

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty, Staff and Student Affairs Committee

September 7, 2006

A meeting of the Faculty, Staff and Student Affairs Committee of the Board of Regents was held on Thursday, September 7, 2006 at 2:45 p.m. in the East Committee Room, 600 McNamara Alumni Center.

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

Staff present: Chancellors Charles Casey and Jacqueline Johnson; Senior Vice President and Provost Thomas Sullivan; Senior Vice Presidents Frank Cerra and Robert Jones; Vice Presidents Kathryn Brown, Carol Carrier and R. Timothy Mulcahy; Executive Director Ann Cieslak; and Associate Vice Presidents Nancy Barceló, Donna Peterson, and Michael Volna.

Student Representatives: Josh Colburn and Luke Neuville.

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 regarding alcohol use at the future on-campus stadium, Brown indicated that the legislature delegated responsibility for decisions about the sale of alcohol in the stadium to the Board of Regents. The administration is developing protocols for game-day activities and will return with recommendations at a future meeting of the committee.

A motion was made and seconded, and the committee voted unanimously to recommend adoption of amendments to Board of Regents Policy: *Alcoholic Beverages on Campus*.

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

Vice President Carrier invited Senior Vice President Cerra and Marilyn Speedie, College of Pharmacy dean, to present proposed Board of Regents Policy: *Professional Services Plan – University of Minnesota College of Pharmacy*, which governs the professional services provided by the faculty. The policy creates a method through

which the school and faculty can engage in the clinical practice of pharmacy. The policy is also intended to enhance skill-building opportunities for the faculty and create an additional source of revenue. Cerra noted that clinical practice activities that do not constitute professional services are governed by Board of Regents Policy: *Consulting and Other Outside Commitments*.

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

BOARD OF REGENTS POLICY: STAFF APPEARANCES BEFORE THE LEGISLATURE

Vice President Carrier introduced Associate Vice President Peterson to present proposed amendments to Board of Regents Policy: *Staff Appearances Before the Legislature*, which governs appearances by University employees before the legislature or other public bodies.

Peterson reported that the amendments expand the policy to include speaking before other public bodies, in addition to the legislature, and defines "public bodies." The policy encourages employees to appear before the legislature and other public entities as private citizens and does not limit the activities of employees as private citizens or as sources of expert testimony. She noted that the language clarifies the instances in which, and to whom, an employee must disclose their role as University representative or private individual.

In response to comments, Peterson indicated that employees are often invited to speak or testify to a public group because of their knowledge and expertise, but that in doing so they are not speaking on behalf of the University. She noted that this policy focuses specifically on elected bodies rather than public groups so as not to discourage employee involvement in neighborhood or civic organizations. Committee members suggested language be added to address employee conduct before other public groups.

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

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

Vice President Carrier, Senior Vice President and Provost Sullivan, and Jackie Singer, Director of Retirement Programs, presented for review a Resolution Related to Elimination of the Waiting Period for Enrollment in Faculty Retirement Plan (Plan), as included in the docket.

Singer stated the majority of peer institutions do not require a waiting period for faculty to enroll in a retirement plan. Among the top ten research institutions, the University is the only one with this requirement. She outlined current eligibility, indicating that approximately thirty percent of new faculty enter the Plan immediately. Carrier reported that aligning program eligibility with that of peer institutions would make the University's compensation package more competitive and support recruitment and retention efforts. The administration is recommending immediate eligibility for faculty effective July 1, 2007, at an annual cost to departments and colleges of approximately \$1.6 million.

UPDATE: UNIVERSITY RETURN TO WORK PROGRAM

Vice President Carrier introduced Assistant Vice President Kris Lockhart, who indicated that this presentation will outline the background, goals, and achievements of

the UReturn program on the Twin Cities and Duluth campuses, as described in the docket and associated materials distributed at the meeting. Vice Chancellor Vince Magnuson and David Fuecker, Associate Director of Disability Services joined the presentation.

Fuecker reported that UReturn, created in 2004, is an integrated case management office providing service to all University employees experiencing non-occupational or occupational injury or illness. The goals of UReturn are the employee's well-being and return to productivity, which are best achieved through early intervention and effective case management. He also explained transitional employment, which provides employees with a medically suitable temporary employment opportunity.

Magnuson emphasized the importance of return to work for efficiency of operations and continuity overall and how the program has resulted in cost savings for the Duluth campus.

In response to questions from Regent Bell, Fuecker acknowledged that UReturn offers assistance similar to the benefits provided under the institution's short- and long-term disability contracts, but that UReturn benefits are provided as a best practice. Jackie Singer, Director of Retirement Programs, added that insurance companies build incentives into plans to encourage employees to return to work, and, to the extent that the UReturn program reduced short- and long-term disability claims, insurance companies might reduce the institution's premiums.

UPDATE: PARENT INITIATIVE

Vice President Carrier introduced Jerry Rinehart, Vice Provost for Student Affairs, and Marjorie Savage, Parent Program Director, to provide an update on parent services at the University of Minnesota. The program regularly assesses parent satisfaction rates and monitors the questions and concerns of parents of undergraduate students. The goal of the parent program is to support student success, generate goodwill for the University, and promote an appropriate role for parents within the campus community.

Savage outlined the primary reasons that families are more involved in their students' lives than in the past, and the resources available to parents. Services offered are based on needs identified from surveys and focus groups, and the program continues to evolve as issues change.

In response to a question, Savage indicated the program is for parents of Twin Cities campus students, with coordinate campuses in the process of developing similar programs that would address topics specific to their campus culture. Rinehart noted that the program has become a national model, with peer institutions working to create similar programs.

COMMITTEE WORKPLAN, 2006-07

Vice President Carrier presented the committee workplan for 2006-07 in accordance with Board of Regents Policy: *Board Operations and Agenda Guidelines*. The committee expressed support for the workplan.

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 4:17 p.m.

ANN D. CIESLAK
Executive Director and
Corporate Secretary