

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty and Staff Affairs Committee

Thursday, February 13, 2014

1:45 p.m. - 3:45 p.m.

600 McNamara Alumni Center, East Committee Room

Committee Members

John Frobenius, Chair
David McMillan, Vice Chair
Richard Beeson
Laura Brod
David Larson
Patricia Simmons

Student Representatives

Joseph Daniewicz
Kevin Lang

AGENDA

1. Repeal of Board of Regents Policy: *Death Benefits* - Review - K. Brown (pp. 2-4)
2. Engagement Survey Results & Action Plan - K. Brown/B. Sullivan (pp. 5-11)
3. Employee Relations Primer - K. Brown/P. Dion (pp. 12-17)
4. Work+: Designing and Utilizing Space That Supports the Work - K. Brown/P. Franklin/B. Swanson (p. 18)
5. Consent Report - Review/Action - K. Brown (pp. 19-36)
6. Information Items - K. Brown (pp. 37-41)



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty and Staff Affairs Committee

February 13, 2014

Agenda Item: Repeal of Board of Regents Policy: *Death Benefits*

review **review/action** **action** **discussion**

Presenters: Vice President Kathryn Brown

Purpose:

policy **background/context** **oversight** **strategic positioning**

Board of Regents Policy: *Death Benefits*, adopted in 1945, provides for the payment of one month's salary for certain members of University faculty and staff who die while they are employed by the University. Specifically, the policy provides that:

"The salaries of persons who die while they are members of the University staff shall be paid for one month after death, with the understanding that such salaries will be paid covering members of the staff on leave for service in the armed forces of the United States but with the further understanding that such salaries shall not be paid covering members of the staff on leave from the University and on a pay status with outside persons or organizations unless the president of the University shall otherwise direct."

This policy was adopted 22 years before the University provided life insurance coverage to University faculty and staff. The University implemented an employer-sponsored life insurance benefit in October 1967. Over the years, this benefit has matured and improved. It is available to all employees, full and part-time, and as of the most recent benefit year, provides basic life insurance coverage at no personal cost to employees up to an amount equivalent to 115% of annual salary, rounded up to the next \$1,000 and capped at \$200,000. This benefit is provided through a competitive bid process, reviewed regularly, and considered competitive with similar benefits provided by our peer research universities.

The benefit called for under the policy is not an insured benefit, and therefore does not provide the ability to name a beneficiary or a policy owner. This has caused complexity in ensuring that the University is paying the amount to the correct individual. It has also created difficulty for some recipients who, having planned their estates to avoid probate issues, suddenly find themselves receiving a last-minute, unplanned-for amount of money that triggers probate requirements.

Also important to note is that the one-month of salary benefit called for in this policy was negotiated out of the contracts with the University's labor-represented employees several years ago, with the exception of the labor-represented faculty at University of Minnesota Duluth. Unlike the insured life insurance benefit now available to all University employees, the one-month salary death benefit provided for in that policy is available only to University faculty, P&A, and Civil Service employees.

Outline of Key Points/Policy Issues:

- The one-month death benefit provided by the policy was enacted in an era when the University did not provide employer-sponsored life insurance benefits to its faculty and staff.
- Currently, the University provides a competitive life insurance benefit available at no personal cost to all faculty and staff, while the one-month death benefit is not available to labor-represented groups (with the exception of labor-represented faculty at UMD)

President's Recommendation for Action:

The President recommends that Board of Regents Policy: *Death Benefits* be eliminated.



UNIVERSITY OF MINNESOTA
BOARD OF REGENTS POLICY

Page 1 of 1

Human Resources

DEATH BENEFITS

Adopted: January 12, 1945

DRAFT *for review* February 13, 2014

DEATH BENEFITS

The salaries of persons who die while they are members of the University staff shall be paid for one month after death, with the understanding that such salaries will be paid covering members of the staff on leave for service in the armed forces of the United States but with the further understanding that such salaries shall not be paid covering members of the staff on leave from the University and on a pay status with outside persons or organizations unless the president of the University shall otherwise direct.



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty and Staff Affairs Committee

February 13, 2014

Agenda Item: Engagement Survey Results & Action Plan

review review/action action discussion

Presenters: Vice President Kathryn Brown
Brandon Sullivan, Ph.D., Director, Employee Engagement

Purpose:

policy background/context oversight strategic positioning

The Office of Human Resources (OHR) initiated a comprehensive employee engagement strategy in 2013 that defines and shapes the connection to and satisfaction of employees at all levels of the University of Minnesota system. OHR launched the Employee Engagement (E²) survey in October 2013. At the February 13 meeting, University-wide results will be shared along with an overview of the action-planning process.

Outline of Key Points/Policy Issues:

This presentation will include the following:

- An overview of University-wide results of the Employee Engagement (E²) Survey.
- An overview of the action-planning process for colleges and units based on their respective survey results.
- Discussion

Background Information:

Presentation to the Faculty and Staff Affairs Committee:

- Discussion of Plan for Enhancing Employee Engagement (September 2013)

Employee Engagement Survey: Overview of University-Wide Results

Board of Regents Faculty and Staff Affairs Committee

Kathryn F. Brown, Vice President, Office of Human Resources
Brandon Sullivan, Ph.D., Director, Employee Engagement
February 13, 2014

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Strategic Direction for OHR

- **Mission:** The Office of Human Resources strategically leads and partners with our community to provide the diverse workforce and organizational capabilities that drive excellence in the University.
- **Vision:** Create the diverse workplace of the future where people are engaged, connected, thriving, and achieving.
- **Values:** Integrity, service, innovation, collaboration, and responsibility.

Strategic Imperatives

- **Define**
 - Re-imagined, integrated OHR portfolio of services
 - Well-articulated partnership between central OHR and HR work in colleges, units, and campuses in which roles and responsibilities are clear and understood
 - Leader in providing HR professional skills and practice, and encouraging best practices in HR systems and service delivery
- **Simplify**
 - Simplified employment policies and administrative procedures
 - Streamlined employment processes and management
- **Empower**
 - Leaders and managers to make strategic decisions about talent
 - Employees to optimize their employment experience
 - Human resource professionals to be proactive, responsible, and responsive
- **Deliver**
 - Excellent, high quality service in core OHR business functions
 - Improved business processes that support talent management
 - Strategic organizational development advice and practice

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OHR Strategic Dashboard: Culture/Employee Engagement (Empower)

Goal: Develop and implement a comprehensive

- employee engagement strategy that defines and shapes the connection to and satisfaction of employees at all levels of the University of Minnesota system.

What We Will Cover Today

- What engagement research and experience tell us
- Employee Engagement (E²) survey goals
- University-wide results
- Next steps
- Anticipated outcomes
- Discussion

Key Takeaways

1. University will hold an employee engagement thought leadership position in higher education.
2. Engagement actions will help chancellors, deans, and vice presidents align faculty and staff around mission.
3. Effective action planning will result in increased University competitiveness and productivity.
4. Our positive results position us as an employer of choice.
5. Our positive results reflect the University's effective leadership and culture.



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty and Staff Affairs Committee

February 13, 2014

Agenda Item: Employee Relations Primer

review review/action action discussion

Presenters: Vice President Kathryn Brown
Patti Dion, Director of Employee Relations and Compensation

Purpose:

policy background/context oversight strategic positioning

The purpose of this presentation is to provide an overview of the different ways that the University's employee groups are defined, the challenges presented the Employee Relations function, and key strategic employee relations initiatives being moved forward University-wide.

Outline of Key Points/Policy Issues:

1. Statutory Employee Group Structure
2. Regents Policy Designated Employee Groups
3. Fair Labor Standards Act Designations
4. Challenges of Multiple Employee Groups
5. Employee Relations Strategic Initiatives
6. Future Opportunities
7. Discussion

Background Information:

Update on Service Delivery Model (October 10, 2013)
Annual Report on Compensation (September 12, 2013)
HR Service Delivery Redesign (October 11, 2012)

Employee Relations Primer

Faculty and Staff Affairs Committee Board of Regents

Kathryn F. Brown, Vice President

Patti Dion, Director of Employee Relations and Compensation

February 13, 2013

Strategic Direction for OHR

- **Mission:** The Office of Human Resources strategically leads and partners with our community to provide the diverse workforce and organizational capabilities that drive excellence in the University.
- **Vision:** Create the diverse workplace of the future where people are engaged, connected, thriving, and achieving
- **Values:** Integrity, service, innovation, collaboration, and responsibility

Strategic Imperatives

- **Define**
 - Re-imagined, integrated OHR portfolio of services
 - Well-articulated partnership between central OHR and HR work in colleges, units, and campuses in which roles and responsibilities are clear and understood
 - Leader in providing HR professional skills and practice and encouraging best practices in HR systems and service delivery
- **Simplify**
 - Simplified employment policies and administrative procedures
 - Streamlined employment processes and management
- **Empower**
 - Leaders and managers to make strategic decisions about talent
 - Employees to optimize their employment experience
 - Human resource professionals to be proactive, responsible, and responsive
- **Deliver**
 - Excellent, high quality service in core OHR business functions
 - Improved business processes that support talent management
 - Strategic organizational development advice and practice

What We Will Cover Today

- Statutory Employee Group Structure
- Regents Policy Designated Employee Groups
- Fair Labor Standards Act Designations
- Employee Relations Strategic Initiatives
- Future Opportunities
- Takeaways
- Discussion

Takeaways

- The University has multiple employee group structures which provide differing terms and conditions of employment.
- The University manages and negotiates 10 union contracts with a staggered negotiation schedule.
- Employee relations provides consulting at the local-level and ensures University-wide initiatives are consistently implemented.



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty and Staff Affairs Committee

February 13, 2014

Agenda Item: Work+: Designing and Utilizing Space that Supports the Work

review review/action action discussion

Presenters: Vice President Kathryn Brown
Patricia Franklin, Associate to the Vice President of Human Resources
Brian Swanson, Assistant Vice President for Finance, University Services

Purpose:

policy background/context oversight strategic positioning

The creation of the University of Minnesota's Work+ Program is providing new opportunities for colleges and units to redesign their workplace in ways that recognize and support the work needs of the faculty and staff who utilize the space. How people work is changing rapidly, and is being driven by a variety of factors including a workforce composed of multiple generations with different needs and expectations, the access of technology, and the growing need for collaborative space for teams that are more mobile, connected and working cross functionally.

In July 2013, the Office of Human Resources (OHR) was given the go-ahead to be the first unit to pilot this new approach to space redesign at the University. Using an engaged approach that started first with an understanding of what people need to accomplish in their workday and the barriers to their productivity, OHR and the Work+ Program collaborated to renovate and redesign the first floor of the Donhowe Building into a modern, bright work space that meets the needs of the team, and helps OHR drive toward its vision of creating the workplace of the future where people are engaged, connected, thriving and achieving.

Outline of Key Points/Policy Issues:

The presentation will cover the following main points:

- The drivers (both space needs and human resource needs) that led OHR to become the first Work+ Pilot at the University of Minnesota.
- The results of the OHR pilot.
- Next steps.

Background Information:

The Facilities and Operations Committee of the Board heard a description of the Work+ Program and the OHR Pilot at the October 10, 2013 meeting, during the presentation entitled *Maximizing the University's Physical Assets (Part II): Facilities Utilization Assessment*.



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty and Staff Affairs Committee

February 13, 2014

Agenda Item: Consent Report

review review/action action discussion

Presenters: Vice President Kathryn Brown

Purpose:

policy background/context oversight strategic positioning

As required by Board of Regents Policy: *Reservation and Delegation of Authority*, the administration seeks approval for two amendments to the Faculty Retirement Plan that carry a cost impact of greater than \$250,000, and the appointment of Dr. John J. Coleman as Dean of the College of Liberal Arts on the University of Minnesota Twin Cities Campus.

Outline of Key Points/Policy Issues:

1. Two amendments to the Faculty Retirement Plan (the Plan) as follows:

- Amendment #1 – Amendment to include all summer research and instructional earnings as eligible for retirement plan contributions, regardless of funding source. One section (Section 1.04) of the Plan document requires amendment for this change.
- Amendment #2 – Amendment to eliminate the waiting period for professional and administrative (P&A) employees. Effective June 29, 2014, eligible P&A employees will enter the Plan as of the first of the pay period immediately following date of hire or transfer to eligible employment. Three sections of the Plan document (Sections 1.06, 2.01 and Appendix A) require amendment for this change.

2. Appointment of Dr. John J. Coleman as Dean of the College of Liberal Arts on the University of Minnesota Twin Cities campus.

Background Information:

Board of Regents Policy: *Reservation and Delegation of Authority* calls for items, such as proposed changes to retirement provisions, senior administrative appointments, tenure and/or promotion recommendations, and appointments of certain trustees and board members, to be brought before the Faculty and Staff Affairs Committee for action.

President's Recommendation for Action:

The President recommends approval of the Consent Report.

Consent Report Item #1

Amendments to the University of Minnesota Faculty Retirement Plan (the “Plan”)

Amendment #1 – Amendment to include all summer research and instructional earnings as eligible for retirement plan contributions, regardless of funding source. One section (Section 1.04) of the Plan document requires amendment for this change. Revised Plan document language is as follows:

FURTHER RESOLVED, that effective May 4, 2014, Section 1.04 of the Plan is amended in its entirety and replaced with the following:

Sec. 1.04 “Covered Salary” means basic appointment salary, administrative augmentation, commutation allowance, Regent’s professor stipend, increment, and nine month appointee summer research and summer session instructional earnings. All other earnings are excluded. For those Faculty Members who have entered into a phased retirement agreement, or are on a sabbatical or entrepreneurial leave (1% - 50%), Covered Salary will include the Faculty Members’ full, unreduced Covered Salary, regardless of work effort. Covered Salary shall not include compensation paid prior to the employee’s Entry Date (as defined in Sec. 1.06).

The annual compensation of each Participant taken into account in determining allocations for any Plan Year beginning after December 31, 2001, shall not exceed \$200,000, as adjusted for cost-of-living increases in accordance with Code section 401(a)(17)(B). Annual compensation means compensation during the Plan Year or such other consecutive twelve-month period over which compensation is otherwise determined under the Plan (the determination period). The cost-of-living adjustment in effect for a calendar year applies to annual compensation for the determination period that begins with or within such calendar year. The applicable annual limitation for a partial Plan Year will equal the annual limitation multiplied by a fraction, the numerator of which is the number of months in such partial Plan Year and the denominator of which is 12.

In the case of a Faculty Member who was a Participant in the Plan prior to July 1, 1996, the dollar limit contained in the preceding sentence shall be replaced with \$345,000 (as adjusted for cost of living pursuant to Code section 401(a)(17) under the transition rule for state and local governmental plans found at Treas. Reg. 1.041(a)(17)-1(d)(4)(ii) and in subsequent IRS guidance as may be published from time to time. The applicable annual limitation for partial Plan Year will equal the annual limitation multiplied by a fraction, the numerator of which is the number of months in such partial Plan Year and the denominator of which is 12.

Amendment #2 – Amendment to eliminate the waiting period for professional and administrative (P&A) employees. Effective June 29, 2014, eligible P&A employees will

enter the Plan as of the first of the pay period immediately following date of hire or transfer to eligible employment. Three sections of the Plan document (Sections 1.06, 2.01 and Appendix A) require amendment for this change. Revised Plan document language is as follows:

FURTHER RESOLVED, effective June 29, 2014, Section 1.06 is amended in its entirety and replaced with the following:

Sec. 1.06 Entry Date. The Entry Date, as to any Faculty Member, means the first day of the first full pay period commencing after hire or transfer to Faculty Member employment. In the case of a Faculty Member who receives Covered Salary for services to the University before such services have been performed, Entry Date means the date on which the Faculty Member actually receives such Covered Salary, to the extent such payment is for services that will be performed after the beginning of the contract year.

FURTHER RESOLVED, effective June 29, 2014, Section 2.01 is amended in its entirety and replaced with the following:

Sec. 2.01 Eligibility

- (a) Except as provided in subsection (b) of this section, all Faculty Members shall become Participants in the Plan on the first Entry Date following his or her hire or transfer to Faculty Member employment.

- (b) In the case of a Faculty Member who receives Covered Salary for services to the University before such services have been performed (such as a Faculty Member who is paid for a 9-month appointment over a 12-month period), such Faculty Member shall become a Participant in the Plan on the Entry Date on which the Faculty Member actually receives Covered Salary, to the extent such payment is for services that will be performed after the beginning of the contract year. Notwithstanding the foregoing, all Participant contributions shall be returned to the Participant and all University contributions shall be forfeited to a suspense account if the Faculty Member fails to provide services for the contract year for which he or she has received payment. The suspense account will be applied to reduce future employer contribution for all Participants in the next Limitation Year, and in each succeeding Limitation Year, if necessary.

FURTHER RESOLVED, effective June 29, 2014, Appendix A shall be deleted from the Plan.

Faculty and Staff Affairs Committee
Consent Report
February 13, 2014

Personnel Appointment

Pending approval by the Board of Regents, **Dr. John J. Coleman** will be appointed Dean of the College of Liberal Arts, effective July 31, 2014.

Position Overview

The dean of the College of Liberal Arts is responsible for collaborating with faculty, staff, students and others to create a unified vision for the college and provide effective strategic leadership to advance the overall quality, reputation, stature and aspirational goals of the college. The dean is also responsible for the effective oversight and administration of the college, from recruiting and retaining distinguished scholars and artists and outstanding students to playing a major role in fundraising for the college and garnering support for the college and the liberal arts from both internal and external stakeholders.

Appointees Background and Qualifications

Dr. Coleman earned his BA, *summa cum laude*, in Government and History, from Clark University and his Ph.D., in Political Science, from MIT. He comes to us from the University of Wisconsin-Madison, where he has served as chair of the Department of Political Science since 2007, chair of the College of Letters and Science curriculum committee, and L&S representative to the campus's education innovation initiative. Political Science is a highly rated, intellectually diverse and distinguished department in Madison's College of Letters and Science, with an outstanding graduate program and one of the largest undergraduate majors on that campus. John has led the department through a period of severe budgetary challenges, and, just before he became chair, the department had lost a substantial number of its faculty. He managed to restore confidence, rebuild the department, enhance its research profile, and reinvigorate undergraduate and graduate educational programs.

Under John's leadership, the department developed new interdisciplinary strengths in international relations and embraced reforms in undergraduate teaching and advising, including a new research skills initiative, as well as enriched internship and service learning programs. He championed the use of "pipeline" development tools to promote greater diversity in faculty searches; enhanced shared governance; and strengthened communication with faculty, staff, and students. Managing his department through a base budget reduction of 8 percent, John focused on strategic priorities. He also led successful fundraising efforts for new endowed faculty positions, research support, graduate fellowships, and other priorities.

Recommended Salary and Appointment Type

Dr. John Coleman's annual salary will be \$260,000. His appointment as Dean is a 100%-time, A-term (12-month), L-type (limited) appointment, reporting to and serving at the pleasure of the senior vice president for academic affairs and provost. The full employment agreement between the University of Minnesota and Dr. Coleman is attached as an exhibit.

Individually Negotiated Terms of Employment or Separation Agreements

There are no individually negotiated terms of employment or separation agreements.

Comparable Market Data

Dr. Coleman's annual salary is a competitive, market-based rate against the 2013 salaries of similar positions at peer institutions (University of Michigan, University of Wisconsin-Madison, University of Florida, University of Illinois-Urbana, The Ohio State University, University of Texas-Austin, University of Washington, Penn State University):

Minimum - \$205,000

Mean - \$289,294

Median - \$282,000

Maximum - \$426,901

President's Recommendation

The president recommends the appointment of Dr. John J. Coleman as Dean of the College of Liberal Arts.

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT is entered into as of this 30th day of December, 2013, by and between Regents of the University of Minnesota, a Minnesota constitutional educational corporation (the "University"), and Dr. John J. Coleman ("Dr. Coleman," "you").

WHEREAS, the University wishes to employ Dr. Coleman as the Dean of the College of Liberal Arts and Dr. Coleman wishes to accept employment as Dean of the College of Liberal Arts;

WHEREAS, this Employment Agreement is subject to the approval of the Board of Regents of the University of Minnesota and the completion of a background check satisfactory to the University;

THEREFORE, the University and Dr. Coleman agree as follows, subject to the approval of the Board of Regents:

I. EMPLOYMENT TERM AND DUTIES

Subject to the terms and conditions of this Agreement and University Policies and Procedures, the University appoints Dr. John J. Coleman as the Dean of the College of Liberal Arts and he agrees to be so employed by the University for a term commencing on July 31, 2014. The Dean of the College of Liberal Arts is a 100 percent time, 12-month, L appointment in the professional and academic personnel classification who serves as an at will employee at the pleasure of the Senior Vice President for Academic Affairs and Provost. As such, you report to and serve at the pleasure of the Senior Vice President for Academic Affairs and Provost and your appointment may be terminated at any time without advance notification.

II. DUTIES

During the term of your employment as Dean of the College of Liberal Arts you will diligently and consciously devote your full-time attention and best efforts in performing and discharging the duties of Dean of the College of Liberal Arts as they are set forth in the job description for this position (attached) including, but not limited to, the following duties:

A. Provide visionary leadership and administrative oversight of, and accountability for, the College of Liberal Arts;

B. Oversee the responsible planning, stewardship, management and accountability of fiscal, capital and human resources of the College of Liberal Arts;

C. Promote and represent the interests of the College of Liberal Arts in a positive fashion in private and public forms;

D. Recruit and retain distinguished faculty and outstanding students in the College of Liberal Arts;

E. Integrate the College of Liberal Arts and its many vital resources into the broader community and surrounding region;

F. Play a major leadership role in fundraising for the college, leading energetic efforts to secure philanthropic support for its mission;

G. Garnering support for the college and the liberal arts from both internal and external stakeholders; and

H. Performing such other duties as related to your employment position and assigned to you by your appointing authority.

III. PERFORMANCE

In accordance with University Policy, you will receive regular annual performance evaluations and, in accordance with University Policy, you will receive a broader systemic review of your performance no later than the end of your third year in the position.

IV. FACULTY APPOINTMENT

In addition to your appointment as Dean of the College of Liberal Arts, you will also be considered for appointment as a tenured, full professor in the college. Any such appointment as a professor is subject to Board of Regents Policy: *Faculty Tenure*. Your appointment requires approval of the faculty as well as the Board of Regents. During the time you serve as Dean of the College of Liberal Arts, you will not receive any compensation for your faculty appointment, but a salary for this appointment will be established each year by the University, based on the average increase to base of your same-ranked collegiate peers. In the event you no longer are employed as Dean of the College of Liberal Arts and retain this faculty appointment, this will be your established faculty salary.

V. COMPENSATION

A. Subject to the terms of this Agreement for all services provided by you on behalf of the University, the University shall pay you an annual salary of Two Hundred and Sixty Thousand Dollars and no cents (\$260,000).

B. All base salary shall be paid in accordance with the University's regular payroll procedures for Professional and Administrative employees and shall be subject

to withholding for applicable federal and state income taxes, federal social security taxes, and other applicable taxes and deductions.

C. In accordance with University Policies and Procedures, you shall be eligible for salary increases on an annual basis based upon the evaluation of the appointing authority or his/her designee.

D. The base salary is subject to furloughs, pay freezes, salary reductions or other adjustments to the same extent they are required of other employees of the University.

VI. BENEFITS

The University shall provide you with a benefits program as provided generally for its Professional and Administrative employees as described in its Policies and Procedures (<http://www.umn.edu/ohr/benefits/summary/>). These programs shall be subject to amendments and modifications by the University.

VII. RELOCATION BENEFITS

In accordance with University policy, the University will pay for actual and reasonable costs associated with your move. It is our expectation that your costs will not exceed one month of salary.

VIII. SEPARATION

A. Your appointment as Dean of the College of Liberal Arts is an L appointment, which means you serve at the pleasure of your appointing authority. Your appointment may be terminated without any required notice period.

B. In the event you are separated from your administrative position, you may be eligible for certain benefits provided by the University, in accordance with University policy. Any exception from or waiver of University policy related to your separation must be approved by the Board of Regents.

C. If you are a faculty member at the end of your administrative appointment, you may return to the faculty at your established faculty salary.

IX. UNIVERSITY POLICIES AND GENERAL CONDITIONS

A. Your appointment is subject to the University's policies and procedures that govern your position (<http://policy.umn.edu/>), which may be amended from time to time.

B. Amendment. Any amendment to this Agreement shall be in a writing executed and delivered by the parties.


C. Parties In Interest/Assignment. This Agreement shall be binding upon and the benefits and obligations provided for herein shall inure to the parties hereto and their respective heirs, legal representatives, successors, assigns, transferees or donees, as the case may be. No portion of this Agreement shall be assignable without the prior written consent of the other party.

D. Effect of Prior Agreements. This Agreement is intended by the parties as the final and binding expression of their contract and agreement and as the complete and exclusive statement of the terms thereof. This Agreement supersedes and revokes all prior negotiations, representations, and agreements, whether oral or written, relating to the subject matter hereof.


E. Enforceability. If any provision contained herein shall be deemed or declared unenforceable, invalid, or void, the same shall not impair any of the other provisions contained herein, which shall be enforced in accordance with their respective terms.

F. Construction. The headings preceding and labeling the sections of this Agreement are for the purpose of identification only and shall not in any event be employed or used for the purpose of construction or interpretation of any portion of this Agreement. No waiver by any party of any default or nonperformance hereunder shall be deemed a waiver of any subsequent default or nonperformance. As used herein and where necessary, the singular shall include the plural and vice versa, and masculine, feminine and neuter expressions shall be interchangeable.

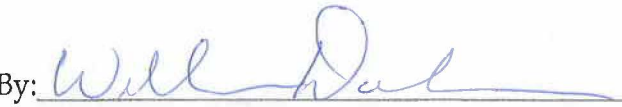
IN WITNESS WHEREOF, the undersigned have caused this Agreement to be executed as of the date first shown above.

By: 
Dr. John I. Coleman

REGENTS OF THE UNIVERSITY OF
MINNESOTA

By: 
Karen Hanson
Senior Vice President for Academic Affairs
and Provost

Approved as to Form and Execution

By: 
William Donohue
General Counsel

JOHN J. COLEMAN

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Academic Positions

University of Wisconsin-Madison

Chair, Department of Political Science, 2007-present
Jeffrey and Susanne Lyons Family Faculty Fellow, 2011-16
Associate Chair, Department of Political Science, 2001-04
Director of Graduate Studies, Department of Political Science, 2001-04
Professor of Political Science, 2001-present
Glenn B. and Cleone Orr Hawkins Professorship, 2000-05
Associate Professor of Political Science, 1998-2001
Assistant Professor of Political Science, 1992-98

University of Texas at Austin

Instructor, Department of Government, 1990-92

Harvard Graduate School of Business Administration

Lecturer, 1988
Research Associate, 1985-88

Education

Ph.D. Massachusetts Institute of Technology, Political Science, 1992
B.A. Clark University, *summa cum laude*, Government and History, 1982

Publications

Books

Understanding American Politics and Government. 3rd ed. New York: Pearson. Co-authors Kenneth Goldstein and William Howell. 2014; 2011; 2009.
The Enduring Debate: Classic and Contemporary Readings in American Politics. 7th ed. New York: W. W. Norton. Co-editors David T. Canon and Kenneth R. Mayer. 2014; 2011; 2008, 2005, 2003.
Faultlines: Debating the Issues in American Politics. 4th ed. New York: W.W. Norton. Co-editors David T. Canon and Kenneth R. Mayer. 2014; 2011; 2007, 2004.
Cause and Consequence in American Politics. New York: Pearson. Co-authors Kenneth Goldstein and William Howell. 2012.
Understanding American Politics and Government. Brief 2nd ed. New York: Pearson. Co-authors Kenneth Goldstein and William Howell. 2011; 2009.

Readings in American Government. 7th ed. New York: W. W. Norton. Co-editors David T. Canon and Kenneth R. Mayer. 2002.

Party Decline in America: Policy, Politics, and the Fiscal State. Princeton: Princeton University Press. 1996.

Articles

"The Standard of Responsible Parties." In Marjorie R. Hershey, Barry C. Burden, and Christina Wolbrecht, eds., *CQ Guide to U.S. Political Parties*. Thousand Oaks, CA: Sage Publications, 2014.

"Parties as a Resource for Presidential Leadership: The Case of Barack Obama." In Steven Schier, ed., *Transforming America: Barack Obama in the White House*. Lanham MD: Rowman and Littlefield, 2011.

"Legitimacy, Leadership, and Longing for Realignment: The Party Basis of the Bush Presidency." Co-author Kevin S. Price. In Steven Schier, ed., *Ambition and Division: Legacies of the George W. Bush Presidency*. Pittsburgh: University of Pittsburgh Press, 2009.

"The Consequences of Divided Government." Co-author David C. W. Parker. In the *Oxford Encyclopedia of the American Presidency*, eds. George Edwards III and William G. Howell. New York: Oxford University Press, 2009.

"Parties, Politics, and the Fiscal State." In Theodore J. Lowi, Benjamin Ginsberg, and Kenneth A. Shepsle, *Norton American Politics Online Reader*. New York: WW Norton, 2008.

"Above the Fray? The Use of Party System References in Presidential Rhetoric." Co-author Paul Manna. *Presidential Studies Quarterly*, September 2007, 399-426.

"The Party Base of Presidential Leadership and Legitimacy." Co-author Kevin S. Price. In Steven Schier, ed., *High Risk and Big Ambition: The Presidency of George W. Bush*. Pittsburgh: University of Pittsburgh Press. 2004.

"Pay to Play: Parties, Interests, and Money in Federal Elections." Co-author David C. W. Parker. In Patricia Strach and Ken Goldstein, eds., *The Medium and the Message*. Prentice Hall. 2004.

"The Benefits of Campaign Spending." Briefing Paper no. 84. Washington, DC: Cato Institute. 2003.

"Responsible, Functional, or Both: American Political Parties and the APSA Report after Fifty Years." In John C. Green and Rick Farmer, eds. *The State of the Parties* 4th ed. 2003.

"The Distribution of Campaign Spending Benefits Across Groups." *Journal of Politics* 63, 3 (2001): 916-34.

"Congressional Campaign Spending and the Quality of Democracy." Co-author Paul F. Manna. *Journal of Politics* 62, 3 (2000): 757-89.

"Student Attitudes Toward Instructional Technology in the Large Introductory US Government Course." Co-author Kenneth R. Mayer. *PS: Political Science and Politics* 33, 3 (2000): 597-604.

"Clinton and the Party System in Historical Perspective," in Steven E. Schier, ed., *The Postmodern Presidency: Bill Clinton's Legacy in U.S. Politics*. Pittsburgh: University of Pittsburgh Press. 2000.

"Unified Government, Divided Government, and Party Responsiveness," *American Political Science Review* 93 (December 1999): 831-45.

"Party Images and Candidate-Centered Campaigns in 1996: What's Money Got to Do With It?" in Daniel M. Shea and John C. Green, eds., *The State of the Parties*. 3rd ed. 1999.

"The Importance of Being Republican: Forecasting Party Fortunes in House Midterm Elections." *Journal of Politics* 59, 2 (1997): 497-519.

"The Decline and Resurgence of Congressional Party Conflict." *Journal of Politics* 59, 1 (1997): 165-84.

"Party Organizational Strength and Public Support for Parties." *American Journal of Political Science* 40 (1996): 805-24.

- “Resurgent or Just Busy? Party Organizations in Contemporary America.” In Daniel M. Shea and John C. Green, eds., *The State of the Parties: The Changing Role of Contemporary American Parties*. 2nd ed. Lanham, MD: Rowman and Littlefield. 1996.
- “State Formation and the Decline of Political Parties: American Parties in the Fiscal State.” *Studies in American Political Development* 8 (1994): 195-230.
- “The Resurgence of Party Organization? A Dissent from the New Orthodoxy.” In Daniel M. Shea and John C. Green, eds., *The State of the Parties: The Changing Role of Contemporary American Parties*. Lanham, MD: Rowman and Littlefield. 1994.
- “Institutional Incentives for Protection: The Past and Future Evolution of Voluntary Export Restraints in the United States.” Co-author David B. Yoffie. *Annals of the Academy of Political Science* 37 (1990).

Work in progress/under review

Campaign finance and *Citizens United*

- “*Citizens United*, Independent Expenditures, and Agency Costs: Reexamining the Political Economy of State Antitakeover Statutes.” Co-author Timothy Werner. Under review.
- “Political and Policy Outcomes of Corporate and Union Independent Expenditures.” Co-author Timothy Werner. In progress.
- “Political and Policy Outcomes and Campaign Finance Regimes.” Co-author Timothy Werner. In progress.

“Political Parties and the Collapse in Public Trust.” Co-author Erika Franklin Fowler. In progress.

What makes a battleground state a battleground (preliminary)

State and regional variations in the relationship between income distribution, partisanship, and polarization (preliminary)

Book Reviews

Mark Lawrence Kornbluh, *Why America Stopped Voting: The Decline of Participatory Democracy and the Emergence of Modern American Politics*. *American Historical Review*. October 2001.

Julian E. Zelizer, *Taxing America: Wilbur D. Mills, Congress, and the State, 1945-1975*. *Congress and the Presidency* 26 (1999): 218-20.

Eric H. Monkkonen, *The Local State: Public Money and American Cities*. *American Historical Review* (February 1998).

John H. Aldrich, *Why Parties: The Origin and Transformation of Party Politics in America*, and Thomas Ferguson, *Golden Rule: The Investment Theory of Party Competition and the Logic of Money-Driven Political Systems*. *Journal of Politics* 58 (1996): 1214-1217.

Ballard C. Campbell, *The Growth of American Government: Governance from the Cleveland Era to the Present*. *Congress and the Presidency* 23 (1996): 69-71.

Daniel J. Palozzolo, *The Speaker and the Budget: Leadership in the Post-Reform House of Representatives*. *American Political Science Review* 88 (1994): 769.

John B. Gilmour, *Reconcilable Differences? Congress, the Budget Process, and the Deficit*. *American Political Science Review* 87 (1993): 215.

Instructional Cases

Motorola and Japan (Harvard Business School case 9-388-056, 1987). Reprinted in David B. Yoffie, *International Trade and Competition: Cases and Notes in Strategy and Management* (New York: McGraw-Hill, 1990).

The Semiconductor Industry Association and the Trade Dispute with Japan [including supplements and company profiles] (Harvard Business School case 9-387-205, 1987). Reprinted in David B. Yoffie, *International Trade and Competition: Cases and Notes in Strategy and Management* (New York: McGraw-Hill, 1990).

Note on Comparative Advantage (Harvard Business School case 9-387-023, 1986). Reprinted in David B. Yoffie, *International Trade and Competition: Cases and Notes in Strategy and Management* (New York: McGraw-Hill, 1990).

Note on Sources of Comparative Advantage (Harvard Business School case 9-387-024, 1986). Reprinted in David B. Yoffie, *International Trade and Competition: Cases and Notes in Strategy and Management* (New York: McGraw-Hill, 1990).

Lotus Development Corporation: Entering International Markets (Harvard Business School case 9-387-034, 1986). Reprinted in David B. Yoffie, *International Trade and Competition: Cases and Notes in Strategy and Management* (New York: McGraw-Hill, 1990).

Research and Teaching Interests

Research: Political party coalitions, factions, and organizations; elections and voting; campaign spending and campaign finance; public participation and interest in politics; levels of public knowledge about candidates; unified and divided party control of government; presidential rhetoric; politics of economic policy; American political development; evolution of scope and scale of American government and politics

Courses taught: American Political Parties; Introduction to American Politics and Government; Evolution of American Politics; Analyzing Political and Electoral Reforms; Politics of Government and Business in the U.S.; Politics of the American Macroeconomy; American Political Development (graduate); American Political Parties (graduate); Political Science as a Discipline and Profession (graduate); Research and Writing Seminar (graduate); Managing International Trade and Competition (graduate)

Ph.D. students (Advisor): Ryan Biava (current); Amnon Cavari (best dissertation award, American Political Science Association, presidency research section, 2011; IDC, Israel); Erika Fowler (Wesleyan); David Parker (Montana State); Michael Pisapia (best dissertation on federalism, state, or local politics, American Political Science Association, 2011; Wake Forest University); Kevin Price; Patricia Strach (University at Albany); Timothy Werner (American Political Science Association Organized Section on Political Organizations and Parties, Emerging Scholar Award, 2013; University of Texas School of Business)

Dissertation Committee (non-Advisor): Sean Adams (History); Elizabeth Bennion; Gwen Bevis; Michele Claibourn; Tracey Deutsch (History); William Egar; Michael Franz (best dissertation award, American Political Science Association, political organizations and parties research section); Susan Hoffman; Spencer Jones; Brian Kroeger; Bart Lambert; Paul Manna; Bryan McLaughlin (Journalism and Mass Communications); Iliia Murtazashvili; Jacob Neiheisel; David Nelson; Zachary Oberfield (best dissertation on public administration, American Political Science Association); Travis Ridout; Rob Robinson; Jeff Rudd (Institute of Environmental Studies); Arnold Shober; David Siemers; Daniel Wood; Steven Yonish

Professional Activities and Service

Conference Papers

- "*Citizens United*, Independent Expenditures, and Agency Costs: Reexamining the Political Economy of State Antitakeover Statutes" (co-author Timothy Werner), Conference on Empirical Legal Studies, 2013
- "Assessing the Potential Effects of *Citizens United*: Policy and Corporate Governance in the States" (co-author Timothy Werner), Public Choice Society 50th Anniversary Conference, 2013.
- "Assessing the Potential Effects of *Citizens United*: Evidence from the States" (co-author Timothy Werner), annual meeting of the American Political Science Association, 2012.
- "Comments for Public Election Funding Conference," Public Election Funding Conference, University of Wisconsin, Madison, January 2006.
- "Reassessing Krehbiel's View of Parties" (co-author Jeffrey Stonecash), annual meeting of the Midwest Political Science Association, 2004.
- "The Collapse in Public Trust: Are Political Parties to Blame?" annual meeting of the American Political Science Association, 2001
- "Cycles, Trends, and One Damn Thing After Another: Parties, Interests, and Campaign Finance" (co-author David C. W. Parker), Conference on Measuring Advertising and Advertising Effectiveness, Chicago, 2001
- "Campaign Spending, Advertising Tone, and Civic Engagement" (co-author David C. W. Parker), Conference on Measuring Advertising and Advertising Effectiveness, Chicago, 2001
- "Clinton and the Party System in Historical Perspective," annual meeting of the American Political Science Association, 2000
- "Responsible versus Functional Parties in American Political Development," annual meeting of the American Political Science Association, 1999
- "Congressional Campaign Spending and Political Community," annual meeting of the American Political Science Association, 1998
- "Campaign Spending and Democracy: Public Boon or Public Bane?" annual meeting of the Midwest Political Science Association, 1998
- "Trade Policy and the Parties: Partisan Conflict within Bipartisan Consensus," State of the Parties conference, Univ. of Akron, Bliss Institute of Applied Politics, 1997
- "Divided Government and the Production of Significant Public Policy," annual meeting of the Midwest Political Science Association, April 1997
- "American Political Parties and Trade Policy Since 1947," annual meeting of the Western Political Science Association, Tucson, March 1997
- "American Parties and Trade Policy Conflict," paper prepared for delivery to the World Affairs and the Global Economy Workshop, University of Wisconsin-Madison, November 1996
- "Presidents and Bipartisan and Partisan Appeals," annual meeting of the Midwest Political Science Association, Chicago, April 1996
- "Party Organizational Strength and Partisanship in the Public," annual meeting of the American Political Science Association, New York, September 1994
- "State Party Organizations and Partisanship in the Public," annual meeting of the Midwest Political Science Association, Chicago, April 1994
- "The Resurgence of Party Organization? A Dissent from the New Orthodoxy," State of the Parties Conference, Bliss Institute of Applied Politics, University of Akron, 1993
- "Constraints on Political Party Responses to Recession: The Role of the State and Policy," annual meeting of the American Political Science Association, 1993
- "Economic Conditions and Party Cohesion," annual meeting of American Political Science Association, 1991
- "Political Parties," American Politics Conference, National University of Mexico, Mexico City, 1991

Other Conference Participation

Discussant: annual meeting of the American Political Science Association, 2013, 2011, 2010, 2009, 2008, 2007, 2006, 2004, 2002, 2000, 1998, 1997; annual meeting of the Midwest Political Science Association, 2011, 2010, 2009, 2005, 2004, 2003, 2002, 2001, 1999, 1998, 1995, 1994; annual meeting of the Southern Political Science Association, 2005; annual meeting of the Western Political Science Association, 2001, 1997; annual meeting of the Social Science History Association, 1998; 50th anniversary of APSA Responsible Parties Report Workshop, 2000

Roundtable participant: annual meeting of the Southern Political Science Association, 2011; "The States of Campaign Finance Reform," annual meeting of the Midwest Political Science Association, 2004; "Preparing Future Political Scientists: Enriching Graduate Education," annual meeting of the Midwest Political Science Association, 2004; annual meeting of the Western Political Science Association, 2000; annual meeting of the Social Science History Association, 1999; "The Nation in Time," University of Texas at Austin, 1994

Co-organizer and chair: Conference on Politics through the Lens of Parties, UW-Madison, 2007
Section Organizer, Political Parties and Interest Groups, Midwest Political Science Association 2001 annual meeting

Manuscript/Proposal Reviewer

Political Studies; Studies in American Political Development; Comparative Political Studies; Smith Richardson Foundation; National Science Foundation (Political Science Program), American Political Science Review, Governance, Political Behavior, Legislative Studies Quarterly, Policy Studies Journal, American Journal of Political Science, American Politics Quarterly, Legislative Studies Quarterly, Journal of Politics, Journal of Policy History, Political Research Quarterly, Polity, Social Science Quarterly, State Politics and Policy Quarterly, Social Science History, PS: Political Science & Politics, National Issues Forum, Harcourt Brace, St. Martin's, W. W. Norton, Allyn & Bacon, HarperCollins, Westview Press, Worth, Houghton-Mifflin, Simon and Schuster, CQ Press, Pittsburgh University Press, Thinkwell, University of Kansas Press, University of Chicago Press; University of Michigan Press; Routledge

Service-University of Wisconsin-Madison, college and campus

Wisconsin Alumni Research Foundation Resource Request and Allocations Committee, Fall 2013-present
Director of Educational Innovation, Search and Screen Committee, Fall 2013-present
Educational Innovation Core Team, Office of the Provost, Fall 2012-present
Research Service Grant Review Committee, Office of the Provost, Fall 2011
Co-director and co-founder, American Democracy Forum (interdisciplinary), 2009-11
Teacher Education Council, College of Letters and Science and School of Education, 2004-10
Admissions Misrepresentation Committee, College of Letters and Science, 2005-09
Student Academic Misconduct Committee, University of Wisconsin, 2004-09
Student Nonacademic Misconduct Committee, University of Wisconsin, 2004-09
Hamel Faculty Fellows Committee, College of Letters and Science, 2007-08
Academic Planning Council, College of Letters and Science, 2006-07
Curriculum Committee, College of Letters and Science (chair 2006-07), 2004-07
Teaching Assistant Instructional Development Committee, College of Letters and Science, 2003-07
Faculty Advisor, Letters and Science Advising Center, 2000-01
Scholarship Committee, College of Letters and Science, 1999-2004
Faculty Appeals Committee, College of Letters and Science, 1998-2002

Founder and Organizer, American Political Development Workshop (interdisciplinary), 1998-2007
DACC (social science computing) Advisory Board, 1995-2003
Technology Partners departmental representative, 1995-98
Service-University of Wisconsin-Madison, department

Department Chair, 2007-present
Faculty Senate, 2007-present (alternate), 1994-96
Website and Publicity Committee, 2006-07
Individual Majors, 2006-07
Lectures and Colloquia Committee, 2006-07, 2000-01 (chair)
Preliminary Examination Appeals Committee, 2006-07
Ad Hoc Committee, Department Review Implementation, chair, 2006
Graduate Program Committee, 2005-06, 2001-04 (chair), 2000-01, 1993-94
Teaching Evaluation Committee, 2005-06
Ad Hoc Committee, Job Candidate Visit Schedule, 2005
Teaching Assistant Evaluation Committee, 2004-05, 2001-04 (chair), 1996-97
Associate Chair and Director of Graduate Studies, 2001-04
Graduate Admissions and Fellowships Committee (chair), 2001-04
Development Committee, 2002-03
Faculty Recruitment Committee, 2001-02, 1998-99
Computer Services Committee, 1999-2000, 1995-98 (chair)
Ad Hoc Committee, Policies and Procedures, 1998-99
Student Awards and Prizes Committee, 1997-98
Undergraduate Program Committee, 1994-96
Leon Epstein Prize Committee, 1992-94 (chair, 1993-94)
Department Secretary, 1992-93

Service: Political Organizations and Parties Section, American Political Science Association

Leon Epstein Book Award Committee, 2010, 1998-99 (chair), 1997-98
Emerging Scholar Award Committee, 2006-06 (chair)
President, 2001-03
Web Development Committee, 2000-03
Website developer and manager, 50th anniversary commemoration of "Toward a More Responsible Two-Party System," 1999-2000
Nominations Committee, 1999-2000 (chair)
Executive Committee, 1998-2000
Jack Walker Article Award Committee, 1998-99 (chair), 1997-98
Planning Committee, 50th anniversary commemoration of "Toward a More Responsible Two-Party System," 1997-98

Service: Politics and History Section, American Political Science Association

Executive Committee, 1998-2000
Mary Parker Follett Article Prize Committee, 1996-97
J. David Greenstone Book Prize Committee, 1993-94

Memberships

American Political Science Association (including research sections on Legislative Politics; Politics and History; Political Organizations and Parties); Midwest Political Science Association; Southern Political Science Association; PROFS, UW-Madison

Other Professional Activities

Consultant, *The Last Colony*, documentary film project on Washington, D.C., 2013-present
Consultant, Illinois campaign finance regulations, 2013
Consultant, constituent communications with legislators, Wisconsin, 2012
Advisory Board, Wisconsin Business Council, 2009-2011
Issue advocacy brief filed to Wisconsin Government Accountability Board, 2008
Editorial Board, *Polity*, 2006-present
Sander-Rue v. Albuquerque, expert witness, 2002-03
Member, Adoption Review Board, State of Wisconsin Department of Health and Family Services, citizen representative, 2001-04
Tenure and reappointment and department program reviews, various
Talks to academic, campus, alumni, and community groups, numerous annually
Interviews with news media, numerous annually

Honors and Awards

Honored Instructor Award, Division of Housing, UW-Madison, 2013, 2011, 2010, 2009, 2006, 2004
Lyons Family Faculty Fellow, UW-Madison College of Letters and Science, 2011-16
Academic Leadership Program Fellow, Committee on Institutional Cooperation (CIC), Fall 2011
American Democracy Forum grant, Jack Miller Center, 2010
Dean's Service Award, UW-Madison College of Letters and Science, 2008
Engage Instructional Podcasting Award, Department of Information Technology and College of Letters and Science, UW-Madison, 2005
President, Political Organizations and Parties Section, American Political Science Association, 2001-03
Chancellor's Distinguished Teaching Award, UW-Madison, 2001
Glenn B. and Cleone Orr Hawkins Professorship in Political Science, UW-Madison, 2000-05
IN TIME (Instructor Network for Teaching In a Multimedia Environment) Teaching Grant, College of Letters and Science, UW-Madison, 1998
Summer Salary and Research Assistance, World Affairs and the Global Economy Initiative, UW-Madison, 1998, 1996
Emerging Scholar Award, Political Organizations and Parties Section, American Political Science Association, 1997
Summer Salary and Research Assistance, Graduate Research Committee, UW-Madison, 1997, 1995, 1994
Web Page Development Instructional Grant, Division of Information Technology, UW-Madison, 1997
Research Assistance and Travel Grant, Lyndon Baines Johnson Presidential Library, 1994
Dissertation Research Fellow in Governmental Studies, Brookings Institution, Washington, D.C., 1989-90
MIT Institute Fellowship, 1982-84
Phi Beta Kappa, Clark University, 1981



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty and Staff Affairs Committee

February 13, 2014

Agenda Item: Information Items

review review/action action discussion

Presenters: Vice President Kathryn Brown

Purpose:

policy background/context oversight strategic positioning

To inform the Board of Regents 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; and
- Faculty and staff activities and awards.

Background Information:

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

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

February 13, 2014

Faculty and Staff 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, rather, 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 and staff affairs.

Personnel

John Coleman has been named dean of the College of Liberal Arts, Twin Cities, effective July 31, 2014. He comes to the University from the University of Wisconsin-Madison, where he has served as chair of the department of political science since 2007. He has a B.A. in government and history from Clark University and a Ph.D. in political science from MIT.

Kathleen Schmidkofer has been appointed president and chief executive officer of the University of Minnesota Foundation. Most recently, she was executive vice president and founding leader of GREATER MSP, a nonprofit dedicated to growing the economy of the 16-county Minneapolis-St. Paul region. Schmidkofer is a certified public accountant with an MBA from the University's Carlson School.

University Highlights

The League of American Bicyclists presented the University of Minnesota Twin Cities campus with a Gold designation award as a Bicycle Friendly University. The Gold award, one of only four awarded nationwide, recognizes the University's commitment to improving conditions for bicycling through promotion, education, infrastructure, and pro-bicycling policies.

According to *Stadium Journey* magazine, UMD's AMSOIL Arena is one of the premier hockey venues in the country. The 6,756-seat home of Bulldog hockey received five stars for concessions, atmosphere, location, access, ticket prices, and extras.

UMM has been named to *Kiplinger's* Best Values in Public Colleges list for 2014. The ranking cites four-year schools that combine outstanding education with economic value. UMM is one of only two Minnesota colleges on this year's top 100 list, the other being UMTC.

For the third consecutive year, *U.S. News and World Report* ranked University of Minnesota Crookston among the top 25 percent of colleges for Best Online Bachelor's Programs.

Last fall, the U of M competed with more than 85 universities in the Game Day Recycling Challenge, a nationwide contest to determine which university can reduce waste the most during

football game days. The U finished third in organics reduction (.205 pounds organics per person) and fourth in diversion rate (88.1% recycled or composted).

The University of Minnesota Twin Cities is among 19 institutions of higher education that *The Huffington Post* classifies as “The Most Interesting Places To Go To College.” The article referred to the local music scene, record stores, unique restaurants, alt-news sources, and “killer hockey program.”

Faculty and Staff Activities and Awards

Two faculty members have been named Fellows of the American Association for the Advancement of Science (AAAS). Eugene Borgida, department of psychology at UMTC, was elected in the section on Psychology and Thomas C. Johnson, department of geological sciences at UMD, was elected in the section on Geology and Geography. AAAS is the world’s largest general scientific society, and publisher of the journal, *Science*. Election as a Fellow is an honor bestowed upon AAAS members by their peers, and recognizes scientifically or socially distinguished efforts to advance science or its applications.

Ying-Chih Chen, STEM Education Center in the College of Education and Human Development, will receive two awards from the National Association for Research in Science and Teaching: the 2014 Outstanding Paper Award for his paper, “Tracing Elementary Students’ Use of Talk and Writing for Knowledge Development through Argument-Based Inquiry” and the Jhumki Basu Equity Scholars Award.

Julie Churchill, veterinary clinical sciences, was named one of 15 top vet nutrition professors by the Vet Tech Colleges blog and John Fetrow was named one of 15 top large animal vet professors.

Microbiology Professor Emeritus P. Patrick Cleary has been elected an honorary member of the Institute of Experimental Medicine (also known as the Pavlov Institute), which opened in 1880 in St. Petersburg, Russia. The institute is one of many that make up the Russian Academy of Sciences.

Donald Dengel, kinesiology, and doctoral candidate Tyler Bosch are recipients of the Scientific Manuscript Excellence Honor: Gary A. Dudley Memorial Paper for their article “Body Composition and Bone Mineral Density of National Football League Players.” The Gary A. Dudley Memorial Paper is one of the highest honors the National Strength and Conditioning Association gives for scholarship and is named after one of the pioneers in modern exercise physiology research.

Amos Deinard, epidemiology, received the 2013 Distinguished Service Award from the Minnesota Justice Foundation for his work establishing the Leonard, Street and Deinard Legal Clinic in the Community University Health Care Center of the Phillips neighborhood of Minneapolis more than 20 years ago.

Ann DuHamel, head of keyboard studies at UMM, performed at Carnegie Weill Recital Hall in December with her group Ensemble: Périphérie. DuHamel is a founding member of the group,

which was originally comprised of musicians from the midwestern region. Their mission is to promote lesser-known composers of modern chamber works.

Dalibor Froncek, department of mathematics and statistics at UMD, was appointed executive member of the Forum of Researchers on Mathematics in Engineering & Business, India.

Robert Goldstein, finance, is a winner of the 2013 Smith Breeden Prize for his paper, “On the Relative Pricing of Long-Maturity Index Options and Collateralized Debt Obligations.” The prizes are awarded annually to the top three papers in *The Journal of Finance* as chosen by the publication’s editors. Goldstein’s co-authors are Carlson School Ph.D. student Fan Yang and Pierre Collin-Dufresne, Columbia Business School.

Deb Good, International Education Office at UMD, served as a national selection panelist for the Benjamin A. Gilman International Scholarship Program, which is sponsored by the U.S. Department of State’s Bureau of Education and Cultural Affairs. The program aims to diversify the kinds of students who study abroad and the regions and countries where they visit.

University of Minnesota, Morris Chancellor Jacqueline R. Johnson has been elected chair of the Association for the Advancement of Sustainability in Higher Education Board of Directors. In this role, Johnson will lead the national association of colleges and universities as it works to create a sustainable future.

The History of Science Society (HSS) has awarded the Margaret W. Rossiter Prize for the History of Women in Science to Sally Gregory Kohlstedt, acting vice provost and dean of graduate education, for her book *Teaching Children Science: Hands-On Nature Study in North America, 1890-1930*. The HSS is the world’s largest society dedicated to understanding science, technology, medicine, and their interactions with society in historical context.

Austin Prosser Johnson Mason, history, won the Dissertation Award in Humanities and Fine Arts at the 53rd Annual Meeting of the Council of Graduate Schools. The CGS/ProQuest Distinguished Dissertation awards are made annually to individuals who, in the opinion of the award committee, have completed dissertations representing original work that makes an unusually significant contribution to the discipline. Mason’s dissertation was entitled *Listening to the Early Medieval Dead: Religious Practices in Britain, 400–1000 CE*.

American Studies Professor Emeritus Lary May is the recipient of the Mid-America American Studies Association 2013 Elizabeth Kolmer Award, which is given annually to honor teaching and mentoring in the field of American Studies and service to the association.

Law School professors Amy Monahan and Susan Wolf have been elected to the American Law Institute, the leading independent organization in the United States producing scholarly work to clarify, modernize and improve the law. The institute’s elected membership of lawyers, judges and law professors is limited to 3,000.

Jean O'Brien, history and American Indian studies, was selected by Secretary of the Interior Sally Jewell to serve as the Secretary’s appointee to the Board of Trustees for the Cobell

Education scholarship fund, which provides financial assistance to Native American students wishing to pursue post-secondary education and training.

In observance of Thanksgiving, healthcare information website Expertscape recognized the leading experts and institutions in the field of turkey science. Leading institutions included the University of Minnesota, along with the Agricultural Research Service (U.S. Department of Agriculture), Ohio State University, North Carolina State University, and University of Arkansas. Kent Reed, veterinary and biomedical sciences, was on a short list of the leading experts in the world.

Michael Resnick, pediatrics and adolescent health, was chosen president-elect by the Society for Adolescent Health & Medicine.

Tiffany Richardson, kinesiology, was recently named to the Board of Directors of the Minnesota Twins Community Fund. The organization's mission is to enrich local and regional communities by providing resources for the healthy development of children and families through an association with baseball, softball and the Minnesota Twins.

Abdi Samatar, geography, was elected a fellow of the African Academy of Sciences (AAS). The AAS is an Africa-wide scientific organization that honors internationally renowned African scientists and encourages the development of the research and technology base throughout Africa. The membership has been extended to scientists from other continents.

Elizabeth Seaquist, medicine, was recently named President of Medicine and Science on the Board of Directors for the American Diabetes Association, the nation's largest voluntary health organization leading the fight to Stop Diabetes®.

College of Pharmacy Dean Marilyn Speedie is the recipient of the 2014 Remington Honor Medal. Awarded annually by the American Pharmacists Association, the Remington Medal is the highest recognition given in the profession of pharmacy. Speedie was selected in recognition of the professional achievements, innovations and advancements she has contributed to the pharmacy profession.

In celebration of its 25th anniversary, the University of Humanistic Studies in the Netherlands conferred an honorary doctoral degree to Joan Tronto, political science, for significant contributions to the development of humanistic studies. Tronto was cited for her interdisciplinary concept of care, which "not only refers to health care but conceives of care as a political concept linked to the very core of democracy: caring is construing living together in an ordered way."

UMD football coach Curt Wiese is the 2013 Division II Liberty Mutual Coach of the Year. The award is the leading college football honor recognizing coaches for their responsibility, integrity, sportsmanship and excellence, on and off the field.

Fang Yu, nursing, was named to the editorial board of the *Journal of Gerontological Nursing*.