

**UNIVERSITY OF MINNESOTA**

**BOARD OF REGENTS**

**Faculty, Staff & Student Affairs Committee**

**July 11, 2007**

A meeting of the Faculty, Staff & Student Affairs Committee of the Board of Regents was held on Wednesday, July 11, 2007 at 10:30 a.m. in the East Committee Room, 600 McNamara Alumni Center.

Regents present: John Frobenius, presiding; Clyde Allen, Dallas Bohnsack, Venora Hung, and Dean Johnson.

Staff present: Chancellor Charles Casey; Senior Vice President and Provost Thomas Sullivan; Senior Vice President Robert Jones; Vice Presidents Carol Carrier and Timothy Mulcahy; and Acting Executive Director Carol Kraus.

Student Representatives present: Adam Engelman and Ben McKibben.

**COLLECTIVE BARGAINING AGREEMENT WITH UNIVERSITY EDUCATION ASSOCIATION, DULUTH AND CROOKSTON FACULTY**

Vice President Carrier presented the Collective Bargaining Agreement between the University and the University Education Association (UEA) which provides terms and conditions of employment from July 1, 2006 through June 30, 2009 for faculty at the Duluth and Crookston campuses. She noted that the single contract contains a number of different provisions for faculty at the two campuses.

Carrier explained that although UEA agreements have been in place for Duluth faculty for 20 years, this is the first agreement for faculty at both Duluth and Crookston. The agreement has been ratified by a majority of faculty at both campuses.

Director of Employee Relations, Patti Dion, noted an interim agreement for Crookston faculty was in effect from spring of 2005 until this three-year umbrella contract was ratified. Duluth faculty agreed to the current contract in June 2006, and the Crookston faculty voted to approve the agreement and contract in May 2007. Dion reviewed the distribution of salary increases for the two campuses and the non-economic highlights of the agreement.

In response to questions from the committee, Dion reviewed the process for determining percentage or dollar increases allocated to individual faculty based on merit and reported that more than 90 percent of faculty received an allocation.

A motion was made and seconded, and the committee voted unanimously to recommend approval of the Resolution Related to the Proposed Labor Agreement with University Education Association for Faculty on the Duluth and Crookston Campuses (Outstate Instructional Unit 9).

**STRATEGIES TO ENHANCE UNDERGRADUATE CAREER SERVICES**

Vice President Carrier invited Vice Provost Gerald Rinehart to lead the discussion of strategies to enhance undergraduate career services. Rinehart reviewed

student access to career services on all University campuses, the need for enhanced career services for graduate and professional schools, and the unit's strategic goals. He reported that the baseline employer satisfaction survey indicates University graduates are well prepared and demonstrate strength in skill areas identified as important to employers.

Rinehart described the new web-based program, GoldPASS, which provides an on-line, single access point for students and employers. The website will offer system wide access for all University students to job postings, promotion and registration for seminars and job fairs, resume listing, and interview scheduling beginning in Fall 2007.

In response to questions from the committee, Rinehart stated skills identified by employers as "important" are taught directly and indirectly through classroom and non-classroom experiences. Tracking students' development can be a challenge, but he noted that their skills are assessed several times during their time as a student. He explained that the Duluth, Crookston, and Morris campuses have centralized career services offices that offer support proportional to what is available for Twin Cities students.

### **REPORT ON SURVEY OF PROBATIONARY FACULTY**

Vice President Carrier invited Vice Provost Arlene Carney to present the Report on Survey of Probationary Faculty. Carney described the University of Minnesota Twin Cities campus (UMTC) participation since 2005 in a national research study through the Collaborative on Academic Careers in Higher Education (COACHE). She noted that eighty colleges and universities are participating in COACHE, which provides rich peer data for benchmarking.

Carney reviewed the results of the survey of UMTC probationary faculty and noted the following:

- Probationary faculty are highly satisfied, and UMTC compares favorably to other COACHE institutions.
- UMTC faculty believe that tenure is based on performance, and the criteria for tenure are fairly clear.
- Probationary faculty reported significantly lower satisfaction than faculty at peer institutions and other COACHE institutions in work-life balance, and women faculty reported less satisfaction with work-life balance than male faculty.
- UMTC faculty reported more satisfaction than faculty at peer institutions regarding their interactions with junior faculty, but they are less satisfied with opportunities to interact with senior faculty.
- Areas for improvement include professional assistance in obtaining externally funded grants, a formal mentoring program for junior faculty, childcare issues, and financial assistance with housing.
- The best aspects for probationary faculty include the quality of colleagues, geographic location, support of colleagues, and "fitting in."

Carney described the response of the Provost's Office to address concerns cited in the survey, including: a) an expanded and enhanced new faculty orientation that facilitates year-long connections with new faculty; b) revision of Board of Regents Policy: *Faculty Tenure* and departmental criteria and standards for tenure; and c) new programs within the Office of the Vice President for Research to facilitate grant submissions.

In response to questions from the committee, Carney reported that probationary faculty leave the UMTC campus for a variety of reasons including a lack of employment

opportunities for a spouse, living in an urban area, geographic location, or childcare issues. In response to a question from Regent Frobenius, Carney reported that several members of the University's Academy of Distinguished Teachers and other faculty will be convened to review and clarify the role of peer and student evaluations of probationary faculty, and they will be asked to identify ways to enhance mentoring by senior faculty.

### **CONSENT REPORT**

Vice President Carrier presented the Consent Report, which contained the following items, as detailed in the docket materials:

#### **Governing Board Appointments**

Appointment of the following members of the Board of Directors of the Hormel Institute:

- Allen S. Levine, Ph.D.
- R. Timothy Mulcahy, Ph.D.
- Andre Terzic, M.D., Ph.D.

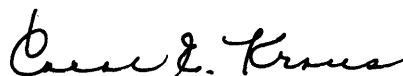
The committee voted unanimously to recommend approval of the consent report.

### **INFORMATION ITEMS**

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

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

The meeting adjourned at 11:50 a.m.



**CAROL E. KRAUS**  
**Acting Executive Director and**  
**Corporate Secretary**