

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty, Staff and Student Affairs Committee

July 12, 2006

A meeting of the Faculty, Staff and Student Affairs Committee of the Board of Regents was held on Wednesday, July 12, 2006 at 1:45 p.m. in the East Committee Room, 600 McNamara Alumni Center.

Regents present: Dallas Bohnsack, presiding; Clyde Allen, Cynthia Leshner, and Patricia Simmons.

Staff present: Chancellor Charles Casey; Senior Vice President and Provost Thomas Sullivan; Senior Vice President Frank Cerra; Vice Presidents Kathryn Brown, Carol Carrier and Timothy Mulcahy; General Counsel Mark Rotenberg; Executive Director Ann Cieslak; and Associate Vice Presidents Richard Bianco and Gail Klatt.

Student Representatives: Desiree Price and Luke Neuville.

Regent Bohnsack welcomed Geoffrey Sier, Chair of the Senate Committee on Faculty Affairs.

**BOARD OF REGENTS POLICY:
OUTSIDE CONSULTING AND OTHER COMMITMENTS**

Vice President Carrier introduced Senior Vice President and Provost Sullivan and General Counsel Rotenberg to present proposed Board of Regents Policy: *Outside Consulting and Other Commitments*. The proposed policy will supersede the following policies:

- Board of Regents Policy: *Outside Consulting, Service Activities, and Other Work*;
- Board of Regents Policy: *Outside Affiliations: Intercollegiate Athletics and Staff*; and
- Board of Regents Policy: *Outside Affiliations*.

Carrier explained that the proposed policy consolidates in one place the key components of the three policies. It moves procedural information from the existing policies to administrative policies and procedures, as detailed in the docket materials. She noted that the committee reviewed the policy at its June 2006 meeting, and provided responses to a number of questions which arose:

- Administrative procedures supporting the policy include provisions for annual summary reporting on consulting activities.
- Only academic employees at seventy-five percent time or greater are eligible to use the outside consulting portion of the policy; the outside commitment portion of the policy applies to all employees.
- Outside commitments cannot compete with an employee's regular duties, coursework offered by the University, or services offered by an employee's unit.

- University employees shall not use University personnel, equipment, or services in a way that depletes University resources.
- Employees may appeal the decision of a unit to deny a request for outside consulting time.

Sullivan noted that this policy is consistent with national norms for peer institutions and offers benefits both to the individual and the organization by permitting colleagues to transmit knowledge to the community. Regent Simmons observed that the policy may provide a competitive advantage in recruiting individuals from the private sector when considered as part of a total compensation package.

A motion was made and seconded, and the committee voted unanimously to recommend adoption of Board of Regents Policy: *Outside Consulting and Other Commitments*.

BOARD OF REGENTS POLICY: CONFLICT RESOLUTION PROCESS FOR STUDENT ACADEMIC COMPLAINTS

Vice Provost and Dean for Undergraduate Education Craig Swan presented proposed Board of Regents Policy: *Conflict Resolution Process For Student Academic Complaints*, as detailed in the docket materials. If approved, the policy will supersede Board of Regents Policy: *Student Academic Grievance*. Swan reported that the proposed revisions shift procedural language from the existing policy to administrative procedures. He noted that the committee reviewed the proposed policy at its June 2006 meeting.

A motion was made and seconded, and the committee voted unanimously to recommend approval of Board of Regents Policy: *Conflict Resolution Process for Student Academic Complaints*.

BOARD OF REGENT POLICY: ALCOHOLIC BEVERAGES ON CAMPUS

Vice President Brown presented proposed amendments to Board of Regents Policy: *Alcoholic Beverages on Campus*, which provides for the use, possession, distribution, consumption, and sale of alcoholic beverages on campus. She noted that the amendments promote essential operating principles related to compliance, education, and the health and safety of the University community; reflect current practice regarding the use of the University's name or logo in conjunction with the advertisement, promotion, distribution, or sale of alcohol; and clarify that the sale of alcoholic beverages on University property is prohibited except when authorized by license or state law and approved by the Board of Regents.

In response to questions, Brown indicated that the administrative procedures for obtaining permission to serve alcohol on campus is delegated to the institution's risk management office. The oversight required at events depends on the nature of the event, sponsorship, and responsible administrators.

The policy will return for action at a future meeting of the committee.

THE ROLE OF DEANS: STRENGTHENING CAPACITY

Vice President Carrier observed that teaching, research, and the culture that each University dean promotes directly impact productivity and employee satisfaction. She stressed that the selection process for deans, how performance is evaluated, and how management supports deans in strengthening their own individual capacity is a

high priority human resource objective. She invited Senior Vice President and Provost Sullivan and Senior Vice President Cerra to join her in discussing the role deans play in carrying forward the strategic initiatives of the University (described in the docket and associated materials on file in the Board Office).

Sullivan profiled demographics of the institution's current deans, the selection process, the elements of their roles and responsibilities, and the use of the annual review in assessing a dean's performance. Carrier described the objectives of a new multi-source assessment tool that was tested on the Twin Cities campus and will provide a broader, more comprehensive view of a dean's competence, performance, and commitment to diversity.

In response to a question, Carrier stated that the administration is exploring ways of testing for emotional intelligence when assessing an individual for a leadership position.

Cerra described a number of ways in which the administration provides support to deans for increasing their effectiveness and capacity as leaders, including orientation to their roles, individual development plans, use of mentors, annual reviews, and the role of the responsible administrator as coach.

Regent Simmons commented that as a research organization it is essential to search for leadership outside the institution, given the need to bring new ideas, fields, and programs to the institution.

CONSENT REPORT

No Consent Report items were presented this month.

INFORMATION ITEMS

Vice President Carrier referred the committee to the Information Items contained in the docket, including:

- Personnel highlights;
- University highlights;
- Faculty and staff activities and awards; and
- Student activities and awards.

The meeting adjourned at 3:10 p.m.

ANN D. CIESLAK
Executive Director and
Corporate Secretary