

**UNIVERSITY OF MINNESOTA**

**BOARD OF REGENTS**

**Faculty, Staff and Student Affairs Committee**

**September 8, 2005**

A meeting of the Faculty, Staff and Student Affairs Committee of the Board of Regents was held on Thursday, September 8, 2005 at 3:00 p.m. in the East Committee Room, 600 McNamara Alumni Center.

Regents present: Dallas Bohnsack, presiding; Clyde Allen, Peter Bell, David Larson, and Patricia Simmons.

Staff present: President Robert Bruininks; Senior Vice President and Provost Thomas Sullivan; Senior Vice President Robert Jones; Vice Presidents Kathryn Brown, Carol Carrier, and R. Timothy Mulcahy; and Executive Director Ann Cieslak.

Student Representatives: Tiffany Varilek and Steve Wang.

**BOARD OF REGENTS POLICY: NEPOTISM AND CONSENSUAL RELATIONSHIPS**

Vice President Carrier introduced Director of Equal Opportunity and Affirmative Action Julie Sweitzer, who presented proposed amendments to Board of Regents Policy: *Nepotism and Consensual Relationships*. Sweitzer reviewed the development of the original policy and subsequent revisions. She noted that the proposed amendments are not substantive and that the title would be changed to Board of Regents Policy: *Nepotism and Personal Relationships*.

In response to a question from Regent Simmons, Sweitzer explained that the definition of personal relationship as used in the policy is specific to the University. Regent Bell expressed concern about an exclusion to the policy regarding noncompetitive appointments of spouses and partners. Carrier agreed to provide the committee with information providing the rationale for the exclusion.

The policy will return to the committee for action at a later meeting.

**BOARD OF REGENTS POLICY: AWARDS, HONORS, AND RECOGNITION**

Vice President Brown introduced proposed amendments to Board of Regents Policy: *Awards, Honors, and Recognition* and summarized the following substantive changes:

- adding the McKnight Awards and John Tate Award for Excellence in Undergraduate Advising;
- clarifying that the Board chair will initiate the process to consider naming a building after a past president and that it should occur within five years;
- clarifying that the Board reserves to itself the authority for naming, renaming, or revoking the naming of buildings; and

- extending the number of Regents Professor appointments from no more than 1 to 2 per year to no more than 3 per year.

In response to a question from Regent Allen, Brown explained that the increase in the number of Regents Professor appointments is intended to allow for the incremental increase of the total number of Regents Professors to thirty.

The policy will return to the committee for action at a later meeting.

### **STUDENT LEARNING THROUGH STUDENT EMPLOYMENT**

Vice President Carrier introduced Vice Provost for Student Affairs Gerald Rinehart, and Maggie Towle and Denny Olson, Director and Associate Director, respectively, of the Twin Cities Student Unions. The presenters described a pilot program initiated by Offices of Student Affairs and Human Resources focusing on student employment as a means of enhancing student learning, as detailed in the docket materials.

Rinehart identified the goals of the program as extending the learning experience for students to non-academic environments and for student employees to develop such characteristics as goal orientation, self-confidence, and tolerance of ambiguity. Towle explained that a select group of supervisors in the Twin Cities Student Unions program set specific expectations for student employees and then work with the students throughout the term of employment to achieve those expectations. Olson reported that the program will be expanded during the 2005-2006 academic year to all 230 Twin Cities Student Union Employees.

In response to a question from Regent Allen, Rinehart commented that the Office of Student Affairs is exploring methods of monitoring the amount of time in which students devote to employment and regulating the hours per week of campus jobs. Student Representative Varilek noted that a similar program is in place on the Duluth campus and has received positive reviews.

### **COMMITTEE WORKPLAN 2005-06**

Regent Bohnsack and Vice President Carrier presented the proposed committee workplan for 2005-2006 in accordance with Board of Regents Policy: *Board Operations and Agenda Guidelines*. The committee expressed support for the workplan.

### **CONSENT REPORT**

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

- Appointment of Alison Davis-Blake as Dean of the Carlson School of Management effective July 1, 2006.
- Appointment of Charles H. Casey as Chancellor, University of Minnesota Crookston effective September 12, 2005.
- Appointment of Beverly R. Durgan as Dean and Director, Minnesota Extension Service effective September 12, 2005.

- Appointment of the following members to the Hubert H. Humphrey Institute of Public Affairs Advisory Council for three-year terms:
  - Peg Birk
  - Deborah Cundy
  - Reatha Clark King
  - Paula Prah
  - Kate Rubin
  - Jim Seifert
  - Judge John R. Tunheim
  - Charlie Weaver
  - Mary Choksi

### **INFORMATION ITEMS**

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

### **WORK SESSION – HUMAN RESOURCE POLICIES**

Vice President Carrier explained that the work session was included as part of the committee agenda in order to have a discussion about the concept and future design and focus of Board of Regents human resource policy. She introduced Joe Kelly and Nan Wilhelmson, Chief of Staff and Policy Director, respectively, from the Office of Human Resources as participants in the discussion.

Carrier informed the committee that there are currently 27 Board policies in the human resources category. She added that the policies were developed and amended periodically without a coherent plan and similar level of detail. Carrier proposed grouping human resource policies into the following categories:

- Employee Development, Education, and Training;
- Employee Compensation;
- Employee Health and Insurance;
- Faculty and Staff Retirement;
- Employee Performance Management;
- Employee Personal and Service Leaves; and
- Employee Groups at the University of Minnesota.

Carrier described the proposal as presenting an enduring set of principles at the Board level that would be supplemented by more adaptable administrative policies and procedures. She noted that while the majority of existing Board human resources policies would be superseded by the proposed format, a few policies might not fit into any of the categories and would remain separate.

The committee engaged in a lengthy discussion. In response to a question from Regent Larson, Carrier stated that a shift to a pay-for-performance system would have a dramatic cultural effect on some areas of the University and a marginal effect on others. Regent Allen observed that this type of system is not ideal for an academic institution because many faculty members are not motivated solely by compensation.

Regent Simmons suggested a new policy or sections of the proposed policies be devoted to work environment. Allen recommended a policy on recruitment of employees. Carrier agreed that both areas should be covered in the policy proposal.

Regent Bohnsack concluded the work session by expressing support for the general direction of the proposed format of Board human resource policy and directed staff to begin preparing policy language for review at upcoming committee meetings.

The meeting adjourned at 4:55 p.m.

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