

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty, Staff and Student Affairs Committee

February 7, 2002

A meeting of the Faculty, Staff and Student Affairs Committee of the Board of Regents was held on Thursday, February 7, 2002 at 3:30 p.m. in the East Committee Room, 600 McNamara Alumni Center.

Regents present: David Metzen, presiding, Robert Bergland, Dallas Bohnsack, William Hogan, Richard McNamara, and Maureen Reed.

Staff present: Executive Vice President and Provost Robert Bruininks; Chancellors Donald Sargeant, Samuel Schuman, and Kathryn Martin; Vice Presidents Carol Carrier, Robert Jones, and Christine Maziar; Executive Director Ann Cieslak.

Student Representatives: Nicholas Maxwell and Aaron Street.

CONSENT REPORT

The committee voted unanimously to recommend approval of the following:

- 1) The appointment of Lawrence M. Benveniste as Dean of the Carlson School of Management effective December 15, 2001.
- 2) The appointment of Wendy Pradt Lougee as the University of Minnesota Librarian effective June 17, 2002.

BOARD OF REGENTS POLICY: *SICK AND DISABILITY LEAVES*

Vice President Carrier presented for action the proposed revisions to the Board of Regents Policy: *Sick and Disability Leaves*, which the committee had reviewed in December. She summarized the rationale for the revisions, noting that a change in state law requires 40 hours paid leave for certain public employees who donate an organ or part of an organ to another person. Under the revised policy such employees would be treated in the same manner as those who donate bone marrow.

A motion was made, seconded, and the committee voted unanimously to recommend approval of the Board of Regents Policy: *Sick and Disability Leaves* as presented in the docket materials.

ACHIEVING TENURE: CASE STUDY

Regent Metzen prefaced the presentation by noting that the purpose was to describe how the tenure process works at the University of Minnesota and provide context for the committee prior to its consideration of promotion and tenure recommendations later this spring.

Vice President Jones provided an overview of the University's promotion and tenure process, defined tenure, and reviewed the three primary criteria for receiving tenure: teaching, research, and service. He identified academic freedom as the most important benefit tenure brings to faculty.

Dean H. Ted Davis, Institute of Technology (IT) described the tenure process within IT, explaining the formal and informal mentoring which occurs with probationary faculty, as well as how IT measures a candidate's performance with regard to tenure criteria. He indicated that within IT new faculty are not expected to have a large service load, but service and outreach are an expectation for tenured faculty. Copies of Jones' and Davis' presentations are on file in the Board Office.

Daniel Frisbee and Donna Whitney, two recently-tenured faculty described their experiences in seeking tenure. Frisbee emphasized the benefits he received from the mentor program within his department aimed at improving teaching skills. He noted that seeking grants for research was the most difficult aspect of the tenure process. Whitney identified two primary challenges that she faced: being the parent of a young child and a lack of certainty about how much service is appropriate. The University's on-campus child care facility and supportive colleagues helped her deal with these challenges.

In response to questions and comments from committee members, Jones and Davis noted the following:

- most promotion and tenure dossiers include a significant level of outreach and service. Departmental leadership plays a key role in making sure that probationary faculty create a balance among their teaching, service, and research responsibilities;
- due to an annual performance review, probationary faculty should not be surprised by the outcome of the promotion and tenure review process; and
- a candidate's teaching and research ability are the most important criteria for tenure; not the ability to get along with colleagues.

Regent Hogan commented that the tenure process is not always a positive experience for the individuals seeking tenure. He requested a future discussion relating to those experiences, particularly those of people of color and women.

STUDENT LEADERSHIP DEVELOPMENT, DULUTH

Due to time constraints, this item was postponed until March.

INFORMATION ITEMS

Vice President Carrier noted several information items in the docket materials, including the appointment of Greg Fox as Interim Vice President for University Services.

Meeting adjourned at 4:55 p.m.

ANN D. CIESLAK
Executive Director and
Corporate Secretary

employer.