

# UNIVERSITY OF MINNESOTA

## BOARD OF REGENTS

### Faculty, Staff and Student Affairs Committee

**September 12, 2002**

A meeting of the Faculty, Staff and Student Affairs Committee of the Board of Regents was held on Thursday, September 12, 2002 at 1:30 p.m. in Room 236 Kiehle Building at the University of Minnesota Crookston.

Regents present: David Metzen, chair; Robert Bergland, Dallas Bohnsack, William Hogan, and Maureen Reed.

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

Student Representatives: Gretta Hanson and Allison Rhody.

#### CONSENT REPORT

A motion was made and seconded and the committee voted unanimously to recommend approval of the Consent Report, which included the following:

- Appointment of Susan Stafford as Dean of the College of Natural Resources, effective 10/1/02;
- Appointment of Kathleen O'Brien as Vice President for University Services, effective 9/16/02;
- Awarding of promotion and indefinite tenure to John Schwaller, effective September 2002;
- Appointment of Gary Alkire and David J. Lentz to the Minnesota Landscape Arboretum Foundation Board of Trustees; and
- Reappointment of Lloyd Brandt, Carmen D. Campbell, Katherine P. Crosby, and Stephen D. Keating to the Minnesota Landscape Arboretum Foundation Board of Trustees.

## **COLLECTIVE BARGAINING AGREEMENT WITH THE GRAPHIC COMMUNICATION UNION**

Vice President Carrier reported that a collective bargaining agreement between the University and the Graphic Communication Union, Local 1M, has been reached and ratified by the union. She introduced Patti Dion, Director of Employee Relations and Compensation, who presented the highlights of the agreement as described in the docket materials. The union agreed to accept a lower wage increase than was offered to other groups in exchange for an increased University contribution to their non-University employee benefits plan. The agreement also includes incentives based on the revenues generated by the University's printing plant.

A motion was made and seconded and the committee voted unanimously to recommend approval of the collective bargaining agreement with the Graphic Communication Union, Local 1M.

## **COMMITTEE WORKPLAN, 2002-2003**

Vice President Carrier led the discussion and presented a draft Committee Workplan, as contained in the docket materials. In addition to required items and items which routinely come before the committee, the proposed workplan includes several topics of interest to the committee, including student credit card use, and employee work/life issues.

Several Regents suggested topics related to the campus climate for faculty, staff and students, including professional development for faculty and staff; alcohol, tobacco and other drug use issues and related policies; and fraternities and sororities. Student Representatives Rhody and Hanson suggested additional topics related to first-year students and associated programs and services; and commuter students and their integration into the campus community.

Regent Reed suggested that the committee discuss both the intended outcome of the University's residential life policies, i.e., is there a desired percentage of students that should live on campus, and the impact of the Academy of Distinguished Teachers on University faculty. She acknowledged that the latter topic might be an issue for the Educational Planning and Policy Committee.

It was agreed that staff would sharpen the policy focus of some of the suggested topics and present a revised workplan at the October meeting.

## **STUDENT LEADERSHIP DEVELOPMENT, CROOKSTON**

Vice President Carrier introduced University of Minnesota Crookston (UMC) Chancellor Sargeant, Vice Chancellor for Student Affairs Robert Nelson, and Director of Student Activities & Service Learning Pamela Holsinger-Fuchs to present the topic. Sargeant provided an overview of the presentation, noted the various service and leadership development opportunities at UMC, and stressed that the job of developing student leaders is considered the responsibility of the entire campus community, not just student activities staff. A copy of the presentation is on file in the Board Office.

Holsinger-Fuchs attributed UMC's high level of participation in student organizations and community service to an emphasis on involvement and community service during orientation and a requirement that all student organizations have a faculty or staff advisor. She noted that an increase in the number of courses with a service-learning component has resulted in students completing more than 20,000 hours of service during the 2001-02 academic year.

UMC students Paul Feakes and Alaina Burt were invited to join the discussion and share their experiences with internships, student organizations, and community service.

In response to questions from Regent Reed and Student Representative Hanson, Nelson noted that an assessment committee is exploring how to measure the outcome of student involvement in student organizations and service learning opportunities. One option might include surveying employers of UMC students, since 90 percent of UMC students seeking jobs find career-related employment. Nelson attributes the high rate of placement to UMC's level of student participation in internships and other extra-curricular activities.

## **POST-TENURE REVIEW: UPDATE REPORT**

Vice President Carrier introduced the topic and Vice President Jones who led the discussion. Jones provided an overview of the post-tenure review process and its history at the University. According to the most recent data, less than 1% of faculty performed below expectations. This rate is similar to what is found at other institutions. Jones attributes the high success rate to the recruitment and promotion and tenure processes at the University.

Jones presented two questions as policy issues for future consideration:

- Should the post-tenure review process continue, given the high percentage of faculty that meet or exceed their department goals and expectations?
- Do the administrators responsible for implementing the program have the tools and skills needed to assist faculty members who are not meeting performance goals and expectations?

Jones offered his opinion that post-tenure review should be continued because it helps to identify those who are not performing well and allows recognition of those who meet performance expectations.

In response to several questions from Regent Hogan, Jones observed that resources are adequate to assist faculty with teaching issues. However, some department chairs could benefit from additional training in how to help faculty improve in the areas of research and scholarship. Carrier added that there is not an easy solution to the issue of whether faculty development resources should be centralized or whether each department should have the resources needed to assist faculty.

## **INFORMATION ITEMS**

Vice President Carrier referred the committee to the Information Items contained in the docket, which included a number of administrative appointments and the Annual Faculty and Staff Diversity Report.

The meeting adjourned at 3:00 p.m.

**ANN D. CIESLAK**

**Executive Director and**

**Corporate Secretary**

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Last modified on September 7, 2005