

**UNIVERSITY OF MINNESOTA**

**BOARD OF REGENTS**

**Faculty, Staff and Student Affairs Committee**

**February 10, 2005**

A meeting of the Faculty, Staff and Student Affairs Committee of the Board of Regents was held on Thursday, February 10, 2005 at 9:45 a.m. in the West Committee Room, 600 McNamara Alumni Center.

Regents present: Patricia Simmons, presiding; Frank Berman, Richard McNamara, David Metzen, and Lakeesha Ransom.

Staff present: Senior Vice President and Provost Thomas Sullivan; Senior Vice President Frank Cerra; Vice Presidents Kathryn Brown, Carol Carrier, and Tim Mulcahy; and Provost David Carl.

Student Representatives: Johanna Farmer and Nathan Wanderman.

**BOARD OF REGENTS POLICY: GRIEVANCE PROCESS**

Vice President Carrier and Carolyn Chalmers, Grievance Office Program Director, summarized amendments to Board of Regents Policy: *Grievance Process*. The policy declares that the University shall have a process for resolving employment-related conflicts and delegates authority to the president to develop administrative procedures to implement the policy. Chalmers explained the addition of language since the policy was reviewed by the committee in December 2004.

In response to a question from Regent Berman, Chalmers replied that the process for binding arbitration is detailed in administrative procedures. The committee voted unanimously to recommend adoption of amendments to Board of Regents Policy: *Grievance Process*.

**BOARD OF REGENTS POLICY: POSTEMPLOYMENT**

Vice President Carrier explained that Board of Regents Policy: *Postemployment* is being recommended for rescission because the provisions of the policy are adequately covered by other Board policies and federal guidelines.

In response to a question from Regent Berman, Carrier observed that the policy has the potential to harm the University by unnecessarily restricting the use of advice and counsel from former University administrators for a period of one year after they have departed. Regent Simmons commented that other existing policies adequately cover any conflicts that may arise. A motion was made and seconded to rescind Board of Regents Policy: *Postemployment*. By a majority vote of 3 to 2, the motion failed with Regents Berman, Metzen, and McNamara voting against.

Regent Simmons requested that the committee be presented with other applicable Board policies, administrative procedures, and federal guidelines that address this issue before the policy returns to the committee for further discussion.

## **RESOLUTION RELATED TO AMENDMENTS TO SENATE CONSTITUTION**

Vice President Carrier introduced Professor Dan Feeney, former Chair of the Faculty Consultative Committee, to summarize amendments to the University Senate Constitution, as detailed in the docket materials. Feeney described the process by which the constitution was amended, highlighting that senate membership will now include academic, professional, and civil service employees.

In response to a question from Regents Simmons, Feeney replied that the amendments have been thoroughly consulted and agreed to by all of the participating groups. In response to a question from Student Representative Farmer, Feeney reported that the inclusion of new groups in the senate membership caused a loss in student and the faculty representation.

The committee voted unanimously to recommend approval of the resolution related to amendments to senate constitution.

### **BOARD OF REGENTS POLICY: PRIVATE PRACTICE PLAN: MEDICAL SCHOOL**

Senior Vice President Cerra presented the committee with amendments to Board of Regents Policy: *Private Practice Plan: Medical School*. He explained that the amendments make the policy consistent with Board of Regents Policy: *Reservation and Delegation of Authority* and formatted according to Board policy standards. Cerra noted that the policy will come to the committee for action at a future meeting.

### **BOARD OF REGENTS POLICY: PRIVATE PROFESSIONAL PRACTICE: UNIVERSITY OF MINNESOTA DULUTH SCHOOL OF MEDICINE**

Senior Vice President Cerra presented the committee with amendments to Board of Regents Policy: *Private Professional Practice: University of Minnesota Duluth School of Medicine*. He explained that the amendments make the policy consistent with Board of Regents Policy: *Reservation and Delegation of Authority* and formatted according to Board policy standards. Cerra noted that the policy will come to the committee for action at a future meeting.

In response to a question from Regent Simmons, Cerra explained that the new title of the policy, Board of Regents Policy: *Private Professional Practice – University of Minnesota Medical School Duluth*, reflects a name change to the Duluth Medical School that is currently in practice.

### **BOARD OF REGENTS POLICY: PRIVATE PRACTICE PLAN: SCHOOL OF NURSING**

Senior Vice President Cerra presented the committee with amendments to Board of Regents Policy: *Private Practice Plan: School of Nursing*. He explained that the amendments make the policy consistent with Board of Regents Policy: *Reservation and Delegation of Authority* and formatted according to Board policy standards. Cerra noted that the policy will come to the committee for action at a future meeting.

**BOARD OF REGENTS POLICY: POLITICAL OFFICE, APPOINTMENTS, AND POSITIONS**

Vice President Carrier presented proposed amendments to Board of Regents Policy: *Political Office, Appointments, and Positions*. She described the amendments as largely structural. The only substantive revision changes the allowed unpaid leave of absence from one-year to two-years for full- or part-time public office. Carrier noted that the policy will come to the committee for action at a future meeting.

In response to a question from Regent Simmons, Carrier confirmed that a leave of absence for service in public office is not an entitlement and must be requested by the employee.

**BOARD OF REGENTS POLICY: INTERCOLLEGIATE ATHLETICS PHILOSOPHY: TWIN CITIES CAMPUS**

Vice President Brown and Joel Maturi, Director of Intercollegiate Athletics, presented proposed amendments to Board of Regents Policy: *Intercollegiate Athletics Philosophy: Twin Cities Campus*. Brown reported that substantive amendments to the policy ensure compliance with Board of Regents Policy: *Reservation and Delegation of Authority*, refer to the merged athletic department, and require an annual report to the Board on intercollegiate athletics. Maturi discussed the process by which the policy has been reviewed and its relationship to the department's mission.

In response to a question from Regent Berman, Brown explained dual reporting relationships within intercollegiate athletics in that academic counseling reports to the Office of the Sr. Vice President and Provost and athletics compliance reports to the Office of the General Counsel.

In response to a question from Regent Metzen, Maturi agreed that the promotion of student-athlete graduation should be included in the principles section of the policy. The policy will come to the committee for action at a future meeting.

**RISKY STUDENT BEHAVIORS: CURRENT TRENDS & INTERVENTION EFFORTS**

Vice President Carrier introduced Associate Vice Provost Gerald Rinehart and Dr. Ed Ehlinger, Director of the Boynton Health Service, who presented data on risky student behaviors at the University, as detailed in the docket materials. Ehlinger informed the committee that due to different methods of data collection on the coordinate campuses, the information was focused primarily on Twin Cities students.

Ehlinger profiled several risky behaviors and the associated impact on students. Prominent findings include:

- Lifestyle and behavior account for 50 percent of the health status of students;
- High risk (binge) drinking among students is lower than the national average;
- Tobacco use has decreased steadily since 1998, which coincides with the onset of more intensive anti-smoking efforts on campus;
- Stress related to credit card debt is highest for undergraduates in their 4<sup>th</sup> or 5<sup>th</sup> year and can lead to lower GPA, high risk alcohol use, tobacco use, and a higher number of work hours;
- Students diagnosed with illnesses, especially influenza-like illnesses, often suffer academically.

In response to a question from Regent McNamara, Ehlinger stated that most of the data is trending in a positive direction. He added that new challenges are facing University students because higher academic achievers often face different stresses leading to risky behavior.

In response to a question from Student Representative Wanderman, Rinehart stated that University Dining Services is using student advisory groups to look for ways to provide more healthy food options.

In response to a question from Regent Simmons, Ehlinger reported that campus health advocates are working with the greek community to curb behavior related to high risk drinking.

Ehlinger reported on a collaborative effort with a researcher in the veterans administration to study the effectiveness of influenza vaccinations on college campuses in curbing spread of the illness.

### **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 for consideration:

- Appointment of Steven Crouch as Dean of the Institute of Technology, effective February 14, 2005.

### **INFORMATION ITEMS**

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

The meeting adjourned at 11:25 a.m.

**ANN D. CIESLAK**  
**Executive Director and**  
**Corporate Secretary**