



Faculty & Staff Affairs

May 2015

May 07, 2015

12:45 p.m. - 2:45 p.m.

East Committee Room

FSA - MAY 2015

FSA - May 2015

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BOARD OF REGENTS DOCKET ITEM SUMMARY

Faculty & Staff Affairs

May 7, 2015

Agenda Item: Annual Promotion/Tenure Recommendations

Review **Review + Action** Action Discussion

This is a report required by Board policy.

Presenters: Karen Hanson, Senior Vice President and Provost
Allen Levine, Vice Provost

Purpose & Key Points

After careful review and due consideration, the senior academic officers of the University of Minnesota recommend to the Board of Regents for their action those faculty being considered for promotion and/or tenure effective with the beginning dates of their terms of appointment in 2015-2016.

The Senior Vice President and Provost recommends for promotion and/or tenure those individuals listed in docket materials who are members of the faculty of the University of Minnesota Twin Cities, the University of Minnesota Crookston, and the University of Minnesota Morris.

The Chancellor of the University of Minnesota Duluth, in accordance with the Agreement between the Regents of the University of Minnesota and the University Education Association, recommends for promotion and/or tenure those individuals, listed in the docket materials, who are members of the Duluth faculty.

The docket materials provide detailed statistics concerning the composition of the faculty group being recommended for promotion and/or tenure by gender, faculty of color, and rank; discuss data that provide comparisons to previous years; and provide an overview of the current process. The presentation will focus on statistical highlights of the cohort and the teaching, research, service, and public engagement of faculty who are recommended for tenure and/or promotion. Faculty members will discuss their past and future work with the committee.

Background Information

Board of Regents Policy: *Faculty Tenure* calls for the administration to bring forward its recommendations for faculty promotion on an annual basis for action by the Board.

President's Recommendation

The President recommends approval of these annual promotion and/or tenure recommendations.

Executive Summary

The Promotion and Tenure Process

According to the Board of Regents Policy: *Faculty Tenure*, there are two types of faculty appointments – regular faculty or term (contract) faculty. Regular faculty are individuals who have received tenure, an indefinite appointment, or who are eligible to receive tenure and are on a probationary appointment. Term or contract faculty are appointed annually and are not eligible for tenure. Both regular and term faculty are appointed with a faculty rank: instructor, assistant professor, associate professor, and professor.

Each year, the Senior Vice President and Provost recommends actions to the Board of Regents for both groups of faculty. For regular faculty, the recommendations include: 1) assistant professors in a probationary period who have been evaluated for promotion to the rank of associate professor with the conferral of indefinite tenure; 2) associate professors in a probationary period who have been evaluated for the conferral of indefinite tenure (tenure in rank); and 3) associate professors with indefinite tenure who have been evaluated for promotion to the rank of professor with tenure. For term or contract faculty, the recommendations include: 1) assistant professors who have been evaluated for promotion to the rank of associate professor without tenure; and 2) associate professors who have been evaluated for promotion to the rank of professor without tenure. The majority of the contract faculty have appointments in the Academic Health Center, primarily in the Medical School, although other colleges have contract faculty appointments as well.

Regular Faculty

The Board of Regents Policy: *Faculty Tenure* describes the University criteria for research or other creative work, teaching, and service to obtain tenure in Section 7.11 of that document. Similarly, Section 9.2 of the tenure policy describes the University criteria to reach the rank of professor.

In addition, each unit has written a document that describes the criteria for promotion and tenure for regular faculty in that department called the 7.12 statement (referring to Section 7.12 of the Board of Regents Policy: *Faculty Tenure*). These documents describe the research, teaching, and service standards of the unit for promotion to the ranks of associate or full professor and for conferral of indefinite tenure.

Those untenured faculty with probationary appointments (either assistant or associate professors) receive formal written annual reviews that are mandated by the Board of Regents Policy: *Faculty Tenure* (Section 7.2). These reviews are conducted by the initial department or unit, signed by the probationary faculty member, and subsequently forwarded for review by the candidate's collegiate dean, and the Senior Vice President and Provost (delegated to the Vice Provost for Faculty and Academic Affairs). On the other system campuses, these reviews are forwarded to the vice chancellor and to the chancellor.

During the sixth probationary year, these untenured faculty members must be evaluated for a final decision – promotion to associate professor and conferral of indefinite tenure (assistant professors) or conferral of indefinite tenure (associate professors). A probationary faculty member can also be denied tenure and/or promotion and be given an additional terminal year.

A decision for promotion and/or tenure can be made at any time during the probationary period (i.e. early promotion and/or tenure) and a faculty member can be terminated at any time during the probationary period if she or he is not making appropriate progress toward tenure and/or promotion. In addition, faculty may extend their probationary periods for the birth or adoption of a child or for the provision of care for a sick, injured, or disabled family member, or for their own significant illnesses or injuries (Board of Regents Policy: *Faculty Tenure*, Section 5.5). Finally, some faculty members come to the University of Minnesota with prior service at another university and have a shortened probationary period (no less than three years).

Associate professors with tenure also receive annual reviews (as do all tenured faculty including full professors) and can be considered for promotion to professor at any time after they have achieved this rank. The 7.12 statement for the unit describes the additional criteria that are required for promotion to full professor. These require the attainment of a national and/or international reputation and substantial advancement in their research or other creative work, teaching, and service.

Contract or Term Faculty

For those faculty not on tenure tracks, each unit has developed a set of promotion standards that have research, teaching, and service criteria as well as clinical practice criteria for those in the Academic Health Center. These criteria are somewhat different from those for regular faculty. That is, the types of research may be more applied, or may include types of scholarship that address effective models of teaching or continuing education. That is, the scholarship is significant and important but has a different scope.

These faculty also receive annual reviews of performance and receive feedback about their progress toward promotion to the next rank.

Regular Faculty: Review Process in the Decision Year for Tenure and/or Promotion

The basis for a promotion and/or tenure decision is the evaluation of a dossier that contains information about the faculty member's scholarship or creative activity, teaching, and service. Each candidate's record is evaluated by a group of external scholars who have positions of national or international prominence in the discipline of the candidate. For some colleges, internal reviewers from the University may provide additional evaluation. Reviewers are asked to assess the research or creative activity of the candidate; they may be asked to evaluate teaching as well. The faculty of each department or unit take a formal vote on promotion to the next rank and on conferral of indefinite tenure and provide a written report of the faculty discussion and the vote to the faculty member's college. In

addition, the chair or head of each unit writes a separate report of the case. Regardless of the outcome of the vote, the entire case is forwarded to the college level. Most colleges have their own Promotion and Tenure Committee with representatives across the departments within the college. (Some smaller colleges send their materials to an All-University Promotion and Tenure Committee with representatives from each college. Their recommendations go directly to the Senior Vice President and Provost). The second-level promotion and tenure committee (either collegiate or All-University) also evaluates the dossier and forwards their recommendations and formal vote in a report to the dean of the college; this report is advisory to the dean. The dean (and typically the associate deans of the college) evaluates the dossier as well. The dean provides a formal letter to the Senior Vice President and Provost with recommendations about promotion and/or tenure. For the Morris and Crookston campuses, the reviews are conducted along division or department lines, followed by a college-wide committee review, and review by both the Vice Chancellor and the Chancellor.

The central level of review for the Twin Cities and Morris and Crookston campuses is coordinated by the Vice Provost for Faculty and Academic Affairs who reviews each dossier (except those from the University of Minnesota Duluth). Cases that have negative decisions or mixed votes are reviewed by one or more additional central administrators. Results of all cases are reviewed by the Senior Vice President and Provost and the Vice Provost for Faculty and Academic Affairs; actual cases that have variance in voting (i.e. a mix of positive and negative votes along the review process or negative recommendations) are reviewed directly by the Senior Vice President and Provost.

For assistant professors on probationary appointments, the possible outcomes of the decision are: promotion to associate professor with conferral of indefinite tenure or non-reappointment (which has a one-year terminal appointment). For associate professors with tenure, the possible outcomes are promotion to full professor with tenure or continuation in rank. For associate professors on probationary appointments, the outcomes are conferral of indefinite tenure or non-reappointment (which has a one-year terminal appointment).

Contract Faculty: Review Process

The review process is the same for contract faculty: dossiers are assembled documenting research, teaching, and service activities as well as clinical practice for those who are in the Academic Health Center; external reviewers and internal reviewers provide evaluation of research, teaching, service, and clinical practice, if applicable. Departments or units vote on promotion in rank. The report of these votes, along with a review by the unit head, is sent to the college level for review by a collegiate committee and the dean. Then the complete dossier is sent to the Vice Provost for Faculty and Academic Affairs and the Senior Vice President for Academic Affairs and Provost for final review.

Assistant professors with annual appointments may be promoted to the rank of associate professor; associate professors with annual appointments may be promoted to the rank of professor.

Tenure Success Rate

The recommendation that a faculty member receive indefinite tenure is one of the most important ones made by the Senior Vice President for Academic Affairs and Provost since this represents the commitment of the University to this faculty member for the remainder of his/her career. The metric for tenure success that is used at the University of Minnesota is based on a comparison of the entering cohort of untenured assistant professors in a given year and the percentage of the cohort who has attained tenure seven years after beginning an appointment at the University. Over the course of the intervening probationary appointment, a number of untenured faculty receive reviews that suggest that their progress is unsatisfactory and they choose to leave the University. Some may receive notices of non-reappointment during the probationary period. Others may leave the University for another position for a variety of reasons. The number of untenured assistant professors who are recommended for tenure in their decision year is a fraction of the cohort that began.

Each year, the tenure success rate is calculated as a three-year rolling average. This year, the cohorts of probationary faculty began their appointments in 2005, 2006, and 2007. There were 420 faculty who began their appointments in this three-year group. After seven years, 53.6% had received tenure and were still employed at the University and 19.5% had received tenure and left the University. The three-year average tenure success rate is 73.1%.

Results of 2014-2015 Promotion and Tenure Review

In 2014-2015, a total of 203 cases were evaluated across the University of Minnesota system. There were 125 cases from the Twin Cities campus, 11 cases from the Duluth campus, 8 cases from the Morris campus, and 3 cases from the Crookston campus. There were 147 cases for regular faculty and 56 cases for contract faculty.

Table 1 contains all recommendations by gender and category of rank for both regular and contract faculty. For regular faculty, there are 70 assistant professors on probationary appointments who were reviewed: 67 of them are recommended for tenure and promotion to the rank of associate professor, 3 are recommended for non-reappointment, and 1 is pending.

For one associate professor on a probationary appointment, she is recommended for conferral of indefinite tenure.

For associate professors with tenure, 75 are recommended for promotion to professor.

For contract faculty, 46 assistant professors are recommended for promotion to associate professor; 10 associate professors are recommended for promotion to professor.

Of the 203 total cases, 116 are men (57%) and 87 are women (43%). For the regular faculty, 58% are men and 42% are women. For the contract faculty, 54% are men and 46% are women. In addition, 43 decisions or 21% involved faculty of color (includes international faculty of color). These data are displayed in Tables 1 and 2, separated by gender and ethnicity.

**TOTAL P&T CASES
2014-2015**

TABLE 1

FACULTY TENURE AND/OR PROMOTION RECOMMENDATIONS

<i>Regular Faculty (Tenure-Track and Tenured Cases)</i>	Male	Female	Total
Assistant Professor probationary to Associate Professor with tenure	39	28	67
Associate Professor probationary to Associate Professor with tenure	0	1	1
Associate Professor with tenure to Professor with tenure	44	31	75
Non-reappointment – Instructor probationary	1	0	1
Non-reappointment – Assistant Professor probationary	1	1	2
Pending– Assistant Professor probationary to Associate Professor with tenure	1	0	1
<i>Total Tenure-Track/Tenured Cases</i>	86	61	147
<i>Contract Faculty (Non-Tenure Track)</i>	Male	Female	Total
Assistant Professor without tenure to Associate Professor without tenure	22	24	46
Associate Professor without tenure to Professor without tenure	8	2	10
<i>Total Non-Tenure Track Cases</i>	30	26	56
GRAND TOTAL	116	87	203

TABLE 2

Gender and Race/Ethnicity for all faculty

	Male	Female	Total
American Indian	1	0	1
Asian or Pacific Islander	18	14	32
Black	2	5	7
Hispanic	0	0	0
White	92	68	160
Unknown	3	0	3
Total	116	87	203

Promotion and Tenure Recommendations Effective 2015-2016
Presented to the Faculty and Staff Affairs Committee of the Board of Regents
May 7, 2015

<u>COLLEGE</u>	<u>DEPARTMENT</u>	<u>FROM</u>		<u>TO</u>	
<u>Biological Sciences, College of</u>					
Frederick Keith Barker	Ecology, Evolution and Behavior	Assistant Professor	N	Associate Professor	P
David Moeller	Plant Biology	Assistant Professor	N	Associate Professor	P
Laurie Parker	Biochemistry, Molecular Biology, and Biophysics	Assistant Professor	N	Associate Professor	P
Burckhard Seelig	Biochemistry, Molecular Biology, and Biophysics	Assistant Professor	N	Associate Professor	P
Alexandra Sobek	Biochemistry, Molecular Biology, and Biophysics	Assistant Professor	N	Associate Professor	P
Michael Travisano	Ecology, Evolution and Behavior	Associate Professor	P	Professor	P
<u>Dentistry, School of</u>					
Rajaram Gopalakrishnan	Diagnostic and Biological Sciences	Associate Professor	P	Professor	P
Robert Jones	Developmental and Surgical Sciences	Assistant Professor	N	Associate Professor	P
Eric Schiffman	Diagnostic and Biological Sciences	Associate Professor	P	Professor	P
<u>Design, College of</u>					
Abimbola Asojo	Design, Housing, and Apparel	Associate Professor	P	Professor	P
Greg Donofrio	School of Architecture	Assistant Professor	N	Associate Professor	P
<u>Education and Human Development, College of</u>					
Martha Bigelow	Curriculum and Instruction	Associate Professor	P	Professor	P
Vichet Chhuon	Curriculum and Instruction	Assistant Professor	N	Associate Professor	P
Theodore Christ	Educational Psychology	Associate Professor	P	Professor	P
Aaron Doering	Curriculum and Instruction	Associate Professor	P	Professor	P
Abigail Gewirtz	Family Social Science	Associate Professor	P	Professor	P
Priscilla Gibson	School of Social Work	Associate Professor	P	Professor	P
Amy Lee	Post Secondary Teaching and Learning	Associate Professor	P	Professor	P
Hee Yun Lee	School of Social Work	Associate Professor	P	Professor	P
Kristen McMaster	Educational Psychology	Associate Professor	P	Professor	P
Tai Mendenhall	Family Social Science	Assistant Professor	N	Associate Professor	P
Cassandra Scharber	Curriculum and Instruction	Assistant Professor	N	Associate Professor	P
Patricia Shannon	School of Social Work	Assistant Professor	N	Associate Professor	P
Diane Wiese-Bjornstal	School of Kinesiology	Associate Professor	P	Professor	P
<u>Food, Agricultural and Natural Resource Sciences, College of</u>					
Brett Barney	Bioproducts and Biosystems Engineering	Assistant Professor	N	Associate Professor	P
Marc Bellemare	Applied Economics	Assistant Professor	N	Associate Professor	P
Jay Coggins	Applied Economics	Associate Professor	P	Professor	P
Carrie Earthman	Food Science and Nutrition	Associate Professor	P	Professor	P

Food, Agricultural and Natural Resource Sciences, College of (cont'd)

Jason Hill	Bioproducts and Biosystems Engineering	Assistant Professor	N	Associate Professor	P
Bo Hu	Bioproducts and Biosystems Engineering	Assistant Professor	N	Associate Professor	P
Dean Malvick	Plant Pathology	Associate Professor	P	Professor	P
Peter Morrell	Agronomy and Plant Genetics	Assistant Professor	N	Associate Professor	P
Ulrike Munderloh	Entomology	Associate Professor	P	Professor	P
Rodney Smith	Applied Economics	Associate Professor	P	Professor	P
Timothy Smith	Bioproducts and Biosystems Engineering	Associate Professor	P	Professor	P

Hubert H. Humphrey School of Public Affairs

Ryan Allen	Hubert H. Humphrey School of Public Affairs	Assistant Professor	N	Associate Professor	P
Judy Temple	Hubert H. Humphrey School of Public Affairs	Associate Professor	P	Professor	P
Elizabeth Wilson	Hubert H. Humphrey School of Public Affairs	Associate Professor	P	Professor	P

Law School

Daniel Schwarcz	Law School	Associate Professor	P	Professor	P
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Liberal Arts, College of

Cawo Abdi	Sociology	Assistant Professor	N	Associate Professor	P
Matthew Bribitzer-Stull	School of Music	Associate Professor	P	Professor	P
Teri Caraway	Political Science	Associate Professor	P	Professor	P
Christopher Federico	Psychology	Associate Professor	P	Professor	P
Alexander Fiterstein	School of Music	Assistant Professor	N	Associate Professor	P
Jonathan Gewirtz	Psychology	Associate Professor	P	Professor	P
Michelle Hamilton	Spanish and Portuguese Studies	Associate Professor	P	Professor	P
Wilma Koutstaal	Psychology	Associate Professor	P	Professor	P
Mai Na Lee	History	Assistant Professor	N	Associate Professor	P
Seth Lewis	School of Journalism and Mass Communication	Assistant Professor	N	Associate Professor	P
Carolyn Liebler	Sociology	Assistant Professor	N	Associate Professor	P
Scott Lipscomb	School of Music	Associate Professor	P	Professor	P
Steven Manson	Geography, Environment and Society	Associate Professor	P	Professor	P
Gilliane Monnier	Anthropology	Assistant Professor	N	Associate Professor	P
Amil Petrin	Economics	Associate Professor	P	Professor	P
Matthew Rahaim	School of Music	Assistant Professor	N	Associate Professor	P
Matthias Rothe	German, Scandinavian and Dutch	Assistant Professor	N	Associate Professor	P
Paul Rouzer	Asian Languages and Literatures	Associate Professor	P	Professor	P
Jayanthi Sasisekaran	Speech-Language-Hearing Sciences	Assistant Professor	N	Associate Professor	P
Ajay Skaria	History	Associate Professor	P	Professor	P
Catherine Squires	Communication Studies	Associate Professor	P	Professor	P
Scott St. George	Geography, Environment and Society	Assistant Professor	N	Associate Professor	P
Moin Syed	Psychology	Assistant Professor	N	Associate Professor	P
William Viestenz	Spanish and Portuguese Studies	Assistant Professor	N	Associate Professor	P
Lan Wang	School of Statistics	Associate Professor	P	Professor	P

Liberal Arts, College of (cont'd)

Tetsuya Yamada	Art	Associate Professor	P	Professor	P
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Management, Carlson School of

Aiysha Dey	Accounting	Assistant Professor	N	Associate Professor	P
Vladas Griskevicius	Marketing	Associate Professor	P	Professor	P
John Kammeyer-Mueller	Work and Organizations	Associate Professor	P	Professor	P
Gurneeta Singh	Strategic Management and Entrepreneurship	Assistant Professor	N	Associate Professor	P

Medical School

Jerica Berge	Family Medicine and Community Health	Assistant Professor	N	Associate Professor	P
Bryce Binstadt	Pediatrics	Assistant Professor	N	Associate Professor	P
Lisa Senye Chow	Medicine	Assistant Professor	N	Associate Professor	P
Kathryn Dusenbery	Radiation Oncology	Associate Professor	P	Professor	P
Jutta Ellermann	Radiology	Assistant Professor	N	Associate Professor	P
Deborah Ferrington	Ophthalmology and Visual Neurosciences	Associate Professor	P	Professor	P
Donavon Hess	Surgery	Assistant Professor	N	Associate Professor	P
Yasuhiko Kawakami	Genetics, Cell Biology and Development	Assistant Professor	N	Associate Professor	P
Samir Khariwala	Otolaryngology	Assistant Professor	N	Associate Professor	P
Jonathan Marchant	Pharmacology	Associate Professor	P	Professor	P
Jen Poynter	Pediatrics	Assistant Professor	N	Associate Professor	P
Daniel Saltzman	Surgery	Associate Professor	P	Professor	P
Kathryn Schwertfeger	Laboratory Medicine and Pathology	Assistant Professor	N	Associate Professor	P
Logan Spector	Pediatrics	Associate Professor	P	Professor	P
Subbaya Subramanian	Surgery	Assistant Professor	N	Associate Professor	P
Bharat Thyagarajan	Laboratory Medicine and Pathology	Assistant Professor	N	Associate Professor	P
Dominique Tobbell	Surgery	Assistant Professor	N	Associate Professor	P
Michael Verneris	Pediatrics	Associate Professor	P	Professor	P
Essa Yacoub	Radiology	Associate Professor	P	Professor	P

Medical School (contract faculty)

Felix Ankel	Emergency Medicine	Associate Professor	K	Professor	K
Ioanna Apostolidou	Anesthesiology	Associate Professor	I	Professor	I
Veronika Bachanova	Medicine	Assistant Professor	I	Associate Professor	I
Bradley Bart	Medicine	Associate Professor	I	Professor	I
Bradley Benson	Medicine	Associate Professor	K	Professor	K
Stefan Bertog	Medicine	Assistant Professor	I	Associate Professor	I
Maneesh Bhargava	Medicine	Assistant Professor	I	Associate Professor	I
Holly Boyer	Otolaryngology	Assistant Professor	I	Associate Professor	I
Lin Yee Chen	Medicine	Assistant Professor	I	Associate Professor	I
Claudia Cohn	Laboratory Medicine and Pathology	Assistant Professor	I	Associate Professor	I
Jon Cole	Emergency Medicine	Assistant Professor	I	Associate Professor	I
Sebahattin Cureoglu	Otolaryngology	Assistant Professor	W	Associate Professor	W

Medical School (contract faculty cont'd)

Ty Dunn	Surgery	Assistant Professor	I	Associate Professor	I
Rahel Ghebre	Obstetrics and Gynecology	Assistant Professor	I	Associate Professor	I
Melanie Graham	Surgery	Assistant Professor	W	Associate Professor	W
Richard Gray	Emergency Medicine	Assistant Professor	K	Associate Professor	K
Ila Mehra Harris	Family Medicine and Community Health	Associate Professor	I	Professor	I
Michael Howell	Neurology	Assistant Professor	I	Associate Professor	I
Matthew Hunt	Neurosurgery	Assistant Professor	I	Associate Professor	I
Scott Joing	Emergency Medicine	Assistant Professor	K	Associate Professor	K
Loree Kalliainen	Surgery	Assistant Professor	I	Associate Professor	I
Aleksandra Kukla	Medicine	Assistant Professor	I	Associate Professor	I
Kenneth Kunisaki	Medicine	Assistant Professor	I	Associate Professor	I
Brian Mahoney	Emergency Medicine	Associate Professor	I	Professor	I
Silvia Mangia	Radiology	Assistant Professor	W	Associate Professor	W
Malgorzata Marjanska	Radiology	Assistant Professor	W	Associate Professor	W
Cindy Martin	Medicine	Assistant Professor	I	Associate Professor	I
Emil Missov	Medicine	Assistant Professor	I	Associate Professor	I
Jessie Nelson	Emergency Medicine	Assistant Professor	K	Associate Professor	K
Carol Peterson	Psychiatry	Assistant Professor	W	Associate Professor	W
Jacob Prunuske	Family Medicine and Community Health	Assistant Professor	K	Associate Professor	K
Phillip Rauk	Obstetrics and Gynecology	Associate Professor	K	Professor	K
R. Bryan Rock	Medicine	Assistant Professor	I	Associate Professor	I
Gautam Shroff	Medicine	Assistant Professor	I	Associate Professor	I
Brian Sick	Medicine	Assistant Professor	I	Associate Professor	I
William Stauffer	Medicine	Associate Professor	I	Professor	I
Samuel Stellpflug	Emergency Medicine	Assistant Professor	I	Associate Professor	I
Melissa Terpstra	Radiology	Assistant Professor	W	Associate Professor	W
Rade Tomic	Medicine	Assistant Professor	I	Associate Professor	I
Erica Warlick	Medicine	Assistant Professor	I	Associate Professor	I
Nicole Zantek	Laboratory Medicine and Pathology	Assistant Professor	I	Associate Professor	I
Michael Zwank	Emergency Medicine	Assistant Professor	I	Associate Professor	I

Nursing, School of

Jayne Fulkerson	School of Nursing	Associate Professor	P	Professor	P
Joseph Gaugler	School of Nursing	Associate Professor	P	Professor	P
Renee Sieving	School of Nursing	Associate Professor	P	Professor	P
Diane Treat-Jacobson	School of Nursing	Associate Professor	P	Professor	P

Nursing, School of (contract faculty)

Mary Findorff	School of Nursing	Clinical Assistant Professor	K	Clinical Associate Professor	K
Deborah Ringdahl	School of Nursing	Clinical Assistant Professor	K	Clinical Associate Professor	K

Pharmacy, College of

Jeannine Conway	Experimental and Clinical Pharmacology	Assistant Professor	N	Associate Professor	P
Carolyn Fairbanks	Pharmaceutics	Associate Professor	P	Professor	P
Susan Marino	Experimental and Clinical Pharmacology	Assistant Professor	N	Associate Professor	P
Jayanth Panyam	Pharmaceutics	Associate Professor	P	Professor	P

Pharmacy, College of (contract faculty)

Ann Philbrick	Pharmaceutical Care and Health Systems	Assistant Professor	K	Associate Professor	K
Anne Schullo-Feulner	Pharmaceutical Care and Health Systems	Assistant Professor	K	Associate Professor	K

Public Health, School of

Darin Erickson	Epidemiology and Community Health	Assistant Professor	N	Associate Professor	P
Katy Kozhimannil	Health Policy and Management	Assistant Professor	N	Associate Professor	P
Kamakshi Lakshminarayan	Epidemiology and Community Health	Assistant Professor	N	Associate Professor	P
Hong-Ngoc Ba (Ruby) Nguyen	Epidemiology and Community Health	Assistant Professor	N	Associate Professor	P
Theresa Osypuk	Epidemiology and Community Health	Associate Professor	N	Associate Professor	P
Weihong Tang	Epidemiology and Community Health	Assistant Professor	N	Associate Professor	P

Public Health, School of (contract faculty)

James Hodges	Biostatistics	Associate Professor	J	Professor	J
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Science and Engineering, College of

Benjamin Brubaker	School of Mathematics	Associate Professor	P	Professor	P
Daniel Cronin-Hennessy	School of Physics and Astronomy	Associate Professor	P	Professor	P
Kevin Dorfman	Chemical Engineering and Materials Science	Associate Professor	P	Professor	P
Jasmine Foo	School of Mathematics	Assistant Professor	N	Associate Professor	P
David Fox	Earth Sciences	Associate Professor	P	Professor	P
Christopher Hogan	Mechanical Engineering	Assistant Professor	N	Associate Professor	P
Victoria Interrante	Computer Science and Engineering	Associate Professor	P	Professor	P
Chris Kim	Electrical and Computer Engineering	Associate Professor	P	Professor	P
Kai-Wen Lan	School of Mathematics	Assistant Professor	N	Associate Professor	P
Gilad Lerman	School of Mathematics	Associate Professor	P	Professor	P
Mo Li	Electrical and Computer Engineering	Assistant Professor	N	Associate Professor	P
Connie Lu	Chemistry	Assistant Professor	N	Associate Professor	P
Katsumi Matsumoto	Earth Sciences	Associate Professor	P	Professor	P
Svitlana Mayboroda	School of Mathematics	Associate Professor	P	Professor	P
David Morse	Chemical Engineering and Materials Science	Associate Professor	P	Professor	P
Gregg Musiker	School of Mathematics	Assistant Professor	N	Associate Professor	P
R. Lee Penn	Chemistry	Associate Professor	P	Professor	P
Michael Zudov	School of Physics and Astronomy	Associate Professor	P	Professor	P

Veterinary Medicine, College of

Erin Dickerson	Veterinary Clinical Sciences	Assistant Professor	N	Associate Professor	P
Grace Elizabeth Pluhar	Veterinary Clinical Sciences	Associate Professor	P	Professor	P

Veterinary Medicine, College of (contract faculty)

Antonella Borgatti	Veterinary Clinical Sciences	Assistant Professor	K	Associate Professor	K
Keum Hwa Choi	Veterinary Clinical Sciences	Assistant Professor	K	Associate Professor	K
Christina Clarkson	Veterinary Biosciences	Assistant Professor	K	Associate Professor	K
Larissa Minicucci	Veterinary Population Medicine	Assistant Professor	K	Associate Professor	K
Christopher Ober	Veterinary Clinical Sciences	Assistant Professor	K	Associate Professor	K
Nicholas Robinson	Veterinary Population Medicine	Assistant Professor	K	Associate Professor	K
Albert Rovira	Veterinary Population Medicine	Assistant Professor	K	Associate Professor	K
Christopher Stauthammer	Veterinary Clinical Sciences	Assistant Professor	K	Associate Professor	K
Arno Wunschmann	Veterinary Population Medicine	Associate Professor	K	Professor	K

University of Minnesota Crookston

Eric Castle	Agriculture and Natural Resources	Assistant Professor	N	Associate Professor	P
Soo-Yin Lim-Thompson	Liberal Arts and Education	Associate Professor	P	Professor	P
Katy Nannenga	Math, Science and Technology	Assistant Professor	N	Associate Professor	P

University of Minnesota Morris

Edwin Brands	Division of the Social Sciences/Environmental Studies	Assistant Professor	N	Associate Professor	P
Sheryl Breen	Division of the Social Sciences/Political Science	Assistant Professor	N	Associate Professor	P
Stephen Carey	Division of the Humanities/German Studies	Assistant Professor	N	Associate Professor	P
Bradley Deane	Division of the Humanities/English	Associate Professor	P	Professor	P
Dan Demetriou	Division of the Humanities/Philosophy	Assistant Professor	N	Associate Professor	P
Christopher Brook Miller	Division of the Humanities/English	Associate Professor	P	Professor	P
Theresa (Tracy) Otten	Division of the Humanities/Studio Art	Associate Professor	P	Professor	P

University of Minnesota Duluth**College of Education and Human Service Professions**

Charles Fountaine	Health, Physical Education and Recreation	Assistant Professor	N	Associate Professor	P
Eric Hessler	Psychology	Assistant Professor	N	Associate Professor	P
Kenneth Gilbertson	Health, Physical Education and Recreation	Associate Professor	P	Professor	P

College of Liberal Arts

Gideon Mailer	History	Assistant Professor	N	Associate Professor	P
Sheryl Grana	Sociology-Anthropology	Associate Professor	P	Professor	P
Scott Laderman	History	Associate Professor	P	Professor	P

Swenson College of Science and Engineering

Nathan Johnson	Civil Engineering	Assistant Professor	N	Associate Professor	P
Jay Austin	Physics	Associate Professor	P	Professor	P
Anne Hinderliter	Chemistry and Biochemistry	Associate Professor	P	Professor	P
Peter Willemssen	Computer Science	Associate Professor	P	Professor	P

School of Fine Arts

Jean Perrault	Music	Associate Professor	P	Professor	P
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Employment Status Symbols

I - Clinical Scholar; Medical School	N - Probationary; tenure-track
J - multiple year contract	P - Indefinite tenure; faculty
K - Annual renewable contract	W - Yearly appointment; Medical School

Promotion & Tenure for Faculty Continuous Appointments for Academic Professionals 2014-2015

Karen Hanson

Senior Vice President for Academic Affairs & Provost

Allen Levine

Vice Provost for Faculty & Academic Affairs

May 7, 2015



Faculty Tenure Policy

- Defines regular faculty
 - Tenured with indefinite appointments
 - Tenure-track who are eligible for tenure
- Defines contract faculty
 - Annual appointments or multi-year appointments



Basic Principles: Tenure

- University-wide criteria for tenure
 - Research or other creative activity
 - Teaching effectiveness (classroom, laboratory, studio, advising)
 - Service (outreach, public engagement, professional service)
- Cumulative record should form the foundation for a national or international reputation or both
- Promise of achieving promotion to professor
- Provides for indefinite appointment for faculty after a probationary period



Basic Principles: Tenure

- Each unit has a set of standards and criteria for research and other creative activity, teaching, and service in addition to those of the University.
- Annual reviews are mandated each year of the probationary period.
- Faculty may resign or receive terminal appointments during the probationary period.



Basic Principles: Promotion

- Ranks
 - assistant professor
 - associate professor
 - Professor
- Regular faculty have both rank and tenure or the possibility of achieving tenure.
- Contract faculty have rank only.



Basic Principles: Promotion for Regular Faculty

- Tenure and promotion to associate professor occur together.
- Promotion to professor for tenured associate professors
 - Added substantially to an already distinguished record of research or other creative work, teaching, and service
 - Must have a national or international reputation or both



Basic Principles: Promotion for Contract Faculty

- Each unit has criteria for promotion in rank for contract faculty.
- These include teaching, research, and service.
 - May include clinical activities for those in the Academic Health Center
 - May include extension activities for those in College of Food, Agricultural, and Natural Resource Sciences
- Criteria are different than those for regular faculty.



Review Process

- Unit seeks reviews of each candidate for tenure and/or promotion from external evaluators at other institutions.
 - Experts in the area of the candidate write detailed letters.
 - Experts have national and/or international stature.



Review Process

- Candidate has a dossier
 - Curriculum vitae
 - Statements about research or other creative activity, teaching, and service
 - Teaching data from student ratings and peer reviews of teaching
 - Internal letters in some cases
 - Samples of scholarship or other creative activity



Promotion and Tenure Process



Promotion and Tenure System Wide

Two Cohorts of Faculty Candidates

Tenured/Tenure track candidates (Regular faculty - tenure and/or promotion in rank)	146
Non-Tenure Track Candidates (Contract faculty - promotion in rank)	56
Total Candidates	202



Promotion System Wide: Contract Faculty

Recommendation

Number Faculty

Assistant to Associate Professor

46

Associate to Professor

10

Total

56



Promotion & Tenure System Wide: Regular Faculty

<u>Recommendation</u>	<u>Number Faculty</u>
Assistant Professor to Associate Professor with tenure	67
Assistant Professor – non reappointment	2
Associate Professor to Associate Professor with tenure	1
Associate Professor with tenure to Professor with tenure	75
Pending	1
Total Candidates	146



Tenure Success

- This year, only 2 of 69 faculty who were evaluated for tenure and promotion to associate professor are recommended for tenure denial.
- Despite this, it is an incorrect assumption that almost all faculty achieve tenure at the University of Minnesota.
- We have a rigorous, annual review process.
 - Faculty leave during the probationary period based on feedback received.
 - Some are not reappointed.



Rate of Tenure Success

- Look at an entering cohort of assistant professors in a given year (e.g. 2007-2008 academic year).
- Follow them over a full cycle of 7 years (6 probationary years + 1 year post-tenure).
- Take a snapshot at a point in time (e.g. spring 2015).



Tenure Success Rate

- Look at four possible outcomes for those who were hired:
 - received tenure & are still at U of M
 - received tenure & left the U of M
 - left the U of M without tenure
 - are still at the U of M on the tenure clock



Tenure Success Rate

- Includes the percent of tenure-track faculty who received tenure & stayed at the U of M **plus** the percent of tenure-track faculty who received tenure & left the U of M.



Tenure Success Rate

- Examine the tenure success rate over a three-year period.
- Look at the rolling three-year average each year.
- Overall tenure success rate of 73.1% for this year's cohort.



Continuous Appointments: 2014-2015

- Fewer than 3% of academic professionals are on continuous appointments (105 individuals).
- Over half of these are in the University Libraries.
- The remainder are attorneys, educational or clinical specialists, academic advisors, physicians, psychologists, and curators.



Continuous Appointment Recommendations

- There are two academic professionals being recommended for continuous appointment this year.
 - Teaching specialist in the Law School.
 - Assistant librarian in the Libraries (includes promotion to associate librarian).



Recommendations

1. That the regular faculty candidates on the list be approved for tenure and/or promotion as indicated.
2. That the contract faculty candidates listed be approved for promotion to the rank indicated.
3. That the academic professional candidates listed receive continuous appointments and promotion as indicated.





BOARD OF REGENTS DOCKET ITEM SUMMARY

Faculty & Staff Affairs

May 7, 2015

Agenda Item: Continuous Appointments: Annual Recommendations

Review

Review + Action

Action

Discussion

This is a report required by Board policy.

Presenters: Karen Hanson, Senior Vice President and Provost
Allen Levine, Vice Provost

Purpose & Key Points

To seek approval of continuous appointment status for staff in the academic professional series:

- Seeking approval for continuous appointment status for two academic professional staff members, one is also being recommended for promotion.
- Continuous appointments and promotion are effective with the beginning of the 2015-2016 appointment period.

Background Information

Each spring the administration presents its recommendations on continuous appointments to the Board of Regents for staff in the academic professional employee category. Board approval of this personnel action is required by Board of Regents Policy: *Board Operations and Agenda Guidelines* and University administrative policies.

President's Recommendation

The President recommends approval of these annual continuous appointment recommendations.

Executive Summary

The Continuous Appointment Process

Each year, the Senior Vice President and Provost recommends to the Board of Regents a group of academic professionals for continuous appointments. The conferral of continuous appointment status for an academic professional is parallel to the conferral of indefinite tenure for a faculty member and follows a similar process. There are currently 105 academic professionals who are on continuous appointment or probationary status.

Over half of the academic professionals with continuous appointments or probationary status work in the University Libraries. The remaining academic professionals with continuous appointments or probationary status across the University hold positions such as attorney, educational or clinical specialist, academic advisor, physician, psychologist, or curator.

Review Process

Just as for faculty, academic professionals with probationary status receive an annual review for each of the six probationary years that provides them with feedback about their progress toward receiving a continuous appointment. This review includes the unit level, the collegiate or divisional level, and the central level (the Vice Provost for Faculty and Academic Affairs).

During the decision year for receiving a continuous appointment, the home unit of the individual solicits letters from external reviewers who are experts in their fields at other institutions. The unit may also include internal letters from other individuals at the University with whom the candidate interacts. For example, for a university librarian, letters may be solicited from academic department chairs whose departments are served by that librarian. This review has three stages as well: the unit in which the individual is employed, an All-University Review Committee, and the central level in the Provost's Office (the Vice Provost for Faculty and Academic Affairs). The results of the complete process are reviewed together by the Senior Vice President for Academic Affairs and Provost and the Vice Provost for Faculty and Academic Affairs.

2014-2015 Candidates for Continuous Appointment

This year, the Senior Vice President and Provost recommends to the Board of Regents one individual in the Librarian series and one in the Teaching Specialist series of the academic professional employee category for continuous appointments. Both are from the Twin Cities campus, including the Law School and University Libraries.

For the employee category of academic professionals, the gender breakdown is 51% women (2,006) and 49% men (1,915). In addition, 15% (581 individuals) are persons of color. The two individuals recommended for continuous appointments have the following characteristics: one white female, one white male.

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty and Staff Affairs Committee - May 7, 2015

Continuous Appointment: The following individuals in the academic professional series have been recommended for continuous appointment (G), to be effective with the beginning of the 2015-2016 appointment period.

Law School

From

To

Laura Thomas

Teaching Specialist (H)

Teaching Specialist (G)

University of Minnesota Libraries - Twin Cities

From

To

Jonathan Koffel

Assistant Librarian (H)

Associate Librarian (G)



BOARD OF REGENTS DOCKET ITEM SUMMARY

Faculty & Staff Affairs

May 7, 2015

Agenda Item: Annual Report on Compensation

Review

Review + Action

Action

Discussion

This is a report required by Board policy.

Presenters: Kathryn F. Brown, Vice President, Office of Human Resources
Patti Dion, Director, Employee Relations and Compensation

Purpose & Key Points

Board of Regents Policy: *Employee Compensation and Recognition* calls for an annual report on compensation and recognition programs at the University of Minnesota. This presentation will provide:

- An update on total compensation policy and definition.
- Trends that impact the cost of compensation.
- The challenges of benchmarking compensation.
- A review of faculty base salaries as compared to peer institutions for each of the University's campuses.
- A review of the tools being used by the Office of Human Resources to manage compensation in non faculty employee groups, including, setting pay ranges as part of the Job Family Study, performance reviews and the use of merit pay principles and plans, and the negotiation process for labor represented groups.

Background Information

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

Annual Report on Compensation

Board of Regents Faculty and Staff Affairs Committee

Kathryn F. Brown, Vice President, Office of Human Resources
Patti Dion, Director, Employee Relations & Compensation
May 7, 2015

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

OHR Strategic Dashboard: Compensation Planning (Define, Simplify)

Goal: Work with senior management to develop and implement a comprehensive compensation philosophy, principles, and tools that will guide compensation decisions for all employee groups and individuals at all levels of the institution.

What We Will Cover Today

- Total compensation policy and definition
- Trends impacting the cost of compensation
 - Total headcount
 - Cost of elements of compensation
- The challenges of benchmarking
- Average Faculty Base Salaries
- Compensation tools



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS POLICY**

Page 1 of 3

Human Resources

**EMPLOYEE COMPENSATION AND
RECOGNITION**

Adopted: March 9, 2007

Amended: July 11, 2012

SECTION III. GUIDING PRINCIPLES (Abridged)

- (a) The University strives to achieve and maintain a compensation structure that, when combined with benefits and other rewards, is competitive...
- (b) The University seeks to reward meritorious performance...
- (c) ...the University considers the work responsibilities, market, internal equity, experience and expertise, performance, and other criteria as appropriate.
- (d) The University adheres to compensation and recognition practices that are fair and equitable in design, application, and delivery.

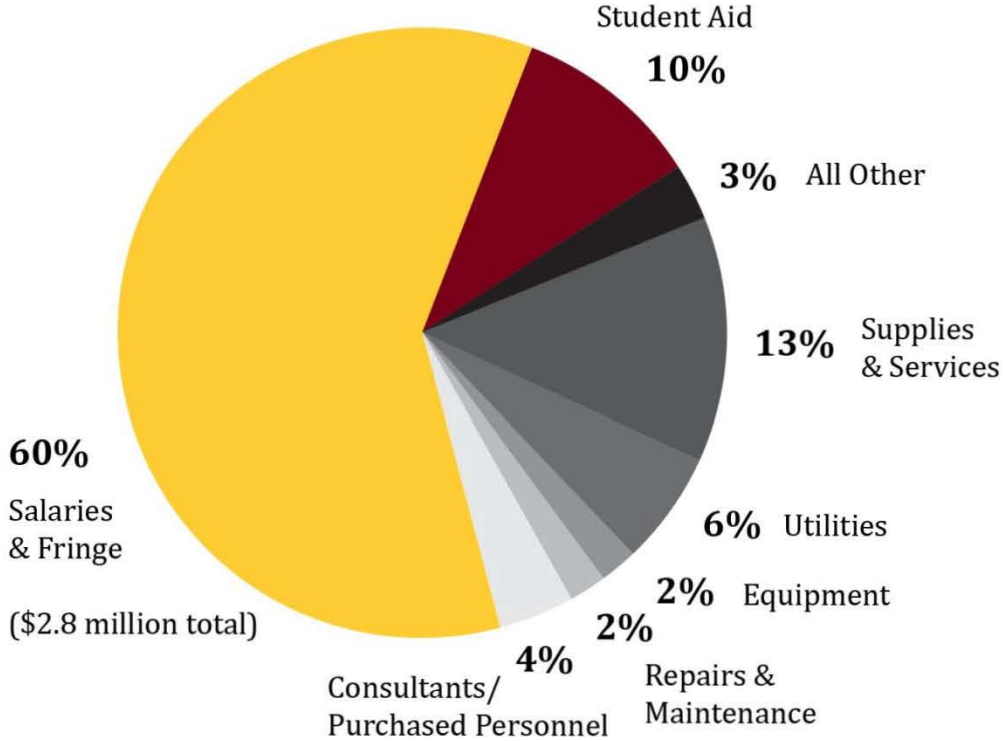
Total Compensation

(Total compensation is made up of six components.)



Salary and Fringe Are Majority of Spend

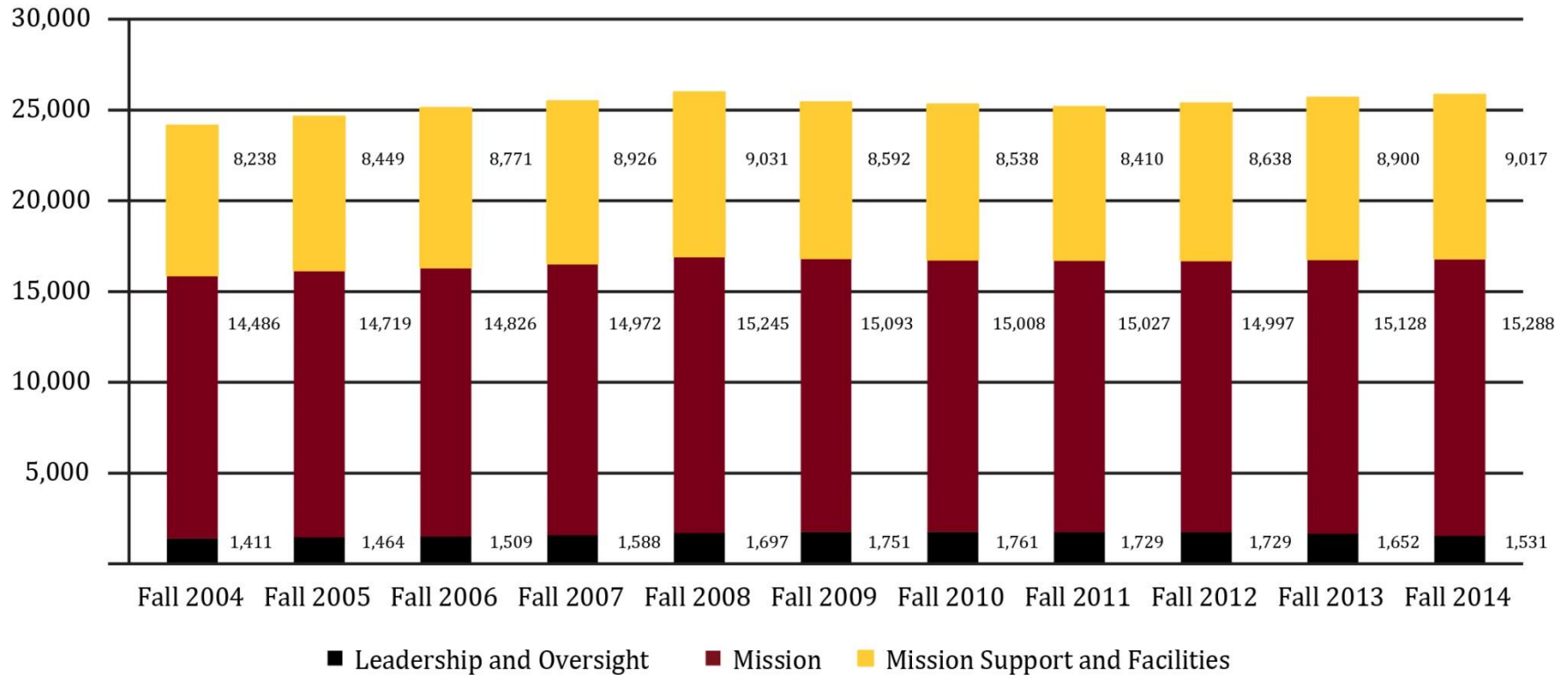
**Non-Sponsored Funds
by Object of Expenditure**



Trends Impacting Cost of Compensation

- Total number of employees
- Cost of each element of compensation
- Market, which is impacted by state of the economy

Headcount Distribution by Organizational Role

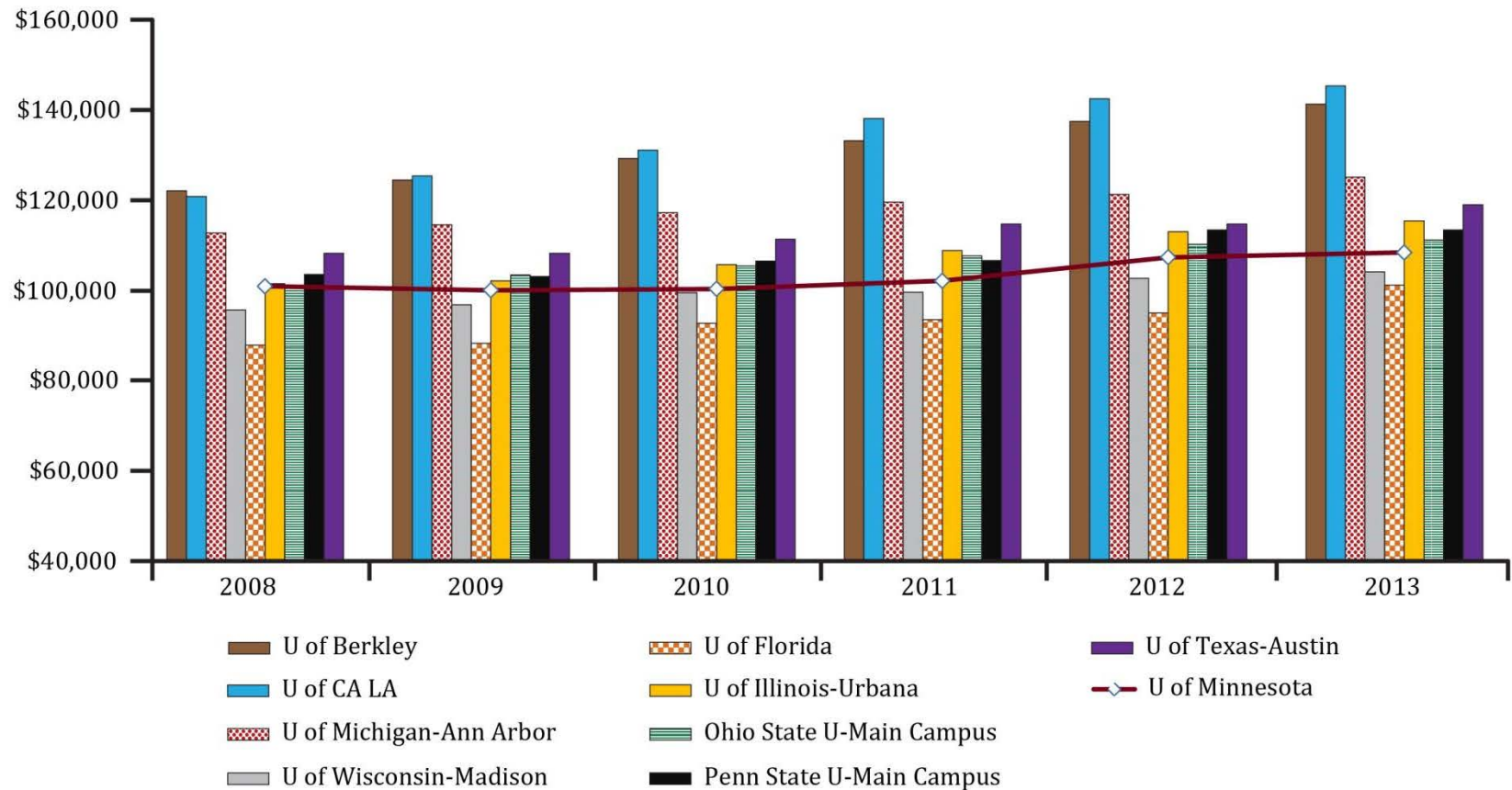


Benchmarking to Determine Market

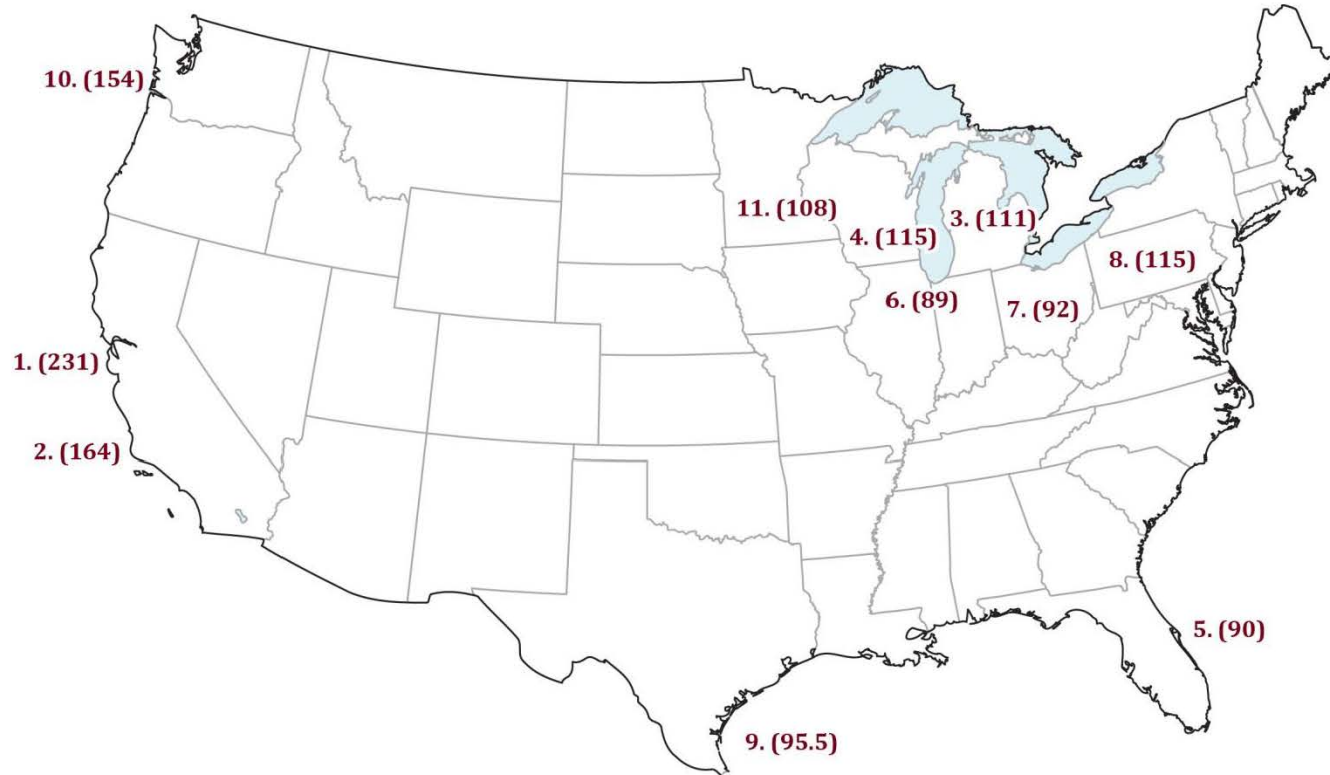
(Current practice is to benchmark with best available data from comparable peers.)

- Reliable comparison data is only available with regard to base salary.
- Traditionally used peers cited by the Office of Institutional Research for each campus.
- For all other factors of total compensation, collection must be done in a time-intensive process in-house or by a consultant.

Trend Watch: Twin Cities Average Faculty Base Salaries



Peer Cost of Living Index



1. University of California
2. UCLA
3. University of Michigan
4. University of Wisconsin
5. University of Florida
6. University of Illinois

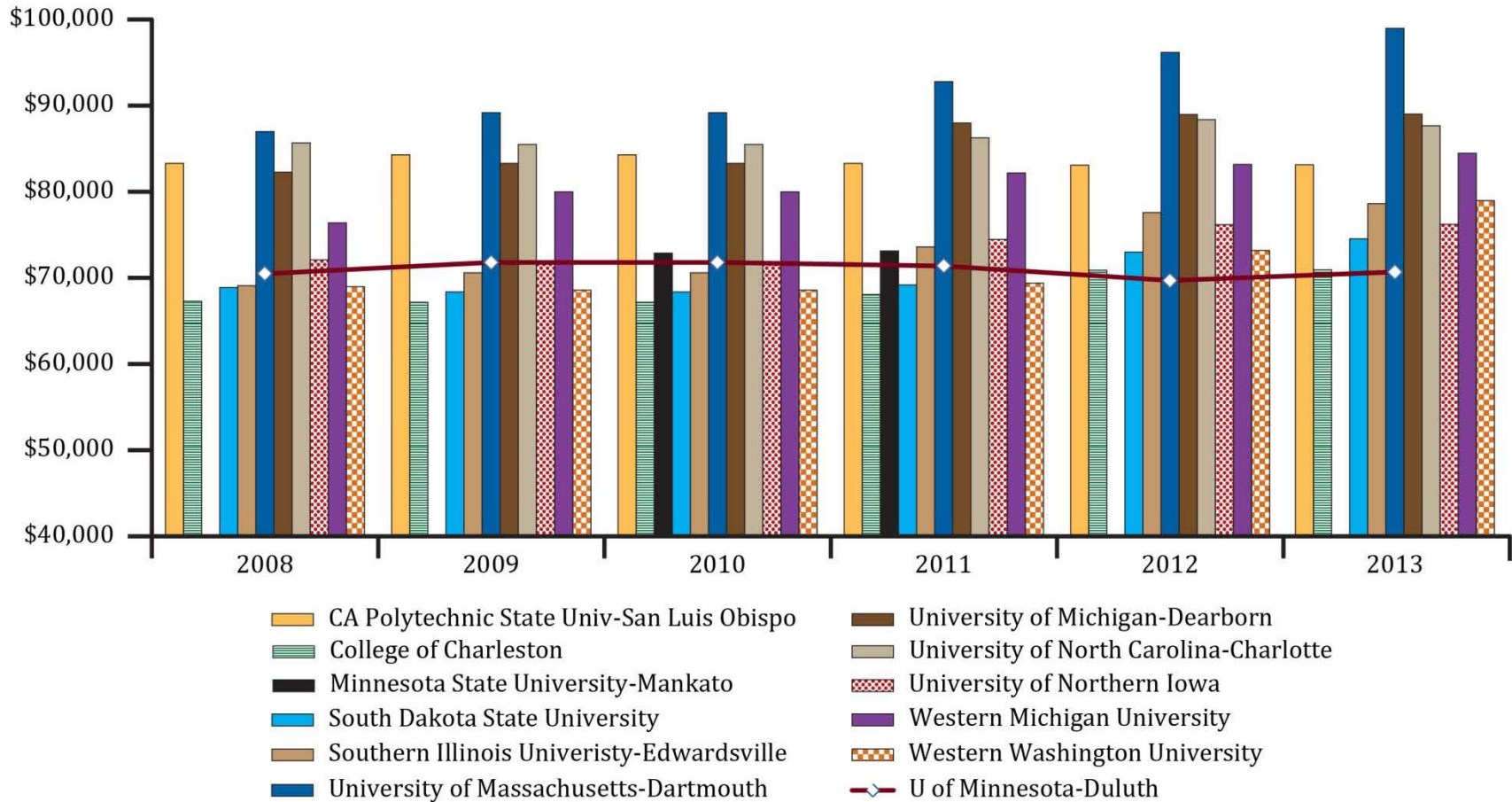
- Berkely, CA
- Los Angeles, CA
- Ann Arbor, MI
- Madison, WI
- Jacksonville, FL
- Urbana, IL

7. Ohio State University
8. Penn State University
9. University of Texas
10. University of Washington
11. University of Minnesota

- Columbus, OH
- State College, PA
- Austin, TX
- Seattle, WA
- Minneapolis, MN

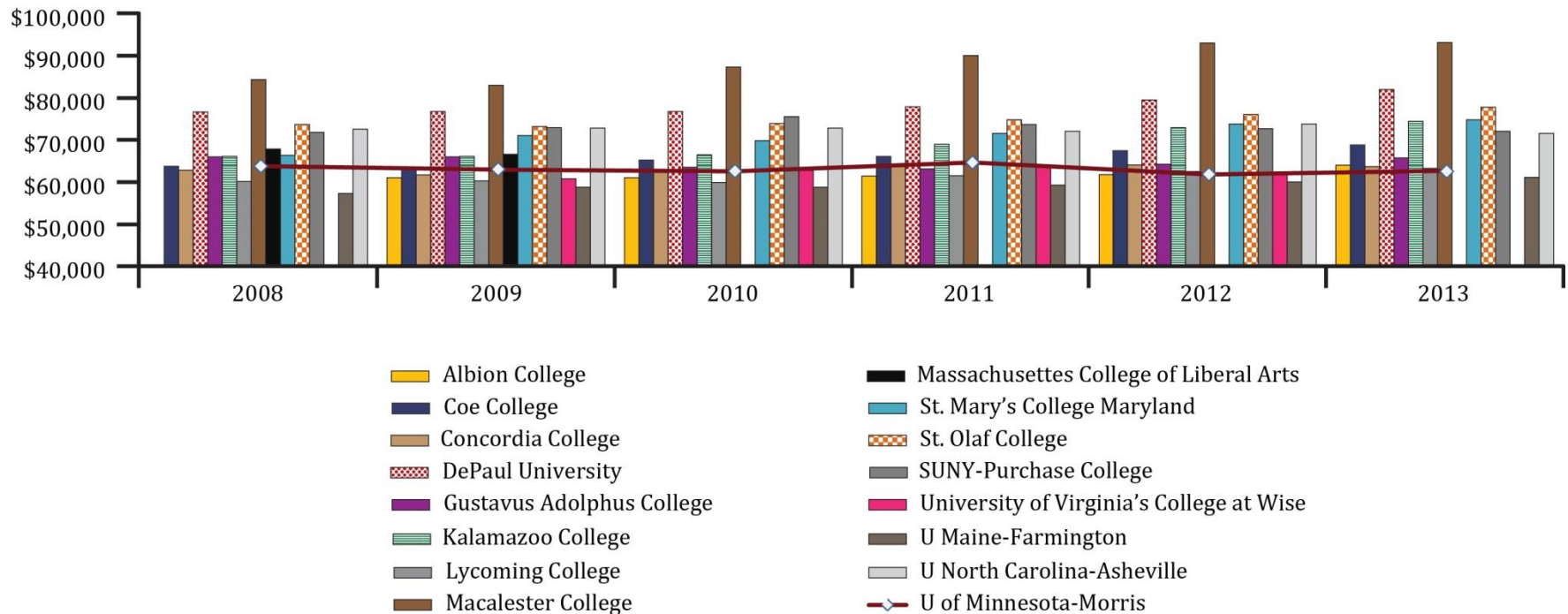
Source: *Sperling's Best Places*, bestplaces.net, 2014

Trend Watch: Duluth Average Faculty Base Salaries

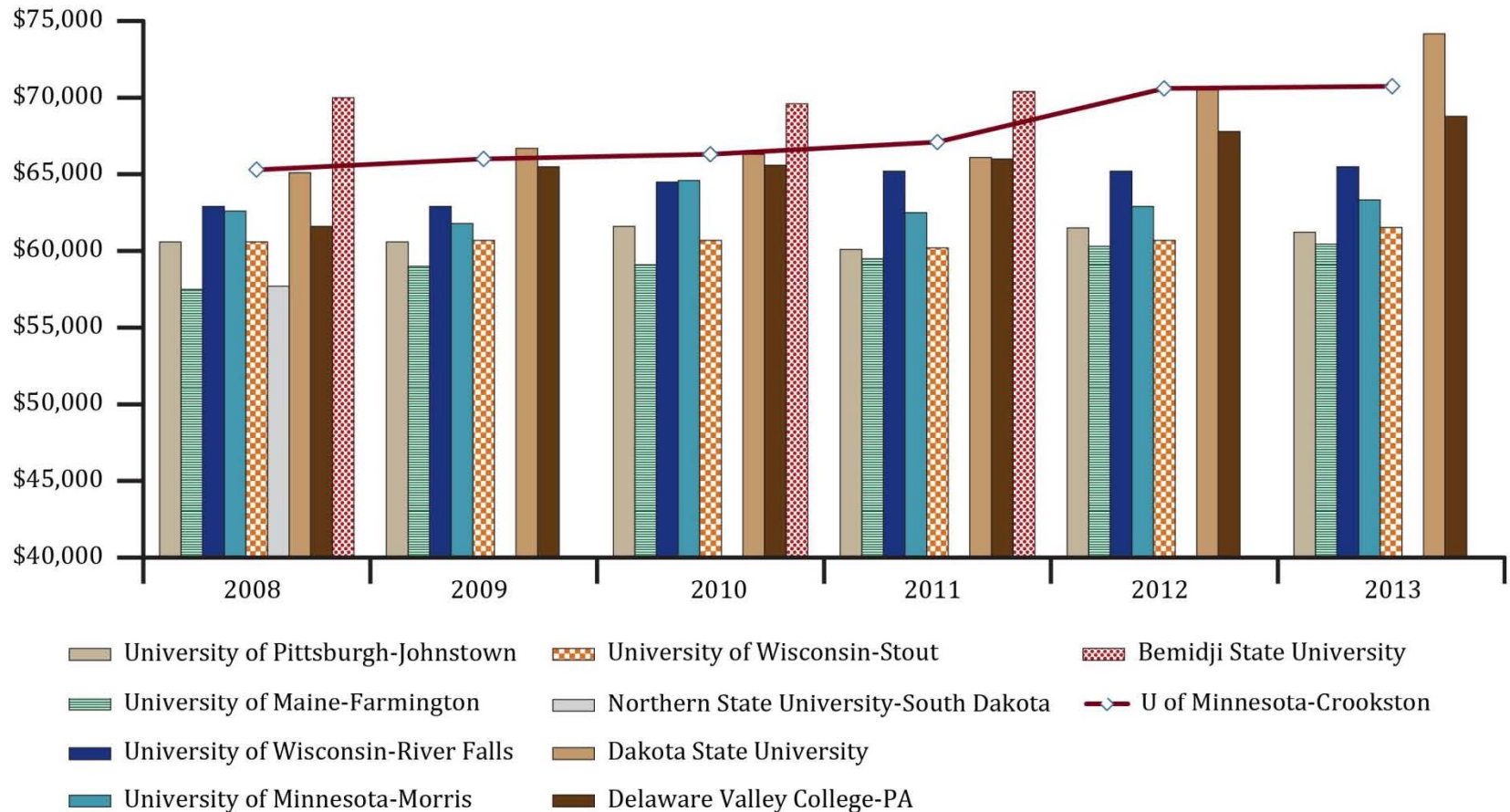


Trend Watch: Morris

Average Faculty Base Salaries



Trend Watch: Crookston Average Faculty Base Salaries

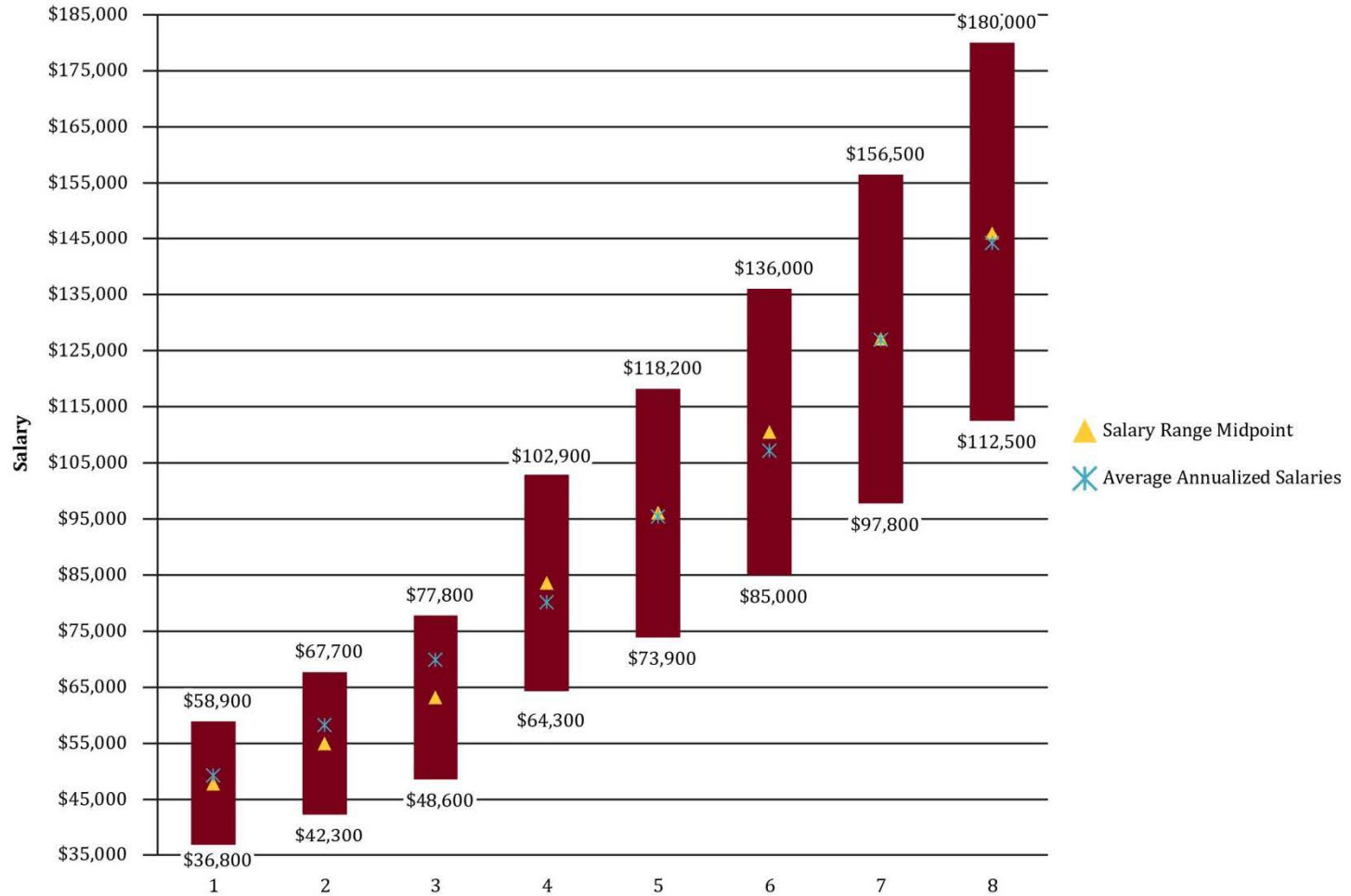


Compensation Tools

- Setting pay ranges in the Job Family Study
- Performance reviews to determine merit
- Negotiations for labor represented contracts

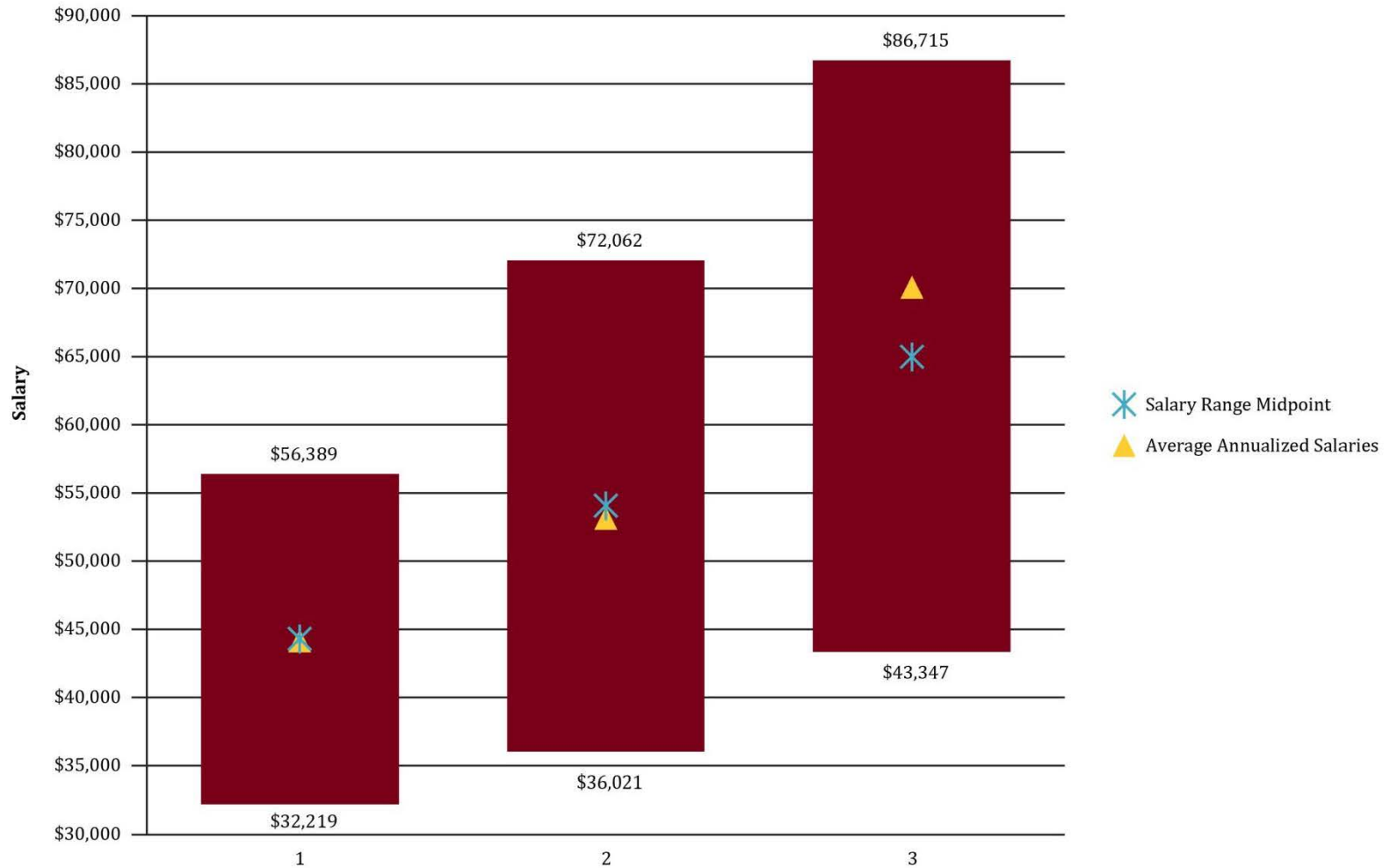
Human Resources Job Family

Human Resources



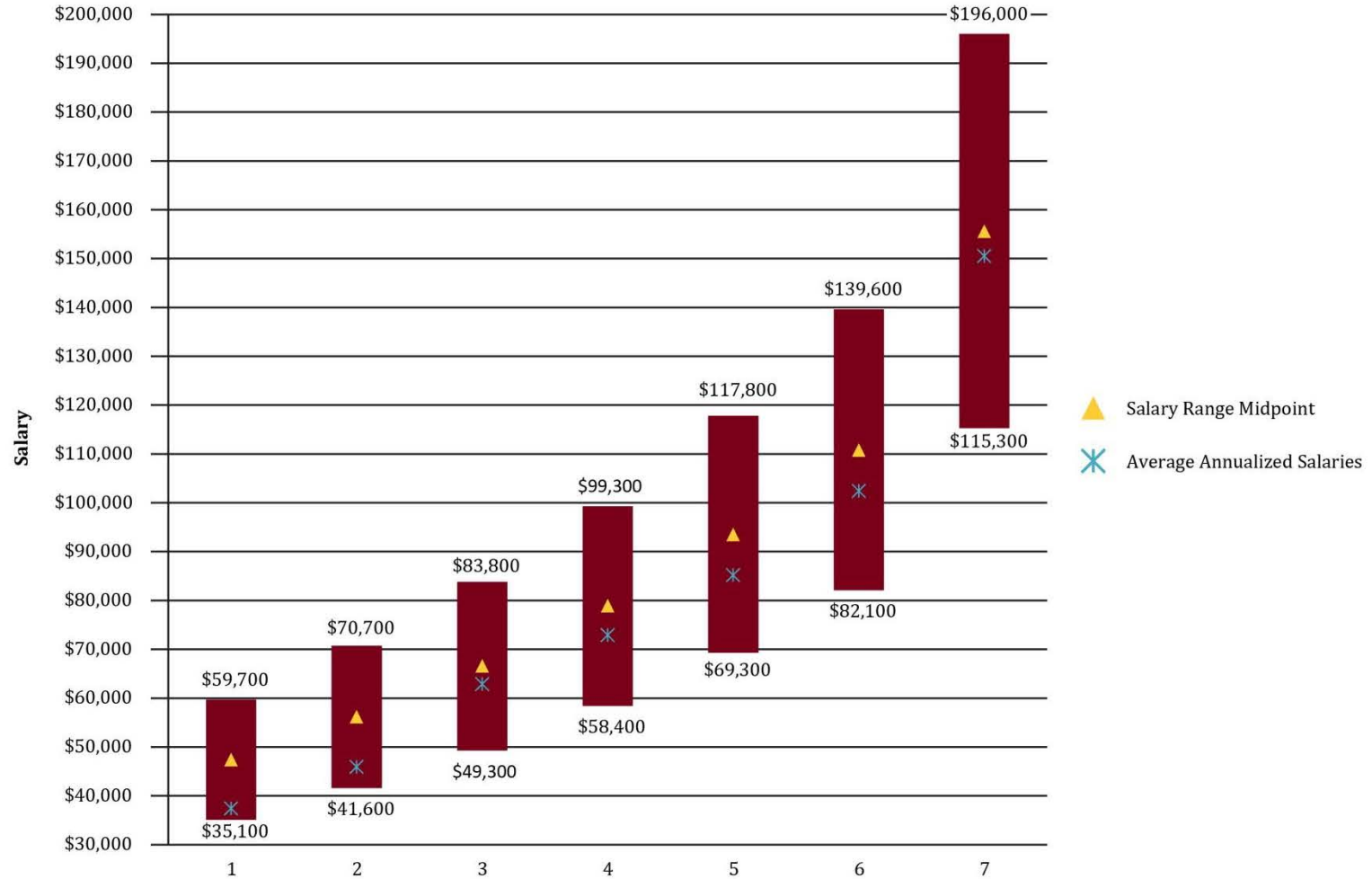
Alumni Relations Job Family

Alumni Relations

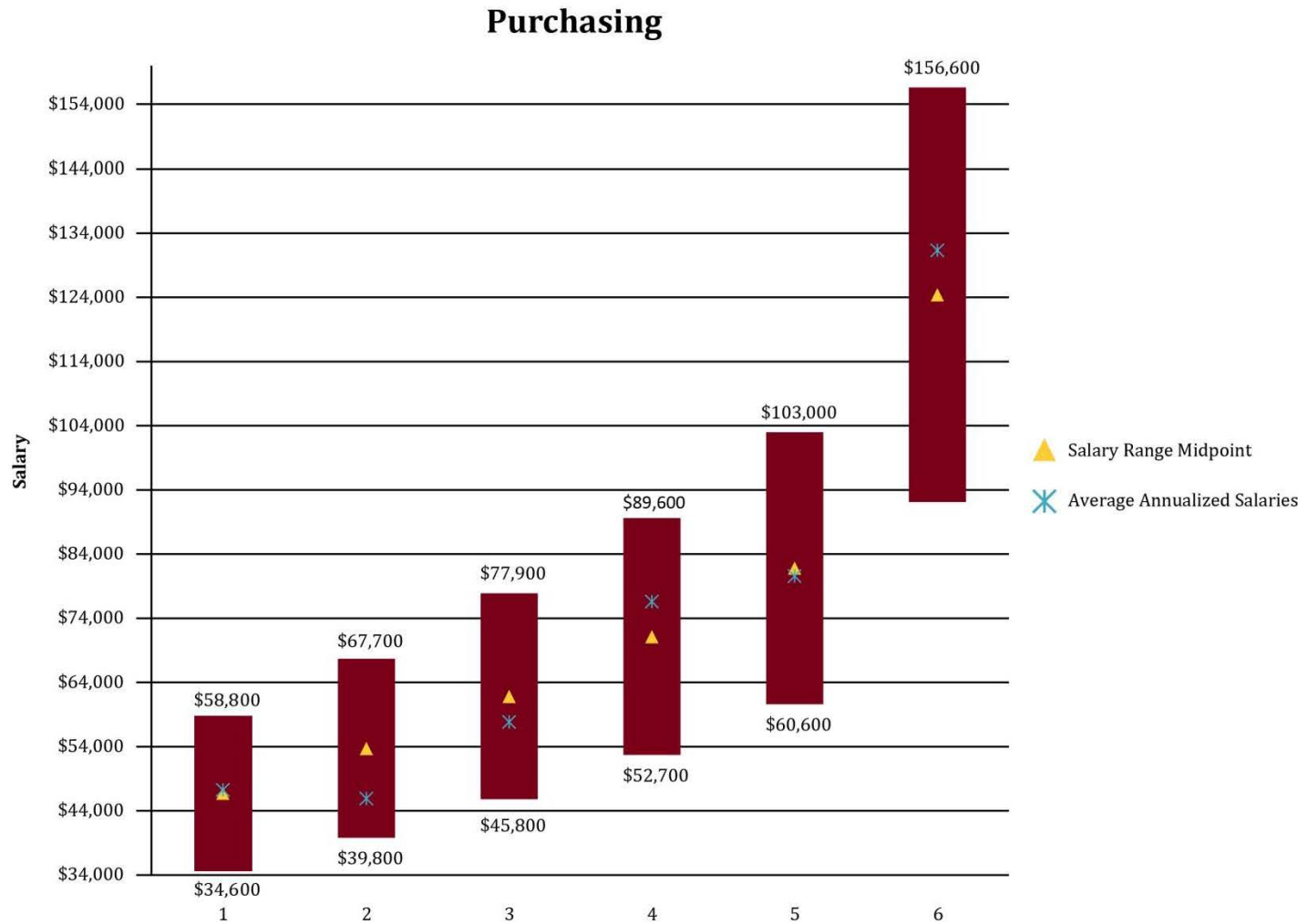


Athletics Job Family

Athletics



Purchasing Job Family



Pay for Faculty, P&A, and Civil Service

- Performance Reviews
- Merit-Based

Labor Negotiations

- All labor represented salaries are determined through a collective bargaining process.
- Delivered in across-the-board, lump sum, and/or step increases.

Takeaways

- We are nearing completion of setting in place building blocks for a total compensation plan.
- Compensation is an iterative process.
- All work to-date has increased decision-making transparency for managers and employees.



BOARD OF REGENTS DOCKET ITEM SUMMARY

Faculty & Staff Affairs

May 7, 2015

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

This report includes:

- Appointment of Dr. Bart Finzel as Vice Chancellor for Academic Affairs and Dean at the University of Minnesota Morris, effective June 15, 2015
- Conferral of Tenure for six outside hires.
- Appointment of Susan Campbell and Tom Martin to the Minnesota Landscape Arboretum Board for three-year terms, commencing July 2015.

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 & Staff Affairs Committee for action.

President's Recommendation

The President recommends approval of the consent report.

Faculty & Staff Affairs Committee
Consent Report
May 5, 2015

Personnel Appointment

After a highly competitive national search, and pending approval by the Board of Regents, **Dr. Bart Finzel** will be appointed Vice Chancellor for Academic Affairs and Dean at the University of Minnesota, Morris, effective June 15, 2015.

Position Overview

The Vice Chancellor for Academic Affairs and Dean serves as UMM's chief academic officer and dean of the faculty and is responsible for every aspect of academic and faculty affairs. The VCAA/Dean's responsibilities include serving as a member of the university's leadership team, as a leader of and advocate for the faculty, and as a manager of academic affairs programs.

Reporting to the VCAA/Dean are the chairs of the four academic divisions, as well as the offices of the registrar, grants development, instructional media and technologies, and the library. Academic support and success offices and programs – including disability services, career services, and advising – also fall within the purview of this position. The VCAA/Dean appoints and oversees directors and coordinators of academic enrichment programs – such as study abroad, national scholarships, and honors – and helps to sustain and innovate interdisciplinary areas that cross the boundaries of traditional divisions. Managing a budget of \$16.5 million, the VCAA/Dean oversees the staff of twenty Academic Affairs units.

Appointees Background and Qualifications

A member of the UMM faculty since 1989 and a winner of the university's Horace T. Morse award for distinguished teaching, Bart stepped in to serve a two year term as interim dean in 2011 and agreed to extend that appointment for another two years. He earned a bachelors degree at Valparaiso University and a masters and Ph.D. in economics at Cornell University.

During his tenure as interim dean, he has enlivened the discussion of the meaning of the liberal arts at a public institution by establishing the Founders scholars program. With colleagues in the grants office and the Briggs Library, he initiated what has become an annual celebration of faculty scholarship. With faculty colleagues in the humanities he has worked to revise UMM's writing requirement, implementing the Writing for the Liberal Arts program. With support from the University of Minnesota's office of equity and diversity, he has supported the pre-doctoral fellows program, bringing talented late doctoral faculty of color to the Morris campus to enrich our culture and curriculum. An active member of COPLAC, he has represented UMM well at the national level, including his support of the collaborative Teagle Foundation curriculum grant. As a longtime resident of the greater Morris community, Bart has advanced positive town/gown relationships. We are indeed fortunate to have him in this very important leadership position.

Recommended Salary and Appointment Type

Dr. Finzel's annual salary will be \$167,000. His appointment as Vice Chancellor for Academic Affairs and Dean is a 100%-time, A-term (12-month), L-type (limited) appointment, reporting to the Chancellor. The full employment agreement between the University of Minnesota and Dr. Finzel 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

With respect to a broad set of all institutions that submitted salary data for the CUPA-HR (College and University Professional Association for Human Resources) Administrators in Higher Education Salary Survey for the 2013-14 Academic Year, the median salary for the position of Chief Academic Affairs Officer is \$160,000.

President's Recommendation

The president recommends the appointment of Dr. Bart Finzel as Vice Chancellor for Academic Affairs and Dean at the University of Minnesota, Morris.

UNIVERSITY OF MINNESOTA

Morris Campus

Office of the Chancellor

309 Behmler Hall
600 East 4th Street
Morris, MN 56267-2132

320-589-6020
Fax: 320-589-6399

March 26, 2015

Bart Finzel
210 Colorado Ave
Morris, MN 56267

Dear Dr. Finzel:

It is my pleasure to offer you an appointment as Vice Chancellor for Academic Affairs and Dean at the University of Minnesota, Morris. This position carries a University classification of Vice Chancellor, 9308 and Dean, 9311. This position reports to me.

This is a 100% time, 12 month, A term, professional and administrative appointment. This position is L type, meaning that it serves at the discretion of the Chancellor. Your annual base salary will be \$167,000. The mutually agreed upon start date for this appointment is 6/15/15.

Your appointment is governed by the University of Minnesota Academic Professional and Administrative (P&A) Staff policies and procedures, as they may be amended from time to time. Policies are available through the Office of Human Resources policy web site: <http://www1.umn.edu/ohr/policies>. An electronic Notice of Appointment consistent with the terms of this agreement is available at: <http://hrss.umn.edu>.

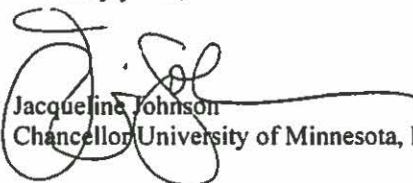
With this appointment, you are eligible for University benefits that shall be available in accordance with university policies and procedures. The Summary of Benefits can be found at <http://www.umn.edu/ohr/benefits/summary>. If you have any questions about the benefits available to you please contact Sarah Mattson, UMM Director of Human Resources, at (320) 589-6021.

You have the right to review your employee personnel file once every six months while employed with the University of Minnesota. To exercise this right, you must submit a written request to review your file to the UMM Office of Human Resources. If, after reviewing the file, you dispute specific information, you should inform the UMM Office of Human Resources. The University may agree to remove or revise the disputed information. After the employee has had an opportunity to review their file, he/she may make a written request for a copy of the record at no cost to the employee.

Enclosed are two copies of this letter. Please provide your acceptance of this offer by signing both copies in the space provided below and return one copy to my office as soon as possible. The second copy is for you to keep.

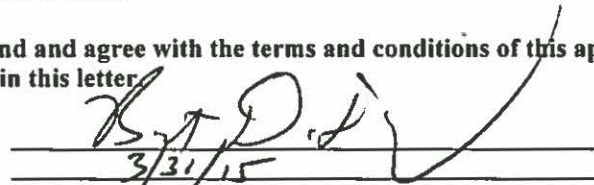
I look forward to our continued good work together.

Sincerely yours,


Jacqueline Johnson
Chancellor University of Minnesota, Morris

cc: Vice chancellor
Personnel File

I understand and agree with the terms and conditions of this appointment at the University of Minnesota, Morris as stipulated in this letter.

Signed: 
Date: 3/31/15

Tenured 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 May, 2015 Board of Regents meeting – Twin Cities campus Recommended by Senior Vice President for Academic Affairs and Provost Karen Hanson

Sunil David

**Professor with tenure
Department of Medicinal Chemistry
College of Pharmacy**

Sunil David received his Ph.D. in Biochemistry from Madras University, India, in 1995. He is currently an associate professor with tenure in the department of Medicinal Chemistry at the University of Kansas where he has been employed since 1996. Professor David is working at the forefront of the research field of vaccine development, immuno-response, and inflammatory processes for virulent and seemingly intractable diseases. He is a nationally and internationally recognized 'field shaper' who has received extensive NIH funding and has an impressive number of publications in top tier journals. Dr. David is an extraordinary researcher, teacher, and member of the national and internal academic communities who will be an outstanding addition to the University of Minnesota.

Charalampos Kalodimos

**Professor with tenure
Department of Biochemistry, Molecular Biology and Biophysics
College of Biological Sciences**

Charalampos Kalodimos received his Ph.D. in Bioinorganic Chemistry from the Institut Curie, Paris and the University of Ioannina, Greece in 1999. He is currently a professor with tenure in the department of Chemistry and Chemical Biology at Rutgers University specializing in the area of structural biology. Professor Kalodimos is a highly accomplished scholar who employs advanced NMR spectroscopy to determine the mechanisms underlying the functionality of large assemblies of biomolecules that carry out the most complex and essential functions for life. He is an engaging and sought-after speaker with an impressive service and teaching record.

Mahesh K. Mahanthappa

**Associate Professor with tenure
Department of Chemical Engineering and Materials Science
College of Science and Engineering**

Mahesh Mahanthappa received his Ph.D. in Chemistry from Stanford University in 2003. He is currently an associate professor with tenure at the University of Wisconsin, Madison. Professor Mahanthappa is a highly accomplished materials scientist specializing in the chemical synthesis and structural characterization of molecular materials, particularly nanostructured polymers and surfactants. Professor Mahanthappa has several grants and has won a prestigious NSF CAREER Award (1988) and the Dillon Medal of the American Physical Society (2013). He has an outstanding record of peer-reviewed articles, and presentations in the most highly regarded journals and conferences. He also has a distinguished record of teaching and recently won the Emil H. Steiger Distinguished Teaching Award at UW Madison.

Hikaru Peterson

**Professor with tenure
Department of Applied Economics
College of Food, Agricultural and Natural Resource Sciences**

Hikaru Peterson received her Ph.D. in Agricultural Economics from Cornell University in 2001. She is currently a professor with tenure in the department of Agricultural Economics at Kansas State University specializing in agricultural marketing and consumer economics. Professor Peterson's research has appeared in top agricultural economics journals and she has co-authored grant proposals obtaining over \$2.5 million in extramural funds, the bulk of the total coming from the USDA. External reviewers call her "an excellent micro-economist" who has demonstrated excellence in research, outreach and teaching.

Jeffrey Peterson

**Professor with tenure
Department of Applied Economics
College of Food, Agricultural and Natural Resource Sciences**

Jeffrey Peterson received his Ph.D. in Agricultural Economics from Cornell University in 2000. He is currently a professor with tenure in the department of Agricultural Economics at Kansas State University where he has taught since 2000. Professor Peterson's work is in environmental and natural resource economics with the analysis and design of policies to address water management challenges as a primary research focus. His research has appeared in top journals in environmental and resource economics and has been recognized by national awards. His teaching and service are exemplary. Dr. Peterson will also serve as Director of the Water Resources Center.

Sivaraj Sivaramakrishnan

**Associate Professor with tenure
Department of Genetics, Cell Biology and Development
College of Biological Sciences**

Sivaraj Sivaramakrishnan received his Ph.D. in Biomedical Engineering from Northwestern University in 2006. Dr. Sivaramakrishnan is currently a faculty member at the University of Michigan where he is being considered for early promotion to associate professor with tenure in the Department of Cell and Developmental Biology. His research interests include using engineering principles for exploring protein interactions to reveal emergent cellular function. He is recognized as one of the best young scientists in the field of cell biology and signal transduction. Dr. Sivaramakrishnan is an emerging leader with an exceptional grant portfolio that includes a very prestigious NIH Director's New Innovator Award. He also brings with him a strong service and outreach record making him an extraordinary addition to the University of Minnesota.

Consent Report Addendum

Additional 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 May, 2015 Board of Regents meeting – Twin Cities campus Recommended by Senior Vice President for Academic Affairs and Provost Karen Hanson

Debbie Golos

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

Debbie Golos received her Ph.D. in Bilingual Education, Equity and Cultural Diversity with a specialization in Emergent Literacy and Deaf Education from the University of Colorado at Boulder in 2006. Dr. Golos is currently an associate professor with tenure in the Communications and Deaf Education program at Utah State University where she has taught since 2007. Her research interests primarily focus on emergent literacy development in preschool deaf children, bilingual-bicultural deaf education, research in children's educational television and the portrayal of deaf characters in media and literature. Dr. Golos is described as a leading scholar in the field of deaf education with a strong national presence and exemplary teaching record.

Muhammad Khalifa

**Associate Professor with tenure
Department of Organizational Leadership, Policy and
Development
College of Education and Human Development**

Muhammad Khalifa received his Ph.D. in Educational Administration from Michigan State University in 2008. Currently, he is an assistant professor in the Department of Educational Administration at Michigan State University. Dr. Khalifa's primary research and teaching interests surround social equity with an emphasis on culturally responsive school leadership in urban contexts, school leadership for families and communities, and the intersection of race and identity in family and schools. External reviewers call him a rising star with an impressive record of publishing, high quality teaching, and deep connections to the community.

Michael Kim

**Professor with tenure
School of Music
College of Liberal Arts**

Michael Kim received his Doctor of Musical Arts (D.M.A) in Piano Performance from The Juilliard School in 1996. He has been a dean and professor of music at Brandon University in Manitoba, Canada, since 2008 and Acting Associate Vice-President for the Department of Institutional Advancement and Communications since 2014. Dr. Kim has won prizes in several international piano competitions, most notably the Silver Medal in the Scottish International Piano Competition in Glasgow in 1992, and has appeared as a soloist with over twenty-five orchestras. For an administrator, his teaching and service records are extraordinary. Dr. Kim will also be appointed Director of the School of Music.

Appointment of Regents Designated Trustees to the Minnesota Landscape Arboretum Foundation

- Susan Campbell, Three-year term, July 2015 through June 2018; and
- Tom Martin, Three-year term, July 2015 through June 2018.

Supporting Information

Minnesota Landscape Arboretum Foundation

Members of the Board of Trustees of the Minnesota Landscape Arboretum Foundation (Foundation) are appointed in accordance with Board of Regents Policy: *Appointments to Organizations and Boards*. The Board of Regents appoints one-fourth of the Foundation Board's membership. The Foundation Board currently has 33 members, thereby requiring nine Regents appointees. The two recommended appointments are:

- **Susan Campbell:** Susan Campbell is a former Symphony Ball Chair, a sustaining member of the Junior League of Minneapolis, and a member of the LeagueAires singing group. Working multiple years with the Wildlife Rehabilitation Center of Minnesota, she chaired and co-chaired their major fundraiser several times. She lives in Orono.
- **Tom Martin:** Tom Martin has been a partner with Dorsey & Whitney LLP law firm for over 25 years, is co-chair of the firm's Venture Capital and Emerging Companies Practice Group, is the managing member of D&W Ventures, and is a member of the Board of Trustees of the Dorsey Foundation. He also serves on the Board of Directors of University Enterprise Laboratories. He lives in Wayzata.

Current Regents Trustees on the Foundation Board:

- Gordon Bailey
- John Bryant
- Brian Buhr
- Julie Potts Close
- Emily Hoover
- Joseph Tashjian
- Susan Bachman West



BOARD OF REGENTS DOCKET ITEM SUMMARY

Faculty & Staff Affairs

May 7, 2015

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

May 7, 2015

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

Bart Finzel has been appointed vice chancellor for academic affairs and dean at University of Minnesota, Morris. A member of the Morris faculty since 1989, Finzel has served as interim dean since 2011. During his tenure as interim dean, he established the Founders Scholars program and helped initiate the now-annual Celebration of Scholarly Accomplishments. He holds a bachelor of arts from Valparaiso University and a master of arts and doctorate in economics from Cornell University.

Valery Forbes is the new dean of the College of Biological Sciences effective July 31. She currently serves as director of the School of Biological Sciences at the University of Nebraska-Lincoln. Before that, she was the founding chair of the Department of Environmental, Social and Spatial Change at Roskilde University in Denmark. Forbes earned her doctorate in coastal oceanography and master's degree in marine environmental science from the State University of New York at Stony Brook.

Becky L. Yust, design, housing and apparel, has been named interim dean of the College of Design beginning July 1. Yust earned her Ph.D. from The Ohio State University and joined the University faculty in 1977. She served as chair of the Department of Design, Housing, and Apparel from 1996 to 2011. Her research focuses on housing adequacy and affordability, housing decisions and theory, energy consumption and conservation, and homeownership initiatives.

University Highlights

The University of Minnesota, Crookston and the University of Minnesota, Morris have been named to the 2014 President's Higher Education Community Service Honor Roll. This is the highest federal recognition an institution of higher education can receive for its community service work. The Honor Roll is an initiative of the Corporation for National and Community

Service, a federal agency that engages more than 5 million Americans. Applications are evaluated on the university's three exemplary projects based on the scope of the project, evidence of project effectiveness, and impact on the community.

The Resilient Communities Project in the Center for Urban and Regional Affairs is the 2015 recipient of the MAGS/ETS Excellence and Innovation in Graduate Education Award. Jointly sponsored by the Midwestern Association of Graduate Schools (MAGS) and Educational Testing Service (ETS), this annual award is given to a MAGS member institution in recognition of outstanding contributions to domestic and international graduate education at both the graduate school and program level.

UMM is once again included on the U.S. Environmental Protection Agency's (EPA) Top 30 On-site list of the largest green power users. According to the EPA, UMM is using 5,210,378 kilowatt-hours of green power annually. Fifty-nine percent of the total electricity used at UMM is green power generated on-site.

The University of Minnesota Twin Cities campus has been chosen by Forbes and Statista as one of American's Best Employers of 2015. Five hundred employers were selected out of more than 20,000 U.S. companies nationwide. Forbes ranked UMTC 10th in education and 65th overall. Other Big Ten schools on the list were University of Michigan (ranked 146th) and Indiana University (ranked 150th).

The University of Minnesota received an Andrew Heiskell Honorable Mention for Innovation in International Education from the Institute of International Education for its Bridging Loan Program. The program assists high-need students who do not have up-front funds available to cover study abroad program deposits and flight booking costs. The Heiskell Awards showcase the most innovative and successful models for internationalizing the campus, study abroad, and international partnership programs in practice today.

UMM has been named a 2014-15 Public College of Distinction. The campus is one of only 41 institutions (and the only Minnesota school) on this list. Colleges of Distinction is a web-based college guide for high-school juniors and seniors seeking an institution that takes a holistic approach to admissions decisions, excels in providing undergraduate education, and has a truly national reputation.

With 63 graduates currently making a difference as Peace Corps volunteers, the University's Twin Cities campus ranks fifth nationally on the Peace Corps annual list, moving up five spots from its position last year. UMTC is on the list for the 15th consecutive year, and also ranks third among graduate schools with 14 graduate school alumni serving as volunteers. Since 1961, 1,464 alums have served overseas, making the University of Minnesota the No. 16 all-time producer of Peace Corps volunteers.

UMM was honored with 2014 Tree Campus USA[®] recognition by the Arbor Day Foundation for its commitment to effective urban forest management. Earning the title required the campus to meet five standards: maintaining a tree advisory committee, a campus tree-care plan, dedicated

annual expenditures for its campus tree program, an Arbor Day observance and student service-learning project.

Two museums on the Twin Cities campus have been ranked as “best.” *City Pages* named the Bell Museum the Best Museum in Minneapolis for 2015, citing its dioramas, rotating exhibits, and hands-on areas. The website CollegeRank named the Weisman Art Museum 3rd on its list of the 50 Most Amazing College Museums, and first among college art museums, after looking at factors such as the quality of exhibits, public access, and how much the university or college reaches out to the community with educational programs.

Faculty and Staff Activities and Awards

The Energy Thought Summit (ETS) announced that Massoud Amin, Technological Leadership Institute, received the first-ever “Thought Leader of the Year” award during ETS15, a worldwide conference that brings together leaders to debate the future of energy. The award recognizes an individual with an inventive, brave vision to inspire the global energy ecosystem. Amin was selected by a committee of 175 peers around the world.

Dipankar Bandyopadhyay, biostatistics, has been selected as the best associate editor of 2014 for the *Journal of Agricultural, Biological, and Environmental Statistics* for his exemplary dedication in handling submitted manuscripts, detailed reviews, and other initiatives to help the journal gain visibility.

George Barany, chemistry, has been awarded the 2015 Murray Goodman Scientific Excellence & Mentorship Award from the American Peptide Society. The Goodman Award recognizes individuals who have demonstrated career-long research excellence in the field of peptide science, and who have been responsible for significant mentorship and training of students, post-doctoral fellows, and other co-workers.

Frank Bates and Chris Leighton, chemical engineering and materials science, and Sangwoo Lee, a former post-doctoral fellow and doctoral student, have been awarded a 2014 Cozzarelli Prize from the Proceedings of the National Academy of Sciences (PNAS) in Engineering and Applied Sciences. The Cozzarelli Prize recognizes six recently published PNAS papers of outstanding scientific excellence and originality each year. Papers selected were chosen from more than 3,500 research articles.

Siobhan Bremer, UMM theatre arts, received the Association of Theatre in Higher Education and the Kennedy Center American College Theatre Festival Region V Award for Innovative Teaching.

Vichet Chhuon, curriculum and instruction, received the 2015 Early Career Achievement Award from the Association for Asian American Studies. The association promotes positive social change by funding and developing programs that raise political and cultural awareness about and within the Asian American community.

Brenda Child, American studies, received the National American Indian Book Award presented by the Labriola Center at Arizona State University for her book *My Grandfather's Knocking Sticks: Ojibwe Family Life and Labor on the Reservation* (2014).

Keum Hwa Choi, veterinary clinical sciences, has been elected vice president of the American Academy of Veterinary Acupuncture.

James Cloyd, experimental and clinical pharmacology, has been selected to receive the Sumner J. Yaffe Lifetime Achievement Award in Pediatric Pharmacology and Therapeutics by the Pediatric Pharmacy Advocacy Group. The award is given annually in recognition of significant and sustained contributions toward the improvement of children's health through the field of pediatric pharmacology and therapeutics. Cloyd was recognized for his contributions to the knowledge about the use of drugs in children and about the treatment of disease. He has also been instrumental in training the next generation of clinical pharmacists and pharmacologists.

Filippo Coletti, aerospace engineering and mechanics, has received the National Science Foundation CAREER Award for his work on fluid mechanics of human airways. The Faculty Early Career Development (CAREER) Program offers the NSF's most prestigious awards in support of junior faculty who exemplify the role of teacher-scholars through outstanding research, excellent education, and the integration of education and research within the context of the mission of their organizations.

Asian Americans in Dixie: Race and Migration in the South, a book by Jigna Desai, gender, women, and sexuality studies, was selected by the editorial staff of *Choice* magazine as one of their Outstanding Academic Titles for 2014. The list includes print books and electronic resources chosen by the *Choice* editorial staff “for their excellence in scholarship and presentation, the significance of their contribution to the field, and their value as important—often the first—treatment of their subject.”

Ana Paula Ferreira, Spanish & Portuguese, is the 2015-16 president of the American Portuguese Studies Association.

Mark Fohl, UMM intercollegiate athletics, was recognized by the Upper Midwest Athletic Conference for his service to the conference. He has served as athletic director at Morris since 1987.

Cathy French, civil, environmental, and geo-engineering, received the American Concrete Institute's Joe W. Kelly Award for her outstanding and long-term efforts toward the education of students in behavior and design of concrete structures. She also was recognized for her contributions to the advancement of reinforced concrete design through service to the ACI Building Code Committee.

The Dance Boots, a story collection by Linda LeGarde Grover, American Indian studies at UMD, is this year's One Book, One Community title. One Book, One Community is a community-wide reading event coordinated by the Duluth Public Library with many libraries and community organizations in Wisconsin and Minnesota.

Thomas Hoye, chemistry, received the 2015 Ernest Guenther Award in the Chemistry of National Products from the American Chemical Society

Peter Igarashi, medicine, is one of two recipients of the Lillian Jean Kaplan International Prize for Advancement in the Understanding of Polycystic Kidney Disease (PKD). The award is a partnership between the PKD Foundation and International Society of Nephrology. It recognizes a medical professional or researcher exhibiting excellence and leadership in PKD research and whose work demonstrates tangible achievement toward improving knowledge and treatment of PKD.

Three faculty members from the College of Pharmacy have been selected for American Pharmacists Association awards. Brian Isetts, pharmaceutical care and health, received the Hubert H. Humphrey Award, given in recognition of major contributions in government and legislative service at the local, state or national level. Philip Portoghese, medicinal chemistry pharmacognosy, received the Takeru Higuchi Research Prize, which recognizes the highest accomplishments in pharmaceutical sciences, and is international in scope and stature. Todd Sorensen, pharmaceutical care and health, received the Gloria Niemeyer Francke Leadership Mentor Award, which recognizes an individual who has promoted and encouraged pharmacists to attain leadership positions.

The American Association for the Advancement of Science (AAAS) has named James Kakalios, physics and astronomy, as the recipient of the 2014 AAAS Public Engagement with Science Award, recognizing “the unique ways he communicates the ideas and excitement of physics” and stimulates members of the general public to learn more about developments in science and technology that shape their lives. Kakalios has used comic books and superhero movies to explain concepts ranging from Newton's laws of physics to quantum mechanics.

Jim Krueger, Cedar Creek Ecosystem Science Reserve, was presented the Minnesota State 2015 Helping Hands Award by the National Archery in the Schools Program. Jim has volunteered as a mentor in the program for the last seven years and has been instrumental in bringing youth groups to Cedar Creek for weekend camps to experience an immersion in nature and learn outdoor skills.

Timothy Lodge, chemistry, has been chosen to receive the 2015 Herman F. Mark Polymer Chemistry Award from the Polymer Chemistry Division of the American Chemical Society.

Phyllis Moen, sociology, was elected president of the Work and Family Researchers Network, the primary professional society for the interdisciplinary field of work and family research.

Paul Morin, Polar Geospatial Center, will receive an honorary degree from Colorado College this spring. In making the announcement, Colorado College said that Morin is “regarded by many as one of the top visualization technology developers in the geosciences.”

Chris Nachtsheim, Carlson Global Institute, has received the Brumbaugh Award for the fourth time. The award, presented by the American Society for Quality, honors the paper published in the preceding year that has made the largest single contribution to the development of industrial application of quality control.

Michael Resnick, pediatrics, has been named president of the Society for Adolescent Health and Medicine (SAHM) for 2015-16. An interdisciplinary professional organization of adolescent health care providers and researchers, SAHM works to improve the physical and psychosocial health of all adolescents through advocacy, clinical care, health promotion, health service delivery, professional development, and research.

UMC Women's Basketball Coach Mike Roysland has been named the Northern Sun Intercollegiate Conference (NSIC) Coach of the Year by a vote of his peer coaches within the NSIC.

The BBVA Foundation Frontiers of Knowledge Award in the Ecology and Conservation Biology category has been presented to David Tilman, ecology, evolution, and behavior, for scientifically demonstrating how biodiversity makes ecosystems more stable, productive and resilient. BBVA is a multinational banking group, with the Foundation expressing its corporate social responsibility.

Albert Tims, journalism and mass communications, has been named the 2014 Administrator of the Year by the Scripps Howard Foundation. The award is given annually to journalism and mass communication administrators who demonstrate excellence in leadership, vision and creativity. The judges wrote that "Albert Tims doesn't just talk excellence, but walks the proverbial walk when it comes to developing 21st century media experiences for his students and faculty."

Robert Tranquillo, biomedical engineering, was elected a fellow of the International Academy of Medical and Biological Engineering, in honor of his distinguished contributions to and leadership in the field of medical and biological engineering at an international level.

Michael Tsapatsis, chemical engineering and materials science, has been elected to the National Academy of Engineering (NAE) for design and synthesis of specialized nanomaterials called zeolites. Election to the NAE is among the highest professional distinctions awarded to an engineer. Only 67 new members nationwide and 12 foreign associates received the honor this year.

Professor emeritus Frank Wilderson, educational psychology, was honored by Turning Point, a local organization that provides chemical dependency treatment, housing, and other support services. Wilderson was recognized for his efforts to make the U a more hospitable campus for both black students and faculty and for his research of African-American mental health issues. In 1975, he became the university's first black vice president, overseeing the department of student affairs for more than a decade.