

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty, Staff and Student Affairs Committee

July 8, 2004

A meeting of the Faculty, Staff and Student Affairs Committee of the Board of Regents was held on Thursday, July 8, 2004 at 2:33 p.m. in the West Committee Room, 600 McNamara Alumni Center.

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

Staff present: Chancellor Samuel Schuman; Senior Vice President and Provost Thomas Sullivan; Senior Vice President Robert Jones; Vice President Carol Carrier; and Executive Director Ann Cieslak.

Student Representatives: Richard Laager and Nathan Wanderman.

BOARD OF REGENTS POLICY: ACADEMIC PERSONNEL MATTERS

Vice President Carrier recommended that Board of Regents Policy: *Academic Personnel Matters* be rescinded because the delegation and reserved authority issues in the policy are addressed by Board of Regents Policy: *Reservation and Delegation of Authority*, as detailed in the docket materials. Also, the administrative matters of the policy are dealt with by administrative policies. The committee voted unanimously to recommend approval of rescinding Board of Regents Policy: *Academic Personnel Matters*.

BOARD OF REGENTS POLICY: PERSONNEL ACTIONS FOR CIVIL SERVICE STAFF

Vice President Carrier recommended that Board of Regents Policy: *Personnel Actions for Civil Service Staff* be rescinded because the delegation and reserved authority issues in the policy are addressed by Board of Regents Policy: *Reservation and Delegation of Authority*, as detailed in the docket materials. The committee voted unanimously to recommend approval of rescinding Board of Regents Policy: *Personnel Actions for Civil Service Staff*.

BOARD OF REGENTS POLICY: STUDENT UNIONS

Associate Vice Provost Gerald Rinehart recommended that Board of Regents Policy: *Student Unions* be rescinded because the delegation and reserved authority issues in the policy are addressed by Board of Regents Policy: *Reservation and Delegation of Authority*, as detailed in the docket materials. Other sections of the policy will be retained as an administrative policy to ensure student involvement in student union programming. The committee voted unanimously to recommend approval of rescinding Board of Regents Policy: *Student Unions*.

STAFF: SALARY COMPARISONS & ANALYSIS; RECRUITMENT & RETENTION

Vice President Carrier reported that this presentation informs the committee regarding staff demographics, market comparisons, and recruitment and retention efforts. Carrier introduced the following presenters: Dann Chapman, Director of Employee Benefits, and Patti Dion, Director of Employee Relations & Compensation. A copy of the presentation is on file in the Board Office.

Dion explained that the presentation is focused only on non-academic staff in the following categories; Civil Service; Teamsters; AFSCME Health; AFSCME Technical; AFSCME Clerical; Law Enforcement; and Trades. She noted the following three-year trends among these employee classifications:

- Systemwide reduction in the number of employees;
- Relatively constant percentage of male, female, and minority populations;
- Slight increase in the average age and length of service of employees;
- Slight increase in average wages.

Chapman concluded the presentation by stating that total compensation of University staff employees is very competitive with peer institutions in the public sector, higher education, and private industry, and that high application rates for open positions indicate the University is an attractive place to work.

Regent Bell suggested that future market analyses include the categories of turnover percentage, the number of open positions, and the average time to fill open positions.

STUDENT EXPERIENCE: RESULTS FROM GRADUATING SENIORS SURVEY: TWIN CITIES CAMPUS

Vice Provost Craig Swan and Associate Vice Provost Jerry Rinehart presented the results of the annual survey of graduating seniors on the Twin Cities campus, as presented in the docket materials. The web-based survey, completed by 53.6% of seniors, analyzed such areas as overall satisfaction with the University experience, factors in not completing a degree in four years, and the approval rating of various instructional strategies. Swan and Rinehart highlighted the following:

- Over 80% of seniors surveyed stated they were very satisfied or satisfied with their experience at the University, compared to under 70% in 1989;
- Morris had the highest overall satisfaction rate of the four campuses;
- The most common reason given for taking longer than four years to graduate was changing majors;
- The rating of overall quality of instruction in a major climbed over 20 percentage points between 1989 and 2004 to just under 70%.

In response to a question from Student Representative Wanderman regarding the response rate, Swan stated that he believes that the satisfaction percentages are correct and not inflated. Regent Bell suggested that the responses of those seniors that did not take the survey might yield different results and that an effort should be made to measure the satisfaction of those students.

Swan commented that the survey results point to a need for more research in certain areas, including the reasons why 25% of seniors would not repeat their education at the University.

COMMITTEE WORKPLAN 2004-2005: PRELIMINARY DISCUSSION

Regent Simmons began the discussion by pointing to the committee description in Board of Regents Policy: *Board Operations and Agenda Guidelines*. The committee made a number of suggestions for agenda items. A proposed workplan will be presented to the committee at a future meeting.

CONSENT REPORT

A motion was made and seconded, and the committee voted unanimously to recommend approval of the Consent Report, which contained the following item, as detailed in the docket materials.

- Granting of the title of Faculty Emeritus to Associate Dean and Associate Professor Dr. Marilee Miller effective upon Board approval.

INFORMATION ITEMS

Vice President Carrier referred the committee to the Information Items contained in the docket.

The meeting adjourned at 3:45 p.m.

ANN D. CIESLAK
Executive Director and
Corporate Secretary