



BOARD OF REGENTS

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UNIVERSITY OF MINNESOTA

## Faculty & Staff Affairs Committee

June 2014

June 12, 2014

9:45 a.m. - 11:45 a.m.

East Committee Room, McNamara Alumni Center

## FSA - JUN 2014

### 1. Overview of Benefits

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### 2. Annual UPlan Health Insurance Update

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### 3. Retirement Program Trends

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### 4. Consent Report - Review/Action

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# BOARD OF REGENTS DOCKET ITEM SUMMARY

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**Faculty & Staff Affairs**

**June 12, 2014**

**Agenda Item:** Overview of Benefits

**Review**

**Review + Action**

**Action**

**Discussion**

*This is a report required by Board policy.*

**Presenters:** Kathryn Brown, Vice President, Office of Human Resources

## **Purpose & Key Points**

Board of Regents Policy: *Employee Recruitment and Retention* describes the commitment of the University of Minnesota to attracting and retaining employees who are talented, innovative, and dedicated to excellence. Part of that commitment is the provision of competitive compensation and benefits packages.

The purpose of this presentation is to provide a comprehensive overview of the array of benefits provided to the University's faculty and staff to further this commitment. Specifically, the presentation will cover the following elements:

- University benefit offerings
- Benefits eligibility
- 2014 related benefits changes
- 2015 UPlan changes
- Benefits benchmarking
- Total rewards trend
- University total reward strategy

Subsequent presentations will further detail the University's health and retirement benefits programs.

## **Background Information**

The Faculty & Staff Affairs Committee heard the Annual Report on Compensation at its September 12, 2013 meeting.

## Full-Time Faculty & P&A Employee Benefits

### University-Paid

- Basic Life Insurance (115% of base salary to a maximum of \$200,000)
- Medical Leave (up to 3 months at 100% of salary)
- Vacation (22 days annually for those on a 12 month appointment)
- Academic Disability (generally, 66 2/3% of pay to a maximum of \$14,444/month)
- Unemployment Insurance

### Shared Cost

- Medical Coverage (Choice of 5 plans – University subsidizes 87% of Employee-only cost and 80.5% of Dependent cost of the Base Plan)
- Pharmacy Benefits – included in medical plan cost
- Wellness Plan – included in medical plan cost
- Dental Coverage (Choice of 5 plans – University subsidizes 88% of Employee-only cost and 52% of Dependent cost of the Base Plan)
- Faculty Retirement Plan (5.5% Employee/10% University for new employees)
- Regents Scholarship tuition benefits (Advanced degrees – 25% Employee/75% University)
- Social Security (6.2% Employee/6.2% University on a maximum of \$117,000 in 2014)
- Medicare (1.45% Employee/1.45% University, no compensation maximum)

### Employee-Paid

- Optional Retirement Plan (pre-tax 403(b) plan)
- Section 457 Deferred Compensation Plan (pre-tax plan)
- Flexible Spending Accounts (pre-tax, both healthcare and dependent care)
- Optional Life Insurance (after-tax for self, spouse/registered same-sex domestic partner and/or child/children)
- Short-term Disability Coverage (after-tax, maximum of 66 2/3% of monthly salary or \$5,000)
- Long-term Care Coverage (after-tax for self, spouse/registered same-sex domestic partner)

## **Full-time Civil Service & Labor Represented Non-Academic Employee Benefits**

### **University-Paid**

- Basic Life Insurance (115% of base salary to a maximum of \$200,000)
- Sick Leave (13 days annually)
- Vacation (13 to 41.75 days annually, depending upon position and years of service)
- Regents Scholarship tuition benefits (Initial degree)
- Unemployment Insurance

### **Shared Cost**

- Medical Coverage (Choice of 5 plans – University subsidizes 87% of Employee-only cost and 80.5% of Dependent cost of the Base Plan)
- Pharmacy Benefits – included in medical plan cost
- Wellness Plan – included in medical plan cost
- Dental Coverage (Choice of 5 plans – University subsidizes 88% of Employee-only cost and 52% of Dependent cost of the Base Plan)
- Minnesota State Retirement System (5% Employee/5% University to 5.5% each as of 7/1/14)
- Regents Scholarship tuition benefits (Advanced degrees – 25% Employee/75% University)
- Social Security (6.2% Employee/6.2% University on a maximum of \$117,000 in 2014)
- Medicare (1.45% Employee/1.45% University, no compensation maximum)

### **Employee-Paid**

- Optional Retirement Plan (pre-tax 403(b) plan)
- Section 457 Deferred Compensation Plan (pre-tax plan)
- Flexible spending accounts (pre-tax, both healthcare and dependent care)
- Optional Life Insurance (after-tax for self, spouse/registered same-sex domestic partner and/or child/children)
- Short-term Disability Coverage (after-tax, maximum of 66 2/3% of monthly salary or \$5,000)
- Long-term Disability Coverage (after-tax, maximum of 60% of monthly salary or \$5,000)
- Long-term Care Coverage (after-tax for self, spouse/registered same-sex domestic partner)



# BOARD OF REGENTS DOCKET ITEM SUMMARY

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Faculty & Staff Affairs

June 12, 2014

**Agenda Item:** Annual UPlan Health Insurance Update

Review

Review + Action

Action

Discussion

*This is a report required by Board policy.*

**Presenters:** Kathryn F. Brown, Vice President, Office of Human Resources  
Dann Chapman, Director, Employee Benefits, Office of Human Resources

## Purpose & Key Points

The UPlan is the University's self-insured health benefits plan provided to eligible University of Minnesota employees. The UPlan includes medical, dental and pharmacy coverage, as well as a robust Wellness Program. Board of Regents Policy: *Employee Health Benefits* requires the ongoing review of the effectiveness of the University's health benefit programs, and an annual report to the Board of Regents on performance against the principles that govern the provision of health benefits (Policy, Section V, subd. 3). The presentation will provide the required annual performance report, and will cover the following key points:

- UPlan governance and administration
- UPlan history
- Health care trends
- UPlan performance
- Pharmacy performance
- Wellness Program overview



# BOARD OF REGENTS DOCKET ITEM SUMMARY

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**Faculty & Staff Affairs**

**June 12, 2014**

**Agenda Item:** Retirement Program Trends

**Review**

**Review + Action**

**Action**

**Discussion**

*This is a report required by Board policy.*

**Presenters:** Kathryn Brown, Vice President, Office of Human Resources  
Jackie Singer, Director Retirement Programs, Office of Human Resources

## **Purpose & Key Points**

Board of Regents Policy: *Faculty and Staff Retirement* outlines the provision of retirement benefits for University faculty and staff with four primary goals: retirement income, competitive programs, retirement planning and financial education, and oversight and stewardship. The purpose of this presentation is to brief the committee on the University's current retirement programs, including:

- An overview of all retirement plans.
- Highlights of the University's retirement plans.
- Industry trends and the potential impact of those trends on the University's programs.



# BOARD OF REGENTS DOCKET ITEM SUMMARY

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**Faculty & Staff Affairs**

**June 12, 2014**

**Agenda Item:** Consent Report

**Review**

**Review + Action**

**Action**

**Discussion**

*This is a report required by Board policy.*

**Presenters:** Kathryn Brown, Vice President, Office of Human Resources

## **Purpose & Key Points**

As required by Board of Regents Policy: *Reservation and Delegation of Authority*, the administration seeks approval for the conferral of tenure for faculty who have been hired at the University of Minnesota and the appointment of senior leaders. This report includes:

- Appointment of Dr. Brian Buhr as Dean of the College of Food, Agricultural and Natural Resource Sciences, effective June 16, 2014
- Conferral of Tenure for new hires

## **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 this committee for action.

## **President's Recommendation**

The President recommends approval of the consent report.



**Faculty and Staff Affairs Committee**  
**Consent Report**  
**June 12, 2014**

***Personnel Appointment***

Pending approval by the Board of Regents, **Dr. Brian Buhr** will be appointed Dean of the College of Food, Agricultural and Natural Resource Sciences and director of the Minnesota Agricultural Experiment Station, effective June 16, 2014.

Position Overview

The dean of the College of Food, Agricultural and Natural Resource Sciences (CFANS) is responsible for collaborating with faculty, staff, students and others to create a unified vision for the college and providing 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 from both internal and external stakeholders. The director of the Minnesota Agricultural Experiment Station (MAES) oversees funding for researchers to improve and support the state's agricultural and forest products, horticulture, human nutrition, family and community life, and environmental quality.

Appointees Background and Qualifications

Dr. Brian Buhr is a professor of applied economics who joined the University of Minnesota faculty in 1992. He became head of Applied Economics in 2008, and from 2009 to 2013, he served as head of the Division of Applied Economics and Agricultural Education. In the summer of 2013, he began service as interim dean of the college and interim director of MAES. He has an impressive record of accomplishments as an agricultural economist and as an administrator, as well as broad experience collaborating across the University and around the world.

Brian works in the areas of commodity marketing, with an emphasis on livestock markets. He has worked extensively with commodity groups and industry on risk management, value-added marketing, and the economic impacts of policy and technology. An Iowa native, Brian earned his Ph.D., in economics, from Iowa State University; he also holds B.S. degrees from Iowa State in animal science and agricultural business. He started his University of Minnesota career in 1992 as an assistant professor and Extension marketing economist in the Department of Applied Economics. In 1997, he was promoted to associate professor (with an appointment partially based in Extension) and in 2005 to professor. From 2004 to 2009, he held the E. Fred Koller Endowed Chair of Management Information Systems in Applied Economics.

As dean of CFANS, Brian will provide administrative and academic oversight for CFANS and will collaborate broadly to advance the college as one of the world's premier research and educational centers dedicated to agricultural and food productivity, biodiversity, forestry, and the preservation of natural resources. He will play a pivotal role in enhancing University partnerships with key stakeholders and strengthening collaborations to help address critical challenges in

agriculture, food systems, and environmental and natural resources sciences. As the director of the Minnesota Agricultural Experiment Station, he will oversee funding for researchers in five University of Minnesota colleges focused on cross-disciplinary problem solving, with the goal of improving the lives of Minnesotans.

#### Recommended Salary and Appointment Type

Dr. Brian Buhr's annual salary will be \$250,000. 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. While serving as dean, Dr. Buhr will also hold the dual title of director of the Minnesota Agricultural Experiment Station. The full employment agreement between the University of Minnesota and Dr. Buhr 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. Buhr's annual salary is a competitive, market-based rate against the 2013 salaries of similar positions at peer institutions (Purdue University, Michigan State University, The Ohio State University, University of Florida, University of Illinois – Urbana-Champaign, and University of Wisconsin – Madison):

Minimum – \$221,450

Mean – \$255,107

Median – \$250,000

Maximum – \$303,000

#### President's Recommendation

The president and the senior vice president for academic affairs and provost recommend the appointment of Dr. Brian Buhr as Dean of the College of Food, Agricultural and Natural Resource Sciences.

## EMPLOYMENT AGREEMENT

**THIS EMPLOYMENT AGREEMENT** is entered into as of this 16th day of May, 2014, by and between Regents of the University of Minnesota, a Minnesota constitutional educational corporation (the "University"), and Dr. Brian Buhr ("Dr. Buhr," "you").

**WHEREAS**, the University wishes to employ Dr. Buhr as the Dean of the College of Food, Agricultural and Natural Resource Sciences and Dr. Buhr wishes to accept employment as Dean of the College of Food, Agricultural and Natural Resource Sciences;

**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. Buhr 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. Brian Buhr as the Dean of the College of Food, Agricultural and Natural Resource Sciences and he agrees to be so employed by the University for a term commencing on June 16, 2014. The Dean of the College of Food, Agricultural and Natural Resource Sciences 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. While serving as Dean, you also hold the dual title of Director of the Minnesota Agricultural Experiment Station.

### II. DUTIES

During the term of your employment as Dean of the College of Food, Agricultural and Natural Resource Sciences you will diligently and conscientiously devote your full-time attention and best efforts in performing and discharging the duties of Dean of the College of Food, Agricultural and Natural Resource Sciences and Director of the Minnesota Agricultural Experiment Station 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 Food, Agricultural and Natural Resource Sciences;
- B. Oversee the responsible planning, stewardship, management and accountability of fiscal, capital and human resources of the College of Food, Agricultural and Natural Resource Sciences;
- C. Promote and represent the interest of the College of Food, Agricultural and Natural Resource Sciences in a positive fashion in private and public forums;
- D. Recruit and retain distinguished faculty and outstanding students in the College of Food, Agricultural and Natural Resource Sciences;
- E. Integrate the College of Food, Agricultural and Natural Resource Sciences and its many vital resources into the broader community and surrounding regions;
- F. Garner support for the College of Food, Agricultural and Natural Resource Sciences from both internal and external stakeholders; and
- G. Perform 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 Food, Agricultural and Natural Resource Sciences, you will continue to hold your appointment as a tenured, full professor in the college. 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 Food, Agricultural and Natural Resource Sciences 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 Fifty Thousand and No/100 Dollars (\$250,000).

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. SEPARATION

A. Your appointment as Dean of the College of Food, Agricultural and Natural Resource Sciences 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.

## VIII. 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.

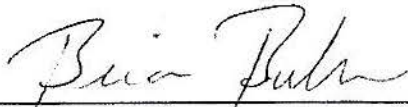
**C. Parties In Interest/Assignment.** This Agreement shall be binding upon and the benefits and obligations provided for herein shall inure to the parties hereto and their respective heirs, legal representatives, successors, assigns, transferees or donees, as the case may be. No portion of this Agreement 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:   
Brian Buhr

REGENTS OF THE UNIVERSITY OF  
MINNESOTA

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

Approved as to Form and Execution

By:   
Bill Donohue  
General Counsel

## **Tenured Outside Hires**

The decision of the Board of Regents to confer tenure and rank for any individual faculty hire from outside the University of Minnesota becomes effective on the first day of that faculty member's academic appointment at the University.

### **Tenured Hires for June 2014 Board of Regents meeting – Twin Cities Campus Recommended by Senior Vice President for Academic Affairs and Provost Karen Hanson**

**Jenifer McGuire**

**Associate Professor with tenure  
Department of Family Social Science  
College of Education and Human Development**

Jenifer McGuire received her Ph.D. from the University of Arizona in 2003 in the area of Family Studies and Human Development; she was also awarded a Master of Public Health degree from the same institution. Most recently, she has served as an associate professor with tenure at Washington State University. Her area of expertise is gender identity development with an emphasis on transgendered youth. Her research has been described as on the cutting edge of LGBT health disparities. Professor McGuire has an excellent record of publication and external funding; she has had extensive teaching experience with undergraduate and graduate students. Professor McGuire is regarded as an outstanding teacher by peers and students. Her service to her university and profession is exemplary.

**John Coleman**

**Professor with tenure  
Department of Political Science  
College of Liberal Arts**

John Coleman received his Ph.D. in Political Science from the Massachusetts Institute of Technology in 1992. He is currently a professor with tenure and chair of the Department of Political Science at the University of Wisconsin-Madison where he has spent his distinguished academic career; he also holds the position of Jeffrey and Susanne Lyons Family Faculty Fellow. Professor Coleman will be appointed as Dean of the College of Liberal Arts when he begins his position at the University of Minnesota in July, 2014. He is a highly accomplished scholar in the areas of American political development, political parties, and campaign finance, with an outstanding record of published books, peer-reviewed articles, chapters and presentations in the most highly regarded presses, journals, and conferences. Professor Coleman is an innovative and dedicated teacher as well, having received multiple teaching awards including the Chancellor's Distinguished Teaching Award. He has served on the Provost's Educational Innovation Core Team, among other major service contributions to his university and his discipline.

**De Liu**

**Associate Professor with tenure  
Department of Information and Decision  
Science**



## **Carlson School of Management**

De Liu received his Ph.D. from the University of Texas Austin in 2004. Currently, Professor Liu is the Alan F. and Irene Bloomfield tenured associate professor in the Department of Marketing and Supply Chain at the University of Kentucky. His research focuses on the design of online auctions and contests and social ties in online peer-to-peer markets; this is a high visibility area and Professor Liu's work has already had significant impact. He has had extensive undergraduate and graduate teaching experience with very strong student evaluations and a commitment to curriculum development. Professor Liu has an outstanding record of service to his department, college, and his discipline.

### **Rose Vukovic**

**Associate Professor with tenure  
Department of Educational Psychology  
College of Education and Human Development**

Rose Vukovic received her Ph.D. from the University of British Columbia in 2006. Currently, Professor Vukovic is a tenured associate professor of Special Education in the Department of Teaching and Learning at New York University Steinhardt School of Culture, Education, and Human Development. Her research focuses on the cognitive underpinnings of mathematics learning difficulties to include a focus on motivational influences on mathematics achievement (i.e. mathematics anxiety). All of this work is highly relevant to the University of Minnesota's efforts to diminish the achievement gap, and complements the expertise represented by current faculty in the College of Education and Human Development. Professor Vukovic has had significant teaching, advising, and research mentoring experience at NYU and has had an excellent record of service to her department, college, and discipline.

### **Tenured Hires for June 2014 Board of Regents meeting – Duluth Campus Recommended by Chancellor Lendley Black**

### **David Beaulieu**

**Professor with tenure  
Department of Education  
College of Education and Human Service  
Professions**

Professor David Beaulieu received his Ph.D. in Education Administration and the collateral field of American Indian Studies from the University of Minnesota – Minneapolis in 1973. Following postdoctoral work, he began what has become a widely known, highly regarded academic career. Dr. Beaulieu is a distinguished and prolific scholar and is recognized nationally for his involvement in American Indian Education. Professor Beaulieu's current academic appointments with the University of Wisconsin – Milwaukee are Professor, Education Policy and Community Studies; Electa Quinney Endowed Professor of American Indian Education; and Assistant to the Provost and Vice Chancellor for University American Indian Programs. He is also Professor Emeritus of Education Policy Studies at Arizona State University – Tempe. Previous leadership roles include: Director of Indian Education: Minnesota Department of Education; Commissioner of Human Rights: State of Minnesota; Director, Office of Indian Education: United States Department of Education. Dr. Beaulieu will utilize his

remarkable record of teaching, research and community engagement to move the strategic goals of American Indian Education, CEHSP, UMD and the University forward.

**Joshua Hamilton**

**Professor with tenure  
Department of Biology  
Swenson College of Science and Engineering**

Dr. Hamilton comes to UMD from the Marine Biological Laboratory in Woods Hole, Massachusetts where he served from 2008-2013 as the Chief Academic and Scientific Officer. In this role he oversaw five research Centers and Programs and all educational and outreach programs. He received his Ph.D. in Toxicology and MS in Genetics from Cornell University and his BS in Biology from Bridgewater College in Massachusetts. He was a faculty member at the Dartmouth Medical School from 1990-2008, Senior Scientist with the Marine Biological Laboratory from 2008 to present, and held a Professor appointment at Brown University from 2010 to present. Dr. Hamilton has an extraordinary record of funded research along with well over 70 published journal articles. He has awards in both teaching and research. Dr. Hamilton brings an impressive combination of scholarship, experience, leadership and vision to his new position as Dean of the Swenson College of Science and Engineering and the University.

**Rolf Weberg**

**Professor with tenure  
Department of Chemical Engineering  
Swenson College of Science and Engineering**

Dr. Rolf Weberg received his Ph.D. in Synthetic and Mechanistic Inorganic Chemistry in 1986 from the University of Colorado – Boulder. This was followed by a postdoctoral research associate appointment at Colorado State University. For the last twenty-five years Dr. Weberg has been employed by E.I. DuPont de Nemours & Company, Inc. in various research, development, and leadership roles. Dr. Weberg will bring his experience in global, market-driven research; opportunity identification and implementation; and major fiscal responsibility to his new position as the Director of the Natural Resources Research Institute at UMD.



# BOARD OF REGENTS DOCKET ITEM SUMMARY

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**Faculty & Staff Affairs**

**June 12, 2014**

**Agenda Item:** Information Items

**Review**

**Review + Action**

**Action**

**Discussion**

*This is a report required by Board policy.*

**Presenters:** Kathryn Brown, Vice President, Office of Human Resources

## **Purpose & Key Points**

To inform the Board of Regents of noteworthy items, administrative actions, and local, regional, and national policy issues affecting University units and departments. Specific items covered include 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

June 12, 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.*

#### **University Highlights**

OHR's Employee Engagement Program recently received the Midwest Region Excellence in HR Practices Award, the top award given by the Midwest region of College and University Professionals Association for Human Resources. The engagement program, launched in 2013, was recognized for improving the quality of programs through effective human resource administrative practices, creative application of human resource principles, strong leadership, and recognition within the institution as providing an outstanding HR program.

UMM's Green Prairie Community has been awarded Leadership in Energy and Environmental Design (LEED) Gold certification. Opened in fall 2013, the Green Prairie Community is an innovative living and learning environment that complements Morris' focus on environmental sustainability. It achieved LEED certification for conserving energy and water, providing natural day lighting, and using recycled, renewable, and locally sourced materials. It is UMM's second LEED-certified building.

UMD's Supportive Services Program Tutoring Center has been named the 2014 Most Outstanding Tutoring Program in the nation by the Association for the Tutoring Profession. The award goes to a program that "exemplifies excellence in training, scope of purpose and range of tutorial support to students within the academic setting."

The University's Twin Cities, Duluth, and Morris campuses were recognized among the most environmentally responsible colleges in the United States and Canada, according to *The Princeton Review's Guide to 332 Green Colleges*. UMTC, UMD, and UMM received "Green Ratings" of 97, 87, and 95, respectively, out of a possible score of 99.

The Carlson School is host to the most productive management researchers in the country, according to a new report by Texas A&M University and the University of Florida. The Management Department Productivity Rankings analyzed faculty contributions to top-tier management journals from 161 universities across the United States and Canada in 2013. Carlson School faculty published 20 articles last year and earned the top spot.

## **Faculty and Staff Activities and Awards**

Mustafa al'Absi, Department of Biobehavioral Health & Population Sciences at UMD, has been elected as president-elect of the American Psychosomatic Society, an organization dedicated to promoting and advancing the scientific understanding and integration of biological, psychological, and social factors in medicine.

Jayne Blodgett, UMM Library, received 2014 Academic Innovators Award sponsored by the Academic & Research Libraries Division of the Minnesota Library Association. The award recognizes academic librarians who have made outstanding contributions to advance the missions of academic libraries in Minnesota through innovative projects, programs, or services.

Dianne Davis-Kenning, Stevens County Extension, was presented the 2014 Partners in Hope Award from Heartland Community Action Agency. She received the award for her dedication to serving children and parents through the Simply Good Eating curriculum and community meetings and classes.

Joan DeJaeghere, Organizational Leadership, Policy, and Development, has been selected as an expert consultant to the MacArthur Foundation. Her focus is on girls' secondary education in Africa and India.

School of Nursing Dean Connie Delaney received the 2014 Jean Harris Award from the Women's Health Leadership TRUST. The award recognizes an individual who demonstrates health care leadership locally, regionally, within her organization and with colleagues.

Derek Donlevy, UMD Recreational Sports Outdoor Program, has been named chairperson of the 2015 National Intramural Recreational Sports Association (NIRSA) Sport Club Institute. Offered biennially, the NIRSA Collegiate Sport Club Institute is a multi-day educational session and networking opportunity for collegiate sport club leaders.

Lynn Eberly, Biostatistics, has been named a fellow by the American Statistical Association in recognition of her excellence as a top educator and researcher.

Charlene Harkins, Department of Health, Physical Education & Recreation at UMD, received the Medallion Award from the Minnesota Academy of Nutrition and Dietetics (MAND). The award, the organization's highest recognition, honors a MAND member who has demonstrated leadership above and beyond job requirements and has made outstanding contributions to the dietetics profession.

University of Minnesota President Eric Kaler has been elected a member of the American Academy of Arts and Sciences, one of the nation's most prestigious academic honorary societies. Current members of the Academy represent today's leaders in every field and profession, including more than 250 Nobel laureates and more than 60 Pulitzer Prize winners. Kaler is one of the nation's foremost experts on complex fluids, which have applications in drug delivery, food processing, pharmaceuticals, and manufacturing.

Vic Massaglia, Law School, has been named the recipient Jules Kerlan Outstanding Achievement Award for 2014. The award, given by the Minnesota Career Development Association, honors an individual who, over a career of 15 years or longer, has demonstrated a strong commitment to human development, earned statewide or national recognition for his or her career development activities, and became an influential figure in the field.

Tamara Moore, STEM Education Center, was awarded the Presidential Early Career Award for Scientists and Engineers. This award is the highest honor bestowed by the United States Government on science and engineering professionals in the early stages of their independent research careers.

Gurumurthy Ramachandran, Environmental Health Sciences, has been named a fellow of the American Industrial Hygiene Association (AIHA) in recognition of his contributions to the organization and the field of industrial hygiene. Only five percent of the AIHA membership can qualify for the Fellow Award.

Mary Schoenborn and Lynn Skupeko, University Libraries, were awarded the 2014 Librarian/Media Specialists of Merit for making a difference in the lives of kids through History Day. History Day is sponsored by the Minnesota Historical Society and the University of Minnesota.

The U.S. Geological Survey has named a mountain in honor of Akhouri Sinha, genetics, cell biology and development. Mount Sinha is a tribute to Sinha's work in Antarctic research expeditions in 1972 and 1974 which catalogued native seal, whale, and bird species along nearly 100,000 nautical square miles of Antarctic coast.

Dan Tomaszewski and Reid Smith, UMD Pharmacy Program, have been elected to one-year terms as chair and vice-chair, respectively, of the Duluth Area Pharmacists.