appointed to the position of Senior Vice President for Health Sciences and Dean of the Medical School, effective July 1, 2009.

The Senior Vice President for Health Sciences and Dean of the Medical School (Senior Vice President and Dean) reports directly to the President and has primary oversight and leadership responsibility for the University's Academic Health Center and the University's Medical School. The Senior Vice President and Dean will serve as chief executive and academic officer:

- for the University's flagship health professional school and health care systems (i.e., clinics, practice plans, affiliations, including hospitals, and relationships necessary for the mission of the health professional schools). The Senior Vice President and Dean is also responsible for consulting and coordinating with the Senior Vice President for Academic Affairs and Provost with respect to annual budget proposals, promotion and tenure of faculty, and integrated academic planning system-wide.
- for all matters relating to the administration of the Medical School, including its academic programs, faculty, staff, and students, facilities, resources, budgets, alumni, fundraising, and relationships with University and community stakeholders. The Senior Vice President and Dean will be responsible for ensuring the Medical School's excellence in education, research, outreach, and clinical service.

Dr. Cerra received his B.A. degree in biology from the State University of New York at Binghamton and his M.D. degree from Northwestern University School of Medicine. He came to the University of Minnesota in 1981 as director of surgical critical care. In 1995, Dr. Cerra was named dean of the Medical School after serving briefly as head of the Department of Surgery. Since assuming leadership as provost of the Academic Health Center in 1996, and being named senior vice president for health sciences in 1997, he guided many changes to enable the Academic Health Center to respond more nimbly to the evolving health care marketplace, to advance science and technology, and to translate those advances into new treatments. Dr. Cerra has led one of the largest and most comprehensive academic health centers in the United States, an enterprise that prepares two-third of the state's health professionals, supports biomedical research and industry, and receives \$234M a year in government and private grant awards. A copy of Dr. Cerra's curriculum vitae is on file in the Office of the Board of Regents.

SPECIFIC ACADEMIC PERSONNEL ACTION

<u>Name</u>	<u>Rank</u>	<u>Unit</u>	<u>Effective Date</u>
Frank Cerra	Senior Vice President for Health Sciences and Dean of the Medical School	SVPHS	7/01/09

Dr. Cerra's administrative salary for assuming the position of Senior Vice President for Health Sciences and Dean of the Medical School, effective July 1, 2009, will be set at his current 2008-09 administrative salary of \$481,504; his bifurcated tenured faculty salary for 2008-09 has been set at \$320,000.

Tenured Faculty Hires Approved Effective During 2008-09 and 2009-10

Board of Regents

Faculty, Staff and Student Affairs Committee

June 11, 2009

<u>College or Campus</u>	<u>Department</u>	<u>Recommendation</u>	<u>Effective During Academic Year</u>
<u>College of Biological Sciences</u>			
Jonathan Foley	Ecology, Evolution, & Behavior	Professor with tenure	2008-09
<u>College of Education and Human Development</u>			
Steven Harris	Family Social Science	Professor with tenure	2009-10
Andrew Furco	Educational Policy & Administration	Associate Professor with tenure	2008-09
<u>College of Design</u>			
Ignacio San Martin	School of Architecture	Professor with tenure	2008-09
<u>College of Food, Agricultural, and Natural Resource Sciences</u>			
Devin Peterson	Food Science & Nutrition	Associate Professor with tenure	2009-10
James Leising	Agricultural Education/Applied Economics	Professor with tenure	2009-10
<u>College of Liberal Arts</u>			
Lisa Sun-Hee Park	Sociology	Associate Professor with tenure	2008-09
David Pellow	Sociology	Professor with tenure	2008-09
Olutade Okediji	African American & African Studies/Applied Economics	Associate Professor with tenure	2008-09
David Myers	School of Music	Professor with tenure	2008-09
Michelle Hamilton	Spanish & Portuguese	Associate Professor with tenure	2009-10
<u>Carlson School of Management</u>			
Zhaoyang Gu	Accounting	Associate Professor with tenure	2008-09
Ravi Bapna	Information & Decision Sciences	Associate Professor with tenure	2008-09

<u>College or Campus</u>	<u>Department</u>	<u>Recommendation</u>	<u>Effective During Academic Year</u>
<u>Institute of Technology</u>			
Laura Gagliardi	Chemistry	Professor with tenure	2008-09
Martin Greven	Physics & Astronomy	Associate Professor with tenure	2008-09
<u>Law School</u>			
Herbert Kritzer		Professor with tenure	2009-10
Amy Monahan		Associate professor with tenure	2009-10
<u>School of Public Health</u>			
Debra Olson	Environmental Health Sciences	Professor with tenure	2008-09
Michael Osterholm	Epidemiology	Professor with tenure	2008-09
Leigh Turner	Center for Bioethics	Associate professor with tenure	2008-09
<u>Center for Allied Health</u>			
Cindee Quake Rapp		Associate professor with tenure	2008-09
<u>Medical School</u>			
Aaron Friedman	Pediatrics	Professor with tenure	2008-09
Joseph Metzger	Integrative Biology & Physiology	Professor with tenure	2008-09
Roberta Sonnino	Surgery	Professor with tenure	2008-09
Robert Meisel	Neuroscience	Professor with tenure	2008-09
Daniel Voytas	Genetics, Cell Biology, & Development	Professor with tenure	2008-09
Gary Francis	Medicine	Professor with tenure	2008-09
<u>Pharmacy</u>			
Charles Taylor, Jr.	Pharmaceutical Care & Health Sciences	Professor with tenure	2008-09
<u>University of Minnesota Morris</u>			
Ceryl Contant	Division of Science & Mathematics	Professor with tenure	2008-09
<u>University of Minnesota Crookston</u>			
Adel Ali	Mathematics, Science, & Technology	Professor with tenure	2008-09
Jack Geller	Arts, Humanities, & Social Sciences	Professor with tenure	2008-09



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty, Staff, and Student Affairs Committee

June 11, 2009

Agenda Item: Information Items

review review/action action discussion

Presenters: Vice President Carol Carrier

Purpose:

policy background/context oversight strategic positioning

To inform committee members of noteworthy items, administrative actions, and local, regional, and national policy-related issues affecting University units and departments.

Outline of Key Points/Policy Issues:

- Personnel highlights
- University highlights
- Faculty and staff activities and awards
- Student activities and awards
- Intercollegiate Athletics Report

Background Information:

This report appears as a regular item on the Faculty, Staff, and Student Affairs Committee agenda.

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

June 11, 2009

Faculty, Staff, and Student Affairs Committee Information Report

This report does not capture and record a complete listing of the significant awards and activities of the University community, but makes note of unit reported items in these areas. It also highlights reports and activities at the local, regional, and national level in the area of faculty, staff, and student affairs.

Personnel

None

University Highlights

The University of Minnesota Law Library recently was selected to receive the 2009 American Association of Law Libraries Excellence in Marketing Award for its new brochure “The University of Minnesota Law Library: Commitment to Excellence.” This award, given since 1998, recognizes the brochure that most creatively and effectively promotes an individual law library's services and collections. Last year's best-brochure recipient was the Law Library of Congress.

Faculty and Staff Activities and Awards

Melissa Avery, nursing, was elected president of the American College of Nurse Midwives, the oldest women's health care organization in the U.S.

Sudipto Banerjee, biostatistics, received the Abdel El-Shaarawi Young Research Award from the International Environmetrics Society. He was recognized for outstanding contributions to environmetrics research.

Two faculty members in agriculture at UMC were recently recognized for their contributions to the Minnesota Future Farmers of America. Terrill Bradford received the Minnesota Honorary FFA Degree and Lyle Westrom was inducted into the Minnesota FFA Hall of Fame.

John Comazzi, architecture, Lance Neckar, landscape architecture, and Vince deBritto, landscape architecture, received an American Institute of Architects Education Honor Award for excellence in course development and architectural teaching. The three were recognized for their collaborative MArch and MLA graduate design studios.

Nancy Dillon, nursing, received the Psychiatric Nursing Nurse Leader of the Year award from the American Psychiatric Nurses Association (APNA). APNA is a professional organization of over 5,000 members committed to the specialty practice of psychiatric-

mental health nursing, health and wellness promotion through identification of mental health issues, prevention of mental health problems, and the care and treatment of persons with psychiatric disorders.

Will Durfee, mechanical engineering, received the Volunteer of the Year Award at the Minnesota FIRST Regional Robotics Competition for his ongoing work to promote robotics within Minnesota high schools.

John Freeman, political science, and Stephen Polasky, applied economics, are among 212 new fellows elected into the American Academy of Arts and Sciences, one of the nation's most prestigious honorary societies and a center for independent policy research. The academy was founded in 1780 by John Adams, James Bowdoin, John Hancock and other scholar-patriots.

Emily Gaarder, UMD department of sociology and anthropology, was awarded the Arizona State University School of Justice Studies Outstanding Graduate Alumni Award.

Richard James, aerospace engineering and mechanics, has been selected to receive the Brown Engineering Alumni Medal, an award given to Brown University Division of Engineering graduates who have established exceptional records of accomplishment in their engineering careers.

Hye-Young Kim, retail merchandising, won the International Textile and Apparel Association Best Paper Award in the consumer behavior track for "Soul Mates, Best Friends, and Casual Buddies: College Students' Relationships with Retailer Brands."

David Kohlstedt, geology and geophysics, and Donald Truhlar, chemistry, were elected as members of the National Academy of Sciences (NAS) for their excellence in original scientific research. Membership in the NAS is among the highest honors given to scientists in the United States. Kohlstedt was chosen for his internationally renowned research in rock deformation processes and his study of the physics and chemistry of minerals. Truhlar has enhanced the world's basic understanding of the mechanisms of chemical reaction and has developed new and powerful tools for using state-of-the-art supercomputers. Truhlar was also named a fellow of the Royal Society of Chemistry for his outstanding contributions to the field of chemical sciences.

Mary Koskan, One Stop Student Services, was awarded the APEX Award for excellence in education administration and outstanding achievement by the American Association for Collegiate Registrars and Admissions Officers. Koskan's "one stop" model has been adopted across the country and is considered the gold standard in streamlined student services in higher education.

Kathleen E. Krichbaum, nursing, was inducted as a fellow in the Academy of Nursing Education by the National League of Nursing. Fellows are expected to provide visionary leadership in nursing education and in the Academy.

Vipin Kumar, computer science and engineering, was recently named the Alumnus of the Year by the University of Maryland's Computer Science Department. Kumar is internationally recognized for his research in the areas of parallel computing, graph partitioning, and data mining.

Harry Lando will receive the John Slade Award from the Society for Research on Nicotine and Tobacco. This award is presented annually to an individual who has made outstanding contributions to public health and tobacco control through science-based policy and advocacy.

Suzanne Lee, nursing, received the Best Poster Award for Psychiatric Nursing Education from the American Psychiatric Nurses Association.

Linda L. Lindeke, nursing, received the 2008 Nurse Educator Award from the Minnesota Nurses Association.

Karlind Moller, developmental and surgical science, was awarded Honors of the Association by the American Cleft Palate-Craniofacial Association. The award, the association's highest honor, recognizes an individual "whose lifetime of research, health care delivery, or leadership has significantly impacted the care of individuals with cleft and craniofacial conditions."

Linda Olson-Keller, nursing, is the chair-elect of the Public Health Nursing Section of the American Public Health Association.

Hans Othmer, mathematics, has been awarded the 2009 Akira Okubo Prize from the Society for Mathematical Biology. The prize honors a living scientist for outstanding and innovative theoretical work, for establishing superb conceptual ideas, for solving tough theoretical problems, and/or for uniting theory and data to advance a biological subject.

David Radosevich, surgery, was recognized by LifeSource as the Donation Advocate of the Year. LifeSource is responsible for organ and tissue donation in the Upper Midwest.

Joachim Savelsberg, sociology, was inducted as a Fellow of the American Society of Criminology, an international organization whose members pursue scholarly, scientific, and professional knowledge concerning the measurement, etiology, consequences, prevention, control, and treatment of crime and delinquency.

Andrea Schokker, civil engineering, was named a Fellow of the American Concrete Institute, a technical and educational society dedicated to improving the design, construction, maintenance and repair of concrete structures.

Robert A. Stein, law school, was recently named chair of the International Bar Association's (IBA) Public and Professional Interest Division. The division's goals are to support, among individuals and IBA member organizations, exchange of information and views on public and professional interest activities of the legal profession worldwide.

James Swift, oral and maxillofacial surgery, received the Distinguished Service Award from the American Dental Education Association (ADEA). Awarded only occasionally, the honor recognizes significant contributions to education, research, and ADEA.

Diane Treat-Jacobson, nursing, was elected to fellowship in the American Heart Association and the Council on Cardiovascular Nursing.

Beth Virnig, health policy and management, was named by the American Society of Breast Surgeons as an author of one of the top 10 breast cancer papers of the decade.

Bonnie Westra, nursing, was appointed co-chair of the Alliance in Nursing Informatics. The alliance provides a single point of connection between individuals and groups in nursing informatics (nursing and information technology) and the broader nursing and healthcare community.

Jim Ysseldyke, educational psychology, received the 2009 Wallace Wallin Lifetime Achievement Award from the Council for Exceptional Children. The award recognizes an individual who has made sustained contributions to the education of children and youth with disabilities.

Student Activities and Awards

Noreen Johnson, law school class of '09, is one of 15 students selected to receive the Burton Award. The nonprofit Burton Awards Program, formed by Library of Congress and Law Library of Congress, honors excellence and modernization in legal writing. Johnson's winning entry, published in the December 2008 edition of the Minnesota Law Review, is entitled "Blight and its Discontents: Awarding Attorney's Fees to Property Owners in Redevelopment Actions."

Landscape architecture graduate student Karthikeyan Bharath Kumar is part of a team named Reach Out Water Solutions that won an award from the Acara Institute for a project they developed to provide clean water to the slums of Mumbai. The team's Slum Water Program combines source water storage with UV water treatment and a novel distribution system.

TeenWorks, a program developed by Carlson School undergraduates Matt Norris and Asha Sharma, was selected as one of three winning proposals in the 2009 Your World, Your Vision campus competition sponsored by Ernst & Young LLP. TeenWorks is designed to introduce underprivileged youth to entrepreneurship, employment skills, and college career planning with a teen-led business, tutoring, talent shows, special events, job search help, and business mentors.

Anh Tran, a senior psychology and neuroscience student at the University of Minnesota-Twin Cities, has been named to the 2009 USA Today All-USA College Academic Team. USA Today solicited nominations from universities around the country and selected the top 20 students from thousands of nominees.

Jason Wahlman, graduate student in public health administration and policy, won first place in the Kaiser Family Foundation essay contest in the graduate student category. More than 500 students submitted entries that offered advice to President Barack Obama on what he should pursue as a priority in health reform. The winning essays are posted at <http://kaiseredu.org/essaycontest2009/prizes.asp>

University of Minnesota chemical engineering students won 1st and 2nd prize at the AIChE Upper Midwest 49th Annual Symposium undergraduate poster contest. The winning posters were “Process Optimization at Arkema” by Brady Clavel, Jack Keeney, Andrew Klym, and Fernando Ramirez and “Taconite Harbor Emissions Control” by Nate Bosquez, Jeremy Elbers, Jason Georg, and Stephanie Morrisette.

University of Minnesota aerospace engineering and mechanics students took first place at the SAE Aero Design East international competition. Teams were challenged to build a model plane with restricted dimensions, using a specified make and model engine, that could carry the greatest payload weight possible. Sixty-five teams from all over the globe participated in the competition.

A team of students from the University of Minnesota took first place in the Intercollegiate Veterinary Dairy Challenge in April. During the competition, students observed operations and met with the owner of a dairy farm, then developed a plan of action and presented it to judges from the dairy industry. Team members were Andrew Bents, Aaron Nystrom, Nicole Tellier, and Steve Tousignant.

A team of students from the University of Minnesota Crookston won the North American Colleges and Teachers of Agriculture Judging Conference in April. Competition included a quiz bowl, computer applications, dairy judging, horticulture, business management, general livestock, and horse judging and care.

**Annual Intercollegiate Athletics Report
Faculty, Staff, and Student Affairs Committee
June 11, 2009**

The visibility that intercollegiate athletics brings to universities is unparalleled. All efforts are directed by guiding principles, which are expressed in the following Mission, Values, Vision, and Strategic Objectives.

GOLDEN GOPHER GUIDING PRINCIPLES	
<p>Mission To serve as a window to the University, in an environment of integrity and equity, that enables student-athletes to achieve excellence in their academic and athletic pursuits.</p>	<p>STRATEGIC OBJECTIVES</p> <ul style="list-style-type: none"> • Continuous improvement through stakeholder-centered leadership. • Honor the educational and athletic covenant made with student-athletes. • Recruit, retain, and reward people committed to the department’s guiding principles. • Deliver a consistent theme that celebrates the Golden Gopher ‘Collegiate Way’ message. • Bring football back to campus
<p>Values</p> <ul style="list-style-type: none"> • A confident and humble pride. • Integrity in words and deeds. • Respect for human dignity of all stakeholders. • Loyalty built on honest and trusting relationships. 	
<p>Vision Become the ‘model’ Division I-A program.</p>	

These *Guiding Principles* have helped to transform two separate athletics departments from what existed less than a decade ago into one united department. We have built an athletics program that is currently ranked second in the nation in the Director’s Cup, maintains integrity on the playing field and in the classroom, and is fiscally responsible. This has not been accomplished without significant support from the broader University community. One of the less tangible accomplishments during this time is the strong working relationship that now exists across campus. Whether it has been through student-based programs, the stadium project, or various community and diversity outreach initiatives, our overall success closely aligns with our relationships on campus.

Board of Regents Policy: *Intercollegiate Athletics - Twin Cities Campus* states that Intercollegiate Athletics shall report annually to the Board of Regents on matters related to student-athlete academic progress, athletic accomplishment, department budget, and facilities. This report provides a 2008-09 update on these, and other, areas as outlined in the Intercollegiate Athletics (ICA) strategic plan.

I. Student-Athlete Academic Progress

Intercollegiate Athletics works very closely with the McNamara Academic Center (MAC) to support student-athlete academic achievement and other initiatives. Together we have started to “change the culture” as we continue to align ourselves with the broader University goals to improve the quality of our applicants and increase retention and graduate rates. We are providing our student-athletes with unprecedented resources in counselors, learning specialists, computer labs, and other enrichment opportunities. This is evident in a stable Academic Progress Rate (APR) across all 25 sports as well as a stabilized graduation rate. The APR is determined by using the eligibility and retention for each student-athlete on scholarship during a particular academic year. Student-athletes are awarded one point for each semester in which they are enrolled and one point for each semester in which they are eligible for competition.

Attached (Appendix A) is the APR scores by sport for 2007-08 and the multiyear rate. A total of 24 of our 25 sports had a multi-score above the NCAA cut line of 925. Football was the only team with a score below the NCAA cut line of 925. A multi-score below 925 results in a loss of scholarships. Therefore, football is limited to 22 initial scholarships and (loss of 3) and 82 overall scholarships (loss of 3) for the upcoming 2009-2010 academic year.

In an effort to address the low APR score, the football program and athletics department have implemented specific policies and procedures directed at improving our football academic eligibility, retention, and graduation rates.

Specifically the McNamara Academic Center for Student-Athletes has:

- Recently hired two new full-time academic counselors dedicated to the sport of football and two full-time learning specialists that work with our athletic programs.
- Implemented a mentor/tutor program designed to assist freshman, first year transfers, and all at-risk football student-athletes in succeeding academically. Specifically, these mentor/tutors serve as role models, study skills instructors, subject tutors, and coordinators for the student-athletes enrolled in the program.
- Restructured football study hall to include mandatory attendance for all freshman, first year transfers, and at-risk football student-athletes. A full-time MAC employee attends each study hall to monitor and report daily attendance.
- Increased the amount of educational testing and screening for incoming football, men's basketball, and women's basketball student-athletes designed to identify potential learning disabilities. This has increased the number of student-athletes that have received outside testing for learning disabilities and utilized accommodations from the University's Office of Disability Services.

Our football program has implemented the following:

- An extensive class checking system for all freshmen, first year transfers, and at-risk football student-athletes.
- Improved disciplinary policies for football student-athletes that do not attend class or study sessions.
- Weekly meetings between the MAC staff and all football coaches to discuss academic issues.

Additionally, our student-athletes support outreach and engagement through community appearances and civic initiatives. The following are a few highlights from the past academic year:

- The student-athlete NCAA 6-Year Graduation rate stayed above 60% for the 4th straight year and the 6th time in the past 10 years.
- Cumulative student-athlete GPA is 3.134 and the spring semester student-athlete GPA was 3.121 (as of May 26).
- The graduate rate for those student-athletes who have exhausted their eligibility is 90%.
- The MAC and the Center for Writing on campus have implemented a satellite Student Writing Support Office within the MAC Learning Center, 4 days per week. The Center for Writing staff has indicated that this has by far been their most successful and widely used satellite office on campus.
- The MAC hosted its second annual Young Professionals Dinner this January to connect current student-athletes with alumni and local companies. Lou Nanne was the keynote speaker.
- Over 300 community service events held this year with over 500 student-athletes participating as part of their team and/or individually.
- Worked with Gopher Sports Properties and St. Jude Medical to purchase a 20-passenger bus (The MAGIC – Maroon and Gold Impacting the Community – Bus) that not only serves as transportation to get our student-athletes out to community events but also brings kids to campus for activities and programming.
- Former track & field student-athlete Ashley Nord, honored as a Rhodes Scholar recipient

II. Athletic Accomplishment

Golden Gopher Athletics is currently second in the Division I Director's Cup rankings, a measure of broad-based athletic success across all 331 Division I institutions. The following highlights some of our athletics accomplishments from the 2008-2009 athletic seasons:

- 6 conference championships (women's cross country, women's hockey, men's indoor and outdoor track and field, women's indoor track and field, soccer). Minnesota has won 35 conference regular season or tournament titles in the last seven years (average of 5 per year) and 16 different teams have won conference titles.
- 42 different All-Americans as of May 1 (we had 31 at that point last year)
- 39 First Team All-Conference selections as of May 1 (we had 20 at that point last year)
- 34 Second Team All-Conference selections as of May 1
- 23 Big Ten Individual or Relay champions as of May 1
- 21 of 25 possible teams have reached NCAA postseason play (men's basketball, women's basketball, men's cross country, women's cross country, football, men's golf, men's gymnastics, women's gymnastics, women's hockey, soccer, men's swimming and diving, women's swimming and diving, men's tennis, men's indoor and outdoor track and field, women's indoor and outdoor track and field volleyball, baseball, rowing and wrestling)
- 11th place NCAA finishes by men's swimming, women's swimming and women's cross country
- NCAA Frozen Four appearance by women's hockey
- NCAA Sweet 16 appearance by soccer
- 12th place NCAA finish by women's indoor track and field
- 14th place NCAA finish by men's indoor track and field and wrestling
- 15th place NCAA finish by men's cross country

III. Department Budget

In 2007, we prepared and presented a five-year financial plan to the President's Office and continue work on this document in strategically planning future initiatives and projects. While this is an extremely dynamic document, one that has seen a great deal of flux given our current economic forecast, it has helped tremendously in our planning for expected future expenses. Intercollegiate Athletics faces significant challenges during these economic times, but we continue to explore new ways to maximize our revenues. In addition to the increase in revenues from the Big Ten Network, the following events or initiatives are additional potential revenue streams for intercollegiate athletics:

- Stadium premium seating revenues (status of alcohol pending)
- Implementation of the Gopher Points system, including an enhanced approach to annual giving with our expanded preferred seating program in football.
- Possible application of Gopher Points to other venues
- Possible expansion of preferred seating in other venues
- Continue to emphasize the importance of raising our endowment levels by further engaging our coaching staff in these efforts.
- Continue to enhance and diversify our portfolio of revenue sources including ticket sales, annual giving programs, facility rentals, multi-media revenues (sponsorship, advertising, radio, TV, etc.), and licensing.

Anticipating these targeted revenue increases will allow us to plan strategically for facility renovation or construction, individual program goals, student-athlete support services, salary increases, and other strategic initiatives that will enable us to achieve our vision.

Areas of concern in this plan are significant unexpected expenses and extraordinary economic turbulence, as we have all seen in the last 9-12 months. We continue to delay necessary facility projects in order to accomplish other priority goals, but we can no longer postpone projects such as

the Bierman Track project or the Williams Arena Roof replacement, as they may eventually provide unsafe conditions for athletes and fans alike.

In this very challenging economic time, it is critical and expected that we will work to do more with fewer resources. Intercollegiate Athletics has spent a great deal of time analyzing our budget situation in an attempt to reduce and control costs while maximizing productivity. Through this, we feel that we have eliminated many extraneous expenses and provide an extremely efficient and effective product in intercollegiate athletics. An example is the current Director's Cup standings. Despite a budget that is consistently among the middle when ranked against our conference counterparts (currently about \$70 million), Minnesota currently sits in second place after the winter sports season, the highest ranked Big Ten institution.

We will continue, however, to find opportunities to reduce or eliminate expenses that do not directly affect results athletically, in the classroom, or with our student-athlete experience. A few examples include:

- Flat budget proposals for support units and in operating expenses for our sports.
- Implemented a departmental-wide travel policy that will require more teams to travel further by bus, reducing the cost of travel by more than \$100,000.
- Enhancing an internship program that allows ICA to leverage academic growth opportunities while providing additional human resources.

These are examples of cost-saving measures we are working to stabilize as we look towards FY10.

In order for Gopher Athletics to compete at a high level in the Big Ten and WCHA conferences, we must be able to continue to financially support not only our high profile sports, but those considered "Olympic" sports as well. While we have made significant adjustments in funding over the last seven years, we do not feel that we have put any of our programs in a position where they are not able to be successful. We have always funded recruiting, student-athlete support mechanisms, and other necessary programmatic areas at a very competitive level.

We are committed to financial solvency in Gopher Athletics. We also acknowledge, however, that the reality of the 'arms race' in intercollegiate athletics will challenge us to remain competitive and reduce costs at the same time. We will continue to closely monitor our expense and profit potential so that we maintain a balanced budget.

IV. Facilities

At Minnesota, we have some of the finest facilities in the Big Ten and WCHA conferences, if not nationally. These venues allow us to present Gopher athletics to our fans in a way that is collegiate and memorable, and often times leading to an experience that cannot be replicated across our community. The following exemplifies our commitment to providing great venues, events, and experiences for our student-athletes and fans:

- The Baseline Tennis Center was awarded two prestigious national awards, the 2008 USTA Outstanding Tennis Facility Award and the 2009 USTA Organization of the Year.
- Successfully hosted:
 - NCAA Volleyball First and Second Rounds at the Sports Pavilion.
 - NCAA Soccer Regional at Elizabeth Lyle Robbie Stadium.
 - WCHA Women's Hockey Final Face Off at Ridder.
 - WCHA Men's Hockey First Round Playoffs at Mariucci.
 - NCAA Men's Basketball First and Second Rounds at the Metrodome.
 - NCAA Hockey Midwest Regional at Mariucci.
 - NCAA Women's Hockey Quarterfinals at Ridder.

- NCAA Men's Gymnastics Championships at the Sports Pavilion.
- MSHSL Boy's and Girl's Hockey Consolation Rounds at Mariucci and Ridder.
- MSHSL Boy's and Girl's Basketball Quarterfinals at Williams Arena.

As we look towards FY2010 we are excited to open TCF Bank Stadium, which will undoubtedly serve our athletics department and University community in a unique way, strengthening the connection with Gopher athletics and the University of Minnesota unlike any other. We continue, however, to have significant facility needs and requests. Attached is our current 6-Year Capital Plan (Appendix B), which provides a list of those projects that are of great priority for intercollegiate athletics as we strive to enhance what we can offer our student-athletes, fans, and the University community at large.

NCAA Division I 2007 - 2008 Academic Progress Rate Institutional Report

Institution: University of Minnesota, Twin Cities

Date of Report: 04/13/2009

This report is based on NCAA Division I Academic Progress Rate (APR) data submitted by the institution for the 2004-05, 2005-06, 2006-07, and 2007-08 academic years. The multiyear rate will be reported publicly in 2009. Institutions are encouraged to forward this report to appropriate institutional personnel on campus.

[Note: All information contained in this report is for four academic years. Some squads may still have small sample sizes within certain sport groups. In accordance with the Family Educational Rights and Privacy Act's (FERPA's) interpretation of federal privacy regulations, institutions should not disclose statistical data contained in this report for cells made up of three or fewer students without student consent.]

Sport	APR			Eligibility/Graduation		Retention	
	Multiyear Rate (N)	Multiyear Rate Upper Confidence Boundary	2007 - 2008 (N)	Multiyear Rate	2007 - 2008	Multiyear Rate	2007 - 2008
Baseball	952 (117)	N/A	1000 (28)	936	1000	949	1000
Men's Basketball	930 (52)	N/A	1000 (12)	891	1000	910	1000
Men's Cross Country	973 (66)	N/A	1000 (16)	969	1000	969	1000
Football	915 (348)	N/A	887 (89)	904	851	905	889
Men's Golf	951 (46)	N/A	971 (10)	951	1000	951	941
Men's Gymnastics	989 (50)	N/A	1000 (11)	979	1000	989	1000
Men's Ice Hockey	964 (97)	N/A	1000 (24)	962	978	944	976
Men's Swimming	985 (103)	N/A	979 (26)	995	1000	974	958
Men's Tennis	990 (28)	998	955 (7)	980	1000	940	818
Men's Track, Indoor	967 (194)	N/A	972 (45)	953	955	971	989
Men's Track, Outdoor	967 (191)	N/A	970 (42)	952	952	971	988
Men's Wrestling	926 (102)	N/A	919 (33)	908	887	939	952
Women's Basketball	939 (55)	N/A	979 (13)	943	1000	925	958
Women's Cross Country	989 (49)	N/A	980 (13)	1000	1000	979	960
Women's Rowing	988 (140)	N/A	981 (27)	985	962	992	1000

* Denotes data representing three or fewer student-athletes. In accordance with FERPA's interpretation of federal privacy regulations, institutions should not disclose statistical data contained in this report in cells made up of three or fewer students without student consent.

N/A = No APR or not applicable.

N = Number of student-athletes represented.

¹ Denotes APR that does not subject the team to a contemporaneous penalty because the team is performing better than the institution's general student body, or based on institutional, athletics and student resources.

² Denotes APR that does not subject the team to contemporaneous penalties due to the squad-size adjustment. The "upper confidence boundary" of a team's APR must be below 925 for that team to be subject to contemporaneous penalties. Squad-size adjustment does not apply to teams with four years of APR data and a multiyear cohort of 30 or more student-athletes.

³ Denotes APR that does not subject the team to historical penalties due to the team's demonstrated academic improvement and favorable comparison based on other academic or institutional factors.

⁴ Denotes APR that does not subject the team to historical penalties due to the squad-size adjustment. The "upper confidence boundary" of a team's APR must be below 900 for that team to be subject to historical penalties. The squad-size adjustment does not apply to teams with four years of APR data and a multiyear cohort of 30 or more student-athletes.

⁵ Denotes APR based on a one year cohort, not subject to a contemporaneous and/or historical penalty.

⁶ Denotes APR based on a two year cohort, not subject to a historical penalty.

NCAA Division I 2007 - 2008 Academic Progress Rate Institutional Report

Institution: University of Minnesota, Twin Cities

Date of Report: 04/13/2009

Sport	APR		Eligibility/Graduation		Retention		
	Multyear Rate (N)	Multyear Rate Upper Confidence Boundary	2007 - 2008 (N)	Multyear Rate	2007 - 2008	Multyear Rate	2007 - 2008
Women's Golf	983 (33)	N/A	1000 (9)	1000	1000	966	1000
Women's Gymnastics	990 (53)	N/A	1000 (15)	990	1000	990	1000
Women's Ice Hockey	988 (86)	N/A	1000 (21)	982	1000	981	1000
Women's Softball	979 (75)	N/A	1000 (19)	979	1000	979	1000
Women's Soccer	977 (85)	N/A	986 (23)	987	1000	954	971
Women's Swimming	974 (111)	N/A	965 (30)	981	983	962	946
Women's Tennis	1000 (36)	N/A	1000 (10)	1000	1000	986	1000
Women's Track, Indoor	995 (141)	N/A	979 (37)	1000	1000	982	958
Women's Track, Outdoor	996 (140)	N/A	986 (36)	1000	1000	985	971

* Denotes data representing three or fewer student-athletes. In accordance with FERPA's interpretation of federal privacy regulations, institutions should not disclose statistical data contained in this report in cells made up of three or fewer students without student consent.

N/A = No APR or not applicable.

N = Number of student-athletes represented.

¹ Denotes APR that does not subject the team to a contemporaneous penalty because the team is performing better than the institution's general student body, or based on institutional, athletics and student resources.

² Denotes APR that does not subject the team to contemporaneous penalties due to the squad-size adjustment. The "upper confidence boundary" of a team's APR must be below 925 for that team to be subject to contemporaneous penalties. Squad-size adjustment does not apply to teams with four years of APR data and a multyear cohort of 30 or more student-athletes.

³ Denotes APR that does not subject the team to historical penalties due to the team's demonstrated academic improvement and favorable comparison based on other academic or institutional factors.

⁴ Denotes APR that does not subject the team to historical penalties due to the squad-size adjustment. The "upper confidence boundary" of a team's APR must be below 900 for that team to be subject to historical penalties. The squad-size adjustment does not apply to teams with four years of APR data and a multyear cohort of 30 or more student-athletes.

⁵ Denotes APR based on a one year cohort, not subject to a contemporaneous and/or historical penalty.

⁶ Denotes APR based on a two year cohort, not subject to a historical penalty.

2007 - 2008 NCAA Division I Academic Performance Program Summary of Penalties

Institution: University of Minnesota, Twin Cities

Date of Report: 04/13/2009

This report provides a summary of the teams identified at your institution that are subject to a contemporaneous penalty and/or historical penalty and their multiyear APR. The historical-penalty structure has a cumulative effect that continues to apply each year as a team progresses through the structure. Each year a team fails the historical-penalty review another stage of penalties will be added.

Sport	Multiyear APR	Contemporaneous Penalty	Historical Penalty Occasion One	Historical Penalty Occasion Two	Historical Penalty Occasion Three	Historical Penalty Occasion Four
Football	915	Limited to awarding 22 initial athletic scholarships. Limited to awarding 82 athletic scholarship renewals.				

- ¹ Any contemporaneous penalty for the sports of cross country, indoor and/or outdoor track must count against the NCAA maximum team limit for cross country/track and field (i.e., 18 women's, 12.6 men's). If the institution sponsors cross country and does not sponsor track and field, the penalty counts against the NCAA maximum team limit for cross country (i.e., five men's, six women's).
- ² The penalty amount listed includes a penalty that was previously conditionally waived; however, the team failed to meet the condition and the penalty must now be imposed.
- ³ The contemporaneous penalty for this sport is included in the historical - Occasion two penalty from cross country, indoor and/or outdoor track.
- ⁴ The Post-Season Competition penalty for this sport has been waived.
- ⁵ The institution's penalty waiver request is still pending.

**APPENDIX B
ICA 6-YEAR CAPITAL PLAN
2010-2015**

Project	Timeframe	Brief Description/Business Case	Est. Cost	Funding Source
New Baseball Stadium	2010	The existing Seibert Field is in terrible condition and something needs to be done in order to provide the baseball team with an on campus facility for practice and games. The field will have an artificial turf surface which will allow for play and practice in early spring, as well as allowing for other special events to take place in the stadium.	\$15M	Fund Raising
Basketball Practice Facility	2010	The basketball coaching staff's for both the men's and women's teams have identified a need for a 2 court practice facility adjacent and connected to Williams Arena. Pre-design has not started on the facility, but the hope would be to have pre-design complete by August of 2009 to allow the coaches to start fundraising for the project	\$15M	Fund Raising
Resurface BFAB Track	2010	ICA worked with CPPM on developing plans through the schematic phase on re-doing the BFAB track. Through that process it was determined that a complete rebuild of the track is needed due to bad soils below the track surface which is causing bumps, depressions and cracks throughout the track surface.	\$4.8M	ICA/Internal Loan
Wrestling Practice Facility	2010	ICA is currently looking at putting the wrestling room in the current BFAB gym and building a floor above it to replace the BFAB gym floor. This will allow programming on the gym floor to continue in it's current format. This also will provide wrestling with the opportunity to provide the student athletes with a better, and safer practice environment.	\$2M	Fund Raising
Replace the indoor and outdoor turf at FB	2010	The turf on the indoor and outdoor FB practice fields is beyond the recommended replacement cycle. It is showing wear and tear in multiple areas. The new turf should match the turf being installed in TCF Bank Stadium.	\$2M	Fund Raising
Men's and Women's Gymnastics Practice Facilities	2011	The current facilities utilized by both teams (Cooke for the men and Peik for the women) have been slated for either demolition or re-assignment. If the University follows through on these plans new practice facilities are needed for both teams. If Peik Gym is not demolished the women's program would request the opportunity to remodel the facility to provide for a better practice environment for the student athletes. If Rec Sports gets the current men's practice area re-assigned to them, then a new home is needed for men's program.	TBD	Fund Raising
Williams Arena/Sports Pavilion Roof	2010	The roof on WA/SP needs to be replaced. A SF estimate was done by INSPEC in 2000 which indicated that the cost was \$3M at that time. The roof leaks in a multitude of areas and eventually will lead to greater facility repairs due to water infiltration.	\$3M+	HE/APR
Remodel of BFAB	2012	A master planning effort was undertaken in the spring of 2009 that looked at multiple improvements to the Bierman complex. Areas looked at were office remodels/moves, equipment room remodel, locker room remodels, new entry on the 15th Ave. side of the building, a bus pick up area, etc. The process started with a needs assessment with all units and staff, which led to the direction given to the pre-design team.	\$5-7M	ICA
Remodel of the Men's Hockey Team areas Mariucci Arena	2011	The men's hockey staff has expressed an interest in remodeling their team areas in the lower level of Mariucci Arena to provide a more efficient use of the space and updated finishes for recruiting purposes. In addition ICA would like to remodel the current weightroom in Mariucci Arena. The current weightroom is utilized by teams other than men's hockey and the space is in need of expansion/refurbishment to accommodate the additional teams and recruiting needs.	TBD	Fund Raising
Les Bolstad Golf Course Year Round Team Facility	2011	The golf teams are in need of a year round team facility at the Les Bolstad Golf Course. The facility will provide for year round training on campus, rather than training in the winter months at a golf dome. The facility will have "garage" stalls that will allow for golfers to hit golf balls onto the existing driving range during the winter months as well as indoor putting areas, swing analysis rooms with video capabilities, team locker rooms and coach offices.	\$2-3M	Fund Raising
New Scoreboards/Ad Panels for all Facilities	2012	The existing scoreboard systems in all venues are outdated and need replacement. New technologies exist that make video replay systems smaller/lighter/more efficient, as well as new technologies for ad panels provide more revenues to the bottom line.	TBD	Fund Raising
Reduce the size of the rink in Mariucci Arena	TBD	The men's hockey staff has expressed an interest in reducing the size of the rink in Mariucci Arena by moving the dasher boards in and adding one row of seats to the seating bowl. They feel this would provide for a more exciting game and would generate additional revenues for the department.	TBD	Fund Raising
Hydraulic Track in the FH	TBD	With a majority of the track season taking place indoors, the track coaches have expressed a desire to look at a banked hydraulic system for the indoor track. Many of the major D1 programs across the country are installing the hydraulic banked systems to provide the best training opportunity for the student athletes while maintaining the multi use flexibility of the facilities that indoor tracks are housed in.	TBD	Fund Raising