

**UNIVERSITY OF MINNESOTA**

**BOARD OF REGENTS**

**Faculty, Staff and Student Affairs Committee**

**Thursday, February 12, 2009**

**9:45 – 11:30 a.m.**

**600 McNamara Alumni Center, East Committee Room**

**Committee Members**

John Frobenius, Chair  
David Metzen, Vice Chair  
Clyde Allen  
Dallas Bohnsack  
Venora Hung  
Dean Johnson

**Student Representatives**

Jordan Bronston  
Adam Yust

**A G E N D A**

1. Board of Regents Policy: *Protection of Individual Health Information* - Review - M. Rotenberg (pp. 2-3)
2. Reimagining Equity & Diversity: A Framework for Transforming the University of Minnesota - N. Barcelo/K. Lockhart/L. Mendoza (pp. 4-6)
3. Professional Students: Development & Support - D. Wippman/J. Finnegan (p. 7)
4. Consent Report - Review/Action - C. Carrier (p. 8)
5. Information Items - C. Carrier (pp. 9-14)



**UNIVERSITY OF MINNESOTA  
BOARD OF REGENTS**

**Faculty, Staff, and Student Affairs Committee**

**February 12, 2009**

**Agenda Item:** Board of Regents Policy: Protection of Individual Health Information

review       review/action       action       discussion

**Presenters:** General Counsel Mark Rotenberg

**Purpose:**

policy       background/context       oversight       strategic positioning

To review proposed changes to Board of Regents Policy: *Protection of Individual Health Information*.

**Outline of Key Points/Policy Issues:**

A review of the Board of Regents Policy: *Protection of Individual Health Information* is being petitioned as part of the Board Office's ongoing policy review process. The only proposed amendment to the existing Policy is the deletion of Subd. 4. This section calls for the review of administrative policies and procedures every five years. Because this policy is continually reviewed in keeping with periodic developments in federal law, Subd. 4 is not necessary.

**Background Information:**

The Board of Regents Policy: *Protection of Individual Health Information* was adopted in February 2003 as requested by federal law (HIPAA).

**President's Recommendation for Action:**

The President recommends adoption of the proposed amendment to the Board of Regents Policy: *Protection of Individual Health Information*.



UNIVERSITY OF MINNESOTA  
BOARD OF REGENTS POLICY

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Administrative  
PROTECTION OF INDIVIDUAL HEALTH  
INFORMATION

Adopted: February 14, 2003

**DRAFT** for review February 12, 2009

**PROTECTION OF INDIVIDUAL HEALTH INFORMATION**

**Subd. 1. Policy Statement.** It is the policy and practice of the University of Minnesota (University) that individually identifiable health information gathered:

- (a) in the course of research conducted at the University; or
- (b) through the provision of health care by the University; or
- (c) in the course of health plan administration at the University

shall be protected in accordance with applicable state and federal law, including, but not limited to, the Health Insurance Portability and Accountability Act of 1996 and its implementing regulations.

**Subd. 2. Delegation of Authority.** The president or delegate shall administer and implement this policy, including the adoption and amendment of appropriate administrative policies and procedures.

**Subd. 3. Application.** The administrative policies and procedures implementing this policy shall apply to all University faculty members, employees, trainees, students, and volunteers who handle, transmit, receive, or have access to protected health information in the course of research conducted at the University, through provision of health care at the University, and in the course of health plan administration at the University.

**Subd. 4. Review.** The administrative policies and procedures implementing this policy shall be reviewed every 5 years pursuant to provisions established in those procedures and as necessary to comply with changes to the applicable state and federal laws.



**UNIVERSITY OF MINNESOTA  
BOARD OF REGENTS**

**Faculty, Staff, and Student Affairs Committee**

**February 12, 2009**

**Agenda Item:** Reimagining Equity and Diversity: A Framework for Transforming the University of Minnesota

review       review/action       action       discussion

**Presenters:** Nancy Barcelo, Vice President and Vice Provost, Office of Equity and Diversity  
Kristin Lockhart, Associate Vice President, Office of Equity and Diversity  
Louis Mendoza, Associate Provost

**Purpose:**

policy       background/context       oversight       strategic positioning

To brief the Board of Regents on the University of Minnesota's Equity and Diversity Vision Framework and its value to the University's strategic positioning.

**Outline of Key Points/Policy Issues:**

- How the Vision Framework will help achieve sustainable transformation
- How the Vision Framework is being implemented system-wide
- How the U's research, teaching and learning are critical elements of the transformation

**Background Information:**

At the March 2007 Regents meeting, Vice President and Vice Provost Barcelo shared her vision of the Office for Equity and Diversity and the guiding principles to be used to develop the Vision Framework.

## Office for **Equity and Diversity**

UNIVERSITY OF MINNESOTA

### **Reimagining Equity and Diversity: A Framework for Transforming the University of Minnesota**

As the magnitude and complexity of diversity have grown in Minnesota, belief in the “power of broadened perspectives” has moved the University to rededicate itself to equity and diversity as both a practical and an ethical imperative. With the onset of Strategic Positioning, the University reaffirmed the importance of diversity as a core value and undertook a critical self-examination of its approach to equity and diversity. This process led to the establishment of the Systemwide Task Force on Diversity, and then to the repositioning of the Office for Equity and Diversity.

The findings and recommendations of the Systemwide Task Force on Diversity—in particular, the assertion that diversity is “inextricably” linked to excellence—are supported by comprehensive research that reveals extensive advantages and benefits at educational institutions where equity and diversity are core values.

The dynamic cultural and intellectual transactions that occur at the intersections of diverse perspectives and knowledge systems spur the kind of questioning and innovative thinking that advance and even *define* discovery and scholarly excellence. As Provost Thomas Sullivan said, in a presentation titled “The Importance of a Diverse Faculty,” “We cannot achieve the widest and best range of carefully reasoned independent views ... without diversity.”

#### **Diversity As a Driving Force**

In proposing a transformational framework, we are defining diversity as not only a driving force but also a *necessary condition* for excellence. We are saying that excellence is truly achievable *only* in an environment that fully supports engagement with diverse cultures and perspectives. An academy of the highest stature, as measured against ideals of both academic excellence and social justice, is one in which excellence and diversity are inextricably intertwined—not either-or, but both-and.

We envision an institution where equity and diversity are woven into the work and the lives of every student, faculty, and staff member. As core institutional values, equity and diversity will infuse and inform thinking, policies, and practices throughout the University—from mission statements to strategic plans to student admissions to hiring, promotion, and tenure.

Transformed by diversity, our University will be looked to by institutions and organizations around the world for its unequivocal commitment to social justice; its equitable and transparent recruitment, hiring, and promotion policies and practices; its welcoming and respectful climate; its affirmation and support of the multiple identities of faculty, staff, and students; its innovative, culturally infused curricula and pedagogies; its engagement with diverse communities throughout the state; and its dedication to developing and rewarding the intellectual, creative, professional, and community achievements of its diverse faculty, students, staff, and alumni.

#### **Integrative Vision, Shared Responsibility**

To achieve the transformation we aspire to, we must recognize that *all of our access and diversity goals, values, and practices are interconnected and interdependent*, and that we *all* share the responsibility for equity and diversity.

The University of Minnesota is already a leader in this integrative thinking. When the Office for Equity and Diversity was repositioned in 2006, the new model brought together into a single unit several units dedicated to equity and diversity: Disability Services; the Office of Equal Opportunity and Affirmative Action; the Gay, Lesbian, Bisexual, Transgender, Ally Programs Office; the Multicultural Center for Academic Excellence; and the Women’s Center.

Along with the appointment of Dr. Rusty Barceló as the institution's chief diversity officer at the vice presidential and vice provostial level, this integrative restructuring underscores the University's commitment to equity and diversity both administratively and academically and advances the University's capacity for national leadership.

We are now at a critical juncture. Working together, we must build the kind of institutional infrastructure that will sustain what we've set in motion and take us to the next level. In the same way that the strategic positioning process exhorts us to reimagine everything we think we know about the University of Minnesota, the framework presented here asks that we reimagine everything we think we know about equity and diversity. It asks us to reimagine a University *transformed by diversity*.

Much good equity and diversity work is already underway at the University, but it will be fully realized and sustainable only as part of an integrated and comprehensive effort. The time has come for us to coordinate our efforts and resources; to agree on common paths; to stay focused but flexible, adjusting our strategies when new circumstances require; and to make University transformation a collective enterprise. What follows is a holistic model for that enterprise.

### **Core Values and a New Model for Change**

Seven core values inform and drive our transformational work on equity and diversity. These values are applicable to the work of every campus, college, department, and administrative unit. They underlie and infuse every facet of teaching, research, outreach, and day-to-day life at the University of Minnesota: social justice, excellence, system-wide collaboration, community engagement, accountability, sustainability, and transformation.

Building on these core values, we have identified eight priority areas for initial focus and attention, as well as a number of action items within each priority area. The Office for Equity and Diversity will guide the implementation of these action items. Yet no single office can accomplish this work alone. We must link expertise and resources and align efforts across colleges, departments, and units on all of the University's campuses.

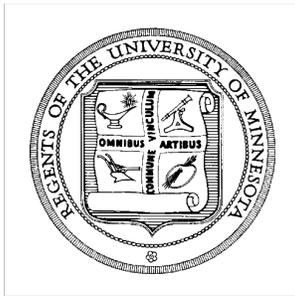
We will call upon the knowledge and expertise of the six units of the Office for Equity and Diversity, as well as of collegiate and administrative units across the system, each with specific knowledge and understanding of its own constituencies. The plan will thus serve both as an institutional framework for action and as a kind of dynamic, evolving organism that can be shaped, adapted, and applied as appropriate within each unit and across all campuses.

### **Eight Priorities for Implementation**

1. Develop leadership capacity around equity and diversity work across the system.
2. Improve campus climate for diverse students, faculty, staff, and visitors.
3. Support and strengthen University-wide pre-collegiate programs and community outreach efforts.
4. Engage internal and external communities in reimagining strategies for achieving the University's retention and success goals for diverse students.
5. Engage internal and external communities in reimagining programs that support the recruitment, retention, and success of diverse faculty and staff.
6. Engage faculty in reimagining curriculum, pedagogy, and research to insure inclusivity and accessibility throughout the academic enterprise.
7. Support institutional assessment, accountability, and collaboration through the use of innovative metrics, technologies, and communication tools.
8. Engage University alumni, donors, and other community partners and stakeholders in achieving equity and diversity goals.

### **Policy Question for the Board to Consider**

Have we appropriately focused our implementation efforts, given the way that equity and diversity support the University's mission, vision and long term goals?



**UNIVERSITY OF MINNESOTA  
BOARD OF REGENTS**

**Faculty, Staff, and Student Affairs Committee**

**February 12, 2009**

**Agenda Item:** Professional Students: Development & Support

review       review/action       action       discussion

**Presenters:** David Wippman, Dean, Law School  
John Finnegan, Jr., Dean, School of Public Health

**Purpose:**

policy       background/context       oversight       strategic positioning

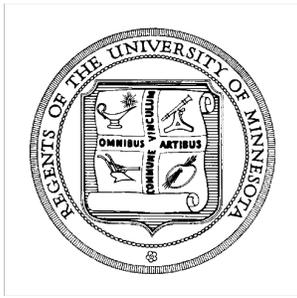
This presentation will discuss current trends in professional education and provide information on the financial and other pressures facing professional students and the support mechanisms our various colleges have in place to address these. The presentation will underscore the critical components of a successful professional student experience.

**Outline of Key Points/Policy Issues:**

- National trends in professional education
- Financial pressures
- Career and placement prospects

**Background Information:**

The first pillar of Strategic Positioning is to “recruit, educate, challenge, and graduate outstanding students who become highly motivated lifelong learners, leaders, and global citizens.” In February of 2008, the Board held a work session titled “Graduate Education: Academic & Student Experience.” This presentation is a follow up to the work session on graduate education in order to provide the Board with information regarding the experience of professional students at the University of Minnesota.



**UNIVERSITY OF MINNESOTA  
BOARD OF REGENTS**

**Faculty, Staff, and Student Affairs Committee**

**February 12, 2009**

**Agenda Item:** Consent Report

review       review/action       action       discussion

**Presenters:** Vice President Carol Carrier

**Purpose:**

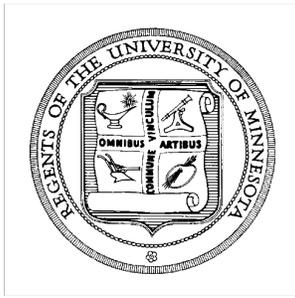
policy       background/context       oversight       strategic positioning

No Consent Report is anticipated this month for the Faculty, Staff, and Student Affairs Committee.

**Outline of Key Points/Policy Issues:**

**Background Information:**

Board of Regents Policy: *Board Operations and Agenda Guidelines* calls for items, such as senior administrative appointments, bargaining unit contract approvals, and appointments of certain trustees and board members, to be brought before the Faculty, Staff, and Student Affairs Committee for action.



**UNIVERSITY OF MINNESOTA  
BOARD OF REGENTS**

**Faculty, Staff, and Student Affairs Committee**

**February 12, 2009**

**Agenda Item:** Information Items

review       review/action       action       discussion

**Presenters:** Vice President Carol Carrier

**Purpose:**

policy       background/context       oversight       strategic positioning

To inform committee members of noteworthy items, administrative actions, and local, regional, and national policy-related issues affecting University units and departments.

**Outline of Key Points/Policy Issues:**

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

**Background Information:**

This report appears as a regular item on the Faculty, Staff, and Student Affairs Committee agenda.

# UNIVERSITY OF MINNESOTA

## BOARD OF REGENTS

February 12, 2009

### Faculty, Staff, and Student Affairs Committee Information Report

*This report does not capture and record a complete listing of the significant awards and activities of the University community, but instead makes note of unit reported items in these areas. It also highlights reports and activities at the local, regional, and national level in the area of faculty, staff, and student affairs.*

#### **Personnel**

none this month

#### **University Highlights**

University of Minnesota Press, in partnership with Amazon.com, Google, and BookMobile, has launched the Minnesota Archive Editions, an initiative that will bring more than 1,000 titles back into print. The Archive Editions uses digital technology to make long-unavailable books accessible to scholars, students, researchers, and general readers. The initiative will establish Minnesota as the first university press to return into print virtually every book published since its founding in 1925.

The 2009 Kiplinger Best Values in Public Colleges survey includes both the University of Minnesota Morris (at 100th) and the University of Minnesota Twin Cities (at 45th) in its list of the top 100 best value public universities. The Morris and Twin Cities campuses of the University are the only Minnesota schools to make the list.

#### **Faculty and Staff Activities and Awards**

Seven faculty members from the University of Minnesota are among the 486 individuals awarded the distinction of fellow by the American Association for the Advancement of Science for scholarly contributions in their fields. They are: Bruce Blazar, pediatrics, in the field of cancer therapy; Allen Levine, dean of the College of Food, Agricultural and Natural Sciences and director of the Minnesota Obesity Center, in the fields of nutrition and neuroscience; Timothy Lodge, chemistry, in the field of polymer science; Michael Sadowsky, soil, water and climate, in the field of environmental microbiology; Shashi Shekhar, computer science and engineering, in the fields of spatial databases, spatial data mining, and geographic information science; Deon Stuthman, agronomy and plant genetics, in the fields of plant breeding and genetics; and Susan M. Wolf, law, in the fields of law and science, law and medicine, bioethics, genomics, and end-of-life care.

Minneapolis/St. Paul Business Journal has named University president Bob Bruininks as Executive of the Year 2009 in recognition of his commitment to improving relations between the university and the business community.

*To Boeing and Back*, a documentary created by faculty and staff at UMM, was accepted in the 2008 Minnesota State Historical Society's Minnesota's Greatest Generation Moving Pictures Film Festival and will become part of the society's permanent collections. The video was written by Christopher Butler, English; produced by Roger Boleman, media services; and directed, videographed, and edited by Mike Cihak, also from media services.

Graham Candler, aerospace engineering and mechanic, has been named a Fellow of the National Security Science and Engineering Faculty Fellows Program by the U.S. Department of Defense.

Rod Carter, pharmacy, has been elected as president-elect of American Association of Colleges of Pharmacy (AACP), for the 2010-2011 term. AACP is a national organization made up of 112 accredited colleges and schools of pharmacy that represents the interests of pharmacy education and educators.

James Cloyd, pharmacy, has been elected to the American Epilepsy Society Board of Directors for a three-year term.

Paul Crowell, physics, Hans Othmer, mathematics, and Yong-Zhong Qian, physics, were recently elected fellows of the American Physical Society.

Sharon Danes and Heather Haberman, both from family social science, received the Association for Financial Counseling and Planning Education Outstanding Research Journal Article of the Year for their article "Teen Financial Knowledge, Self-efficacy, and Behavior: A Gendered View." Danes and her co-authors, graduate student Jinhee Lee and staff member Sayali Amarpurkar, also received the John Jack Award for their paper titled "Determinants of Family Business Resilience after a Natural Disaster." The award is given to the overall best paper dealing with entrepreneurship by women or minorities or under conditions of adversity.

Regents Professor Ted Davis was inducted into the Minnesota Science and Technology Hall of Fame on October 30. The hall of fame honors individuals who have made lasting contributions to the state through achievements in science and technology.

A 2008 "Jahrespreis der Deutschen Schallplattenkritik" (The Annual German Record Critics' Award) was recently awarded to the film "Traumwerk, Book I for Violin Duo" directed by Johan Ramstroem and based on an interpretation of the music of James Dillon, school of music professor and composer.

Jodie Double, digital collections and archives, has been elected chair of the midwest chapter of the Visual Resources Association (VRA). The 600-member VRA is a multi-

disciplinary organization dedicated to furthering research and education in the field of image management within the educational, cultural heritage, and commercial environments.

John Goodge, department of geological sciences at UMD, was recognized as an Exceptional Reviewer for 2008 by the Geological Society of America, awarded by editors of the Geological Society of America Bulletin.

Kerry Haglund, center for sustainable building research, has been named treasurer on the National Fenestration Rating Council's (NFRC) board of directors executive committee. The NFRC is a non-profit organization that administers the only uniform, independent rating and labeling system for the energy performance of windows, doors, skylights, and attachment products.

Arthur Hill and Susan Meyer Goldstein, both from operations and management sciences, received the Best Empirical Paper Award from the Decision Sciences Journal of Innovative Education for their paper "Applying the Collective Causal Mapping Methodology to Operations Management Curriculum Development."

Bob Kane, health policy and management, received the 2008 British Geriatric Society's Medal for the Relief of Suffering amongst the Aged. The award is given to individuals who have made outstanding contributions to the welfare and alleviation of suffering of the aged.

Mike Kilgore, forest resources, was selected interim head of the new Lessard Outdoor Heritage Council, which will recommend how money generated by an increase in state sales tax should be spent on fish and wildlife habitat.

David Kohlstedt, geology and geophysics, has been awarded the Murchison Medal for 2009 from the Geological Society of London for his significant contribution to geological science.

UMR chancellor Stephen Lehmkuhle was one of eight recipients of the Mayor's Medal of Honor for 2008 in recognition of significant contributions to the city of Rochester.

Karen Monsen, nursing, and the Minnesota Omaha System User Group were awarded the 2008 Public Health Nursing Creative Achievement Award by the Public Health Nursing Section of the American Public Health Association. The Minnesota Omaha System User Group is a volunteer, grass roots collaboration of public health agencies that use the Omaha System in documenting public health nursing services. Monsen, founder and leader of the group, is recognized for implementing a creative practice model, mentoring public health colleagues, conducting intervention effectiveness research, and disseminating her research findings.

Margaret Newman, professor emeritus in nursing, won the prestigious Living Legend honor from the American Academy of Nursing. The "living legend" designates members

of the academy who have demonstrated extraordinary and sustained contributions to nursing and health care throughout their careers and whose legacies have continued to influence the profession. Newman is best known for her development of nursing theory.

UMD head football coach Bob Nielson has been selected the 2008 Schutt Sports NCAA Division II Coach of the Year by *American Football Monthly*. Last fall, Nielson led the Bulldogs to a perfect 15-0 overall record and their first NCAA II title. He is now 123-52-1 in 16 seasons of collegiate coaching.

Paul Rosenblatt, family social science, has been honored by the National Council on Family Relations (NCFR) as a new fellow. Fellowship status is awarded NCFR members who have made outstanding and enduring contributions to the field of the family.

Stergios Roumeliotis, computer science and engineering, has been awarded a Presidential Early Career Award for Scientists and Engineers. The award is the nation's highest honor recognizing outstanding early career researchers who show exceptional potential. Roumeliotis specializes in navigation of aerial and ground autonomous vehicles and sensor networks.

Mark Sellner, master of business taxation program, was presented the 2007-08 R. Glen Berryman Award by the Minnesota Society of CPAs. This award recognizes outstanding continual professional education instructors for their technical expertise and use of effective teaching methods.

Keith Stelter, physician and assistant professor at the University of Minnesota Mankato Family Medicine Residency Program, received the WCCO Radio Good Neighbor Award in recognition of his many years of volunteer service. Among other achievements, Stelter helped launch the Resident Research Grant Program to encourage family medicine residents to conduct research projects and connect clinic work to practice-based research.

Sangwon Suh, bioproducts and biosystems engineering, has been named to the International Panel for Sustainable Resource Management by the United Nations Environmental Program.

A 1992 paper co-authored by Andrew Van de Ven, strategic management and organization, received the Strategic Management Society's Dan and Mary Lou Schendel Best Paper Prize for 2008. The award honors those papers that have impacted the field of strategic management as demonstrated by the number of citations and the influence of the paper on teaching, research, and practice over five or more years.

Ofer Zeitouni, mathematics, will serve as editor-in-chief of the "Annals of Probability" for 2009-11. The premier journal in probability theory is published by the Institute of Mathematical Statistics.

Ivy Zhang, accounting, received the *Journal of Accounting and Economics* 2007 Best Paper Prize for her paper, "Economic consequences of the Sarbanes-Oxley Act of 2002."

The journal editors awarded the prize to the most innovative paper published in 2007 that is likely to have the greatest impact on the profession.

### **Student Activities and Awards**

Three members of the UMM Symphonic Winds have been selected as members of the 2009 College Band Directors National Association's Intercollegiate Honor Band: Jessica Henry, French horn; James Jarvie, trumpet; and Brian Kotila, euphonium.

Ashley Lynne Nord, a senior in the University of Minnesota's Honors Program, has been named one of 32 Rhodes Scholars for 2008. She is a summa cum laude candidate for a Bachelor of Arts degree in global studies with a minor in Spanish studies, and a candidate for Bachelor of Science degrees in physics and astrophysics. She intends to pursue a doctorate in condensed matter physics at Oxford University, in preparation for a career in the field of biophysics.

UMD student Thom Rieck set an indoor rowing world record in December by traveling a total of 210,000 meters in 24 hours. The previous record, set by a German athlete in March 2008, was 186,098 meters.

Mark Schiller, a senior at the Carlson School of Management, and Applied Environmental Solutions, a student group in electrical and computer engineering, received Carbon Buster Awards of Excellence from U.S. Senator Amy Klobuchar. In his winning essay, Schiller discussed the actions he has taken at Best Buy, the Carlson School, and Mankato State University to reduce the carbon footprint of each organization. The video submitted by Applied Environmental Solutions highlighted the group's projects, including converting gas cars to electric, participating in the solar car and solar house competitions, and working to improve electric scooters. Klobuchar established the Carbon Buster awards program "to put the spotlight on some of the best efforts by Minnesotans to raise public awareness and show what can be done to save energy, reduce greenhouse gas pollution and combat global warming."

The UMD Bulldogs won the 2008 NCAA Division II National Football Championship in December, the first national title ever for the Bulldogs. The team went undefeated (15-0) for the season.

The University of Minnesota, Morris women's soccer team has earned the National Soccer Coaches Association of America College Team Academic Award for the 10th time. Their collective cumulative GPA of 3.56 was the third highest in the nation among the 400 NCAA Division 3 schools sponsoring women's soccer.

The Law School's National Moot Court teams brought home several top prizes from the Region 14 Moot Court Competition in November. The Petitioner team, comprised of Mollie Anderson, Denise Delcore, and Shaun Redford, won the championship with a perfect 6-0 record and also won the trophy for the best Petitioner brief. In addition, Delcore, Redford and Respondent team member Andrea Johnson received honorable mentions for the regional best oral advocacy prize.