

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty, Staff and Student Affairs Committee

November 9, 2006

A meeting of the Faculty, Staff and Student Affairs Committee of the Board of Regents was held on Thursday, November 9, 2006 at 1:30 p.m. in the East Committee Room, 600 McNamara Alumni Center.

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

Staff present: Chancellors Charles Casey and Jacqueline Johnson; Senior Vice President and Provost Thomas Sullivan; Senior Vice President Frank Cerra; Vice Presidents Kathryn Brown and Carol Carrier; Executive Director Ann Cieslak; Provost David Carl; and Associate Vice Presidents Nancy Barceló and Donna Peterson.

Student Representatives: Josh Colburn and Nathan Wanderman.

**BOARD OF REGENTS POLICY: PROFESSIONAL SERVICES PLAN –
UNIVERSITY OF MINNESOTA COLLEGE OF PHARMACY**

Vice President Cerra presented for action the proposed Board of Regents Policy: *Professional Services Plan – University of Minnesota College of Pharmacy*, which was reviewed by the committee in October 2006. The policy governs the professional services provided by the faculty, defines the scope of professional practice, and provides important guidelines for the clinical program.

A motion was made and seconded, and the committee voted unanimously to recommend adoption of Board of Regents Policy: *Professional Services Plan – University of Minnesota College of Pharmacy*.

**BOARD OF REGENTS POLICY: STAFF APPEARANCES
BEFORE THE LEGISLATURE**

Vice President Carrier stated that the Human Resources Guiding Principles which the Board of Regents discussed at its Work Session in September 2006, provide a context for changes to Board of Regents Policy: *Staff Appearances Before the Legislature*. The policy governs appearances by University employees before the legislature or other public bodies and defines “public bodies.” The policy encourages employees to appear as private citizens and does not limit their activities as private citizens or as sources of expert testimony. The language clarifies the instances in which, and to whom, an employee must disclose their role as University representative or private individual. This is an over-arching policy and, in the future, administrative policies with detailed procedures will be developed.

A motion was made and seconded, and the committee voted unanimously to recommend adoption of amendments to Board of Regents Policy: *Staff Appearances Before the Legislature*.

**RESOLUTION RELATED TO ELIMINATION OF WAITING PERIOD FOR
ENROLLMENT IN THE FACULTY RETIREMENT PLAN**

Vice President Carrier presented for action a Resolution Related to Elimination of the Waiting Period for Enrollment in the Faculty Retirement Plan, which was reviewed by the committee in September 2006.

Carrier stated that approval of this resolution would align the University of Minnesota with the top ten research institutions and support recruitment and retention efforts. The resolution provides immediate eligibility for faculty to enroll in the retirement plan effective July 1, 2007, with an annual cost to departments and colleges of approximately \$1.6 million.

A motion was made and seconded, and the committee voted unanimously to recommend approval of the resolution.

BOARD OF REGENTS POLICY: *EMPLOYEE HEALTH BENEFITS*

Vice President Carrier introduced Senior Vice President Cerra and Human Resources Director Dann Chapman, who reviewed the proposed Board of Regents Policy: *Employee Health Benefits*. The policy was developed using the Human Resources Guiding Principles. A comprehensive update on the UPlan (the University's health plan program) will be presented next month.

Cerra briefly reviewed the policy and noted that the administrative work group developed the draft policy in partnership with the Benefits Advisory Committee, which includes all employee groups at the University. The policy meets all state and federal rules governing employee health care. Prevention and wellness benefits in the workplace are an important component of the policy because the data show that employee participation in prevention and wellness programs will lower the institution's overall cost of health care.

Regent Allen questioned the use of the word "competitive" in relation to benefits packages of peer institutions because the statement presumes that health plans at peer institutions are being administered well. Cerra noted that the term "competitive" was used with the overall benefits package in mind because out-of-pocket expenses and the total value of benefits are important to prospective faculty, who are likely to compare health benefits across the Big 10 and top 10 research institutions. Simmons reminded the committee that they had previously agreed that health benefits are only one component of a comprehensive benefits package for attracting quality faculty. Chapman stated that it is important to recognize the value of all benefits in a competitive package, and that a document describing the total value of benefits for University employees is available for review.

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

**BOARD OF REGENTS POLICY:
*EMPLOYEE RECRUITMENT AND RETENTION***

Vice President Carrier presented the proposed Board of Regents Policy: *Employee Recruitment and Retention*. The policy was developed to support the University's effort to attract and retain top employees using the Human Resources Guiding Principles. The policy is meant to be broad and enduring, with operational procedures developed later that will be consistent with the policy.

Regent Bell suggested that wording be included that would support the protection of different political viewpoints. Regent Simmons recommended a statement that more fully defines the meaning of leadership. Leadership is of critical interest and enduring, she added, and also needs to be assessed, recognized, and rewarded.

In response to a question from Regent Larson relating to the behavior-based interviewing processes included in the policy, Carrier responded that a structural design for establishing competency for administrative staff, supervisors, and other employees is currently being developed. Discussion on strategies for improving employee engagement ensued, with Regent Larson emphasizing that identifying best practice is critical to the success of the policy.

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

BOARD OF REGENTS POLICY: STUDENT CONDUCT CODE

Vice President Carrier invited Vice President Brown and Vice Provost Gerald Rinehart to present proposed amendments to Board of Regents Policy: *Student Conduct Code*. There are two substantive changes to the policy: expansion of the Student Conduct Code (Code) to include limited off-campus conduct; and the prohibition of, and possible sanctions for, hazing and rioting. Rinehart explained that the Code is different from criminal codes, as it reflects the values of the institution.

Rinehart clarified the purpose of expanding the University's jurisdiction to off-campus activities. He foresees interventions off-campus no more than a few times each year and presented examples of instances when sanctions may be used.

Student Representative Wanderman thanked the administration for the comprehensive consultation with stakeholders from all campuses. He requested that the body responsible for the enforcement of the policy be answerable to an outside entity, such as the Board of Regents, who would serve as an additional level of supervision regarding the use of the policy. Rinehart agreed it would be valuable to have additional accountability, but expressed some concerns about reporting to another body in a manner that maintains students' privacy and identity. Regent Simmons noted this is a dynamic area of policy, so policies must be interpretable, applicable, and not subject to abuse. She recommended a report in one year that includes the number and type of enforcements of this policy for review by the president and the Board chair.

There was extensive discussion on the specific wording that would initiate a response by the University under this policy. Regent Allen recommended that the wording of the policy be the same for on- and off-campus jurisdiction.

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

THE PULSE: A SURVEY OF U OF M EMPLOYEE ATTITUDES

Vice President Carrier invited Professor Teresa Glomb, Carlson School of Management, to present the findings of the recent PULSE Survey on employee attitudes and the University climate. Glomb noted that this type of survey, systematically assessing employee job satisfaction, is unusual in higher education. She reviewed the survey results and responded to concerns from several Regents about the low response rate, indicating that a sufficient response was received from the employee groups represented for the data to be valid. At the time the survey was administered there were several focus groups, town hall meetings, and other surveys under way in support of strategic positioning, which may have resulted in "survey fatigue." Several Regents

commented on the importance of conveying to employees the value of participating in the surveys.

Glomb highlighted the following survey outcomes:

- Faculty and staff are generally satisfied with the University as an employer, with their coworkers, benefits, supervisors, and the administration; and
- Staff have concerns relating to job security, salary, and a perceived lack of promotional opportunities.

In response to questions from Regents, Glomb suggested that the concerns regarding job security could be the result of recent changes at the University related to strategic positioning. All employee groups across the campuses report they are engaged in their jobs and understand how their jobs support the unit and the University's mission.

In response to a question from Regent Bell, Glomb clarified that there is no normative data for comparison since this type of survey is not typical across all employee groups at universities.

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 Dr. Allen Levine as dean of the College of Food, Agricultural & Natural Resource Sciences effective November 13, 2006.

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 4:17 p.m.

ANN D. CIESLAK
Executive Director and
Corporate Secretary