

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty, Staff and Student Affairs Committee

May 12, 2005

A meeting of the Faculty, Staff and Student Affairs Committee of the Board of Regents was held on Thursday, May 12, 2005 at 2:00 p.m. in the West Committee Room, 600 McNamara Alumni Center.

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

Staff present: Chancellors Kathryn Martin and Samuel Schuman; Senior Vice President and Provost Thomas Sullivan; Senior Vice Presidents Frank Cerra and Robert Jones; Vice Presidents Carol Carrier, Timothy Mulcahy, and Linda Thrane; Executive Director Ann Cieslak; Provost David Carl; Executive Associate Vice President Al Sullivan; and Associate Vice Presidents Terry Bock, Gail Klatt, and Steven Spehn.

Student Representatives: Tiffany Varilek and Steve Wang.

Regent Simmons welcomed Student Representatives Varilek and Wang to the committee and invited their participation in committee discussions.

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

Vice President Carrier presented amendments to Board of Regents Policy: *Political Office, Appointments, and Positions*, as presented in the docket materials. Carrier highlighted language that had been added since the committee reviewed the policy amendments at a previous meeting. The new language clarifies the restrictions on the use of University resources for campaign activities and resources.

A motion was made and seconded, and the committee voted unanimously to recommend adoption of amendments to Board of Regents Policy: *Political Office, Appointments, and Positions*.

BOARD OF REGENTS POLICY: *STUDENT RECORDS*

Vice Provost Craig Swan presented amendments to Board of Regents Policy: *Student Records*, as presented in the docket materials. The amendments make the policy consistent with federal and state laws and move procedural language to administrative policy.

A motion was made and seconded, and the committee voted unanimously to recommend adoption of amendments to Board of Regents Policy: *Student Records*.

ANNUAL PROMOTION AND/OR TENURE RECOMMENDATIONS

Senior Vice President Jones presented the list of faculty members being recommended for promotion and/or tenure, as presented in the docket materials. He highlighted several points about the University's recommendation process:

- 156 faculty members submitted dossiers in May 2004 for promotional consideration;
- 153 faculty members are being recommended for promotion (acceptance rate of 98%);
- 102 men are recommended and 51 women are recommended;
- 29 faculty members of color are recommended.

In response to a question from Regent Ransom, Jones observed that attracting new faculty members in the bio-sciences and technology is critical to the University maintaining competitiveness.

A motion was made and seconded, and the committee voted unanimously to recommend approval of the annual promotion and/or tenure recommendations, as presented in the docket materials.

CONTINUOUS APPOINTMENTS: ANNUAL RECOMMENDATIONS

Senior Vice President Jones recommended seven academic professional staff members for continuous appointment status, as presented in the docket materials.

A motion was made and seconded, and the committee voted unanimously to recommend approval of the continuous appointments, as presented in the docket materials.

COLLECTIVE BARGAINING AGREEMENT WITH MINNESOTA STATE BUILDING & CONSTRUCTION TRADES COUNCIL

Vice President Carrier and Director of Employee Relations Patti Dion presented the committee with a collective bargaining agreement with the Minnesota State Building and Construction Trades Council, as presented in the docket materials. The contract will provide the terms and conditions for this group of employees between the date of approval and January 9, 2008.

In response to a question from Regent Bell, Dion explained that the University does not participate in labor negotiations between the union and general contractor associations, but that the language of those contracts is reviewed.

A motion was made and seconded, and the committee voted unanimously to recommend approval of the collective bargaining agreement with the Minnesota State Building and Construction Trades Council.

BOARD OF REGENTS POLICY: *STUDENT SERVICES FEE*

Vice Provost Jerry Rinehart and Director of Student Development and Leadership Programs June Nobbe presented the committee with proposed amendments to Board of Regents Policy: *Student Services Fee*, as presented in the docket materials. The amendments move procedural language to administrative policy and make the policy consistent with Board policy formatting standards.

In response to a question from Regent Bell, Nobbe explained that special exemptions from paying the student services fee are usually only granted when a student can document an insufficient amount of time on campus to receive fee benefits, and are not granted due to financial burdens or opposition to a group funded by the fee.

Regent Simmons noted that the policy will come to the committee for action at a future meeting.

FACULTY SALARY COMPARISONS & ANALYSIS

Director of Institutional Research and Reporting Peter Zetterberg presented the results of a FY 2005 survey performed by the American Association of University Professors, which examines compensation figures for universities and colleges nationwide and separates the results into peer groups. Zetterberg informed the committee that the presentation included information from the Morris, Duluth, and Twin Cities campuses, and that Crookston was excluded due to insufficient data from peer institutions. The following statistics were highlighted:

- Morris
 - 12th out of 14 peer institutions in salary; and
 - 9th out of 14 peer institutions in total compensation.
- Duluth
 - 16th out of 17 peer institutions in salary; and
 - 10th out of 17 peer institutions in total compensation.
- Twin Cities
 - 27th out of 30 peer institutions in salary; and
 - 22nd out of 30 peer institutions in total compensation.

Zetterberg noted that these standings were virtually unchanged from FY 2004. Senior Vice President and Provost Sullivan stressed the importance of increasing faculty salaries to accomplish the University's strategic positioning goals.

In response to a question from Regent Simmons, Zetterberg explained that no MnSCU institutions are included in the peer groups because Duluth faculty select the peer group as part of their collective bargaining agreement and no MnSCU institutions correctly align with the Twin Cities or Morris campuses. He added that the University does not compete with MnSCU for many faculty positions.

EMPLOYEE HEALTH CARE BENEFITS UPDATE

Senior Vice President Cerra introduced Director of Employee Benefits Dann Chapman to update the committee on the RFP process for determining medical, pharmacy, and health improvement administrators for the University's health care benefits plan (UPlan). Chapman reported on the following during the presentation:

- Employees will have the choice between Medica and HealthPartners plans for 2006.
- Pharmacy benefits and the employee wellness program are now standard across all medical plan options.
- The total cost of the UPlan is expected to rise by 6.8 percent in 2006.
- The 2006 UPlan will allow more employees to stay with their own physician at the base rate.

Chapman emphasized that the University's decision to self-insure has been extremely beneficial in several areas, including a realization of \$12 million in savings.

He noted that the University will continue to explore partnering with the state in such areas as purchasing services.

Gavin Watt, Chair of the Benefits Advisory Committee (BAC), explained the role of the BAC in implementing the RFP process.

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 Connie White Delaney as Dean of the School of Nursing, effective August 1, 2005.

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