

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty, Staff and Student Affairs Committee

Thursday, September 8, 2011

1:30 – 3:30 p.m.

600 McNamara Alumni Center, East Committee Room

Committee Members

Patricia Simmons, Chair
Richard Beeson, Vice Chair
Linda Cohen
David McMillan
Maureen Ramirez
Steve Sviggum

Student Representatives

Daniel Bellis
Abdul Omari

A G E N D A

1. Human Resource Foundational Data - K. Brown (pp. 2-3)
2. Strategic Issues Related to: *University Plan, Performance & Accountability Report* - K. Brown/J. Shultz (p. 4)
3. 2011-12 Committee Workplan Discussion - P. Simmons/K. Brown (p. 5)
4. Consent Report - Review/Action - K. Brown (pp. 6-9)
5. Information Items - K. Brown (pp. 10-15)



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty, Staff, and Student Affairs Committee

September 8, 2011

Agenda Item: Human Resource Foundational Data

review review/action action discussion

Presenters: Vice President Kathryn Brown

Purpose:

policy background/context oversight strategic positioning

The purpose of this presentation is to identify key baseline measures that describe the University's workforce at a point in time to:

- guide management decisions on resource allocation and talent management;
- enhance Board of Regent oversight; and
- facilitate peer benchmarking.

Outline of Key Points/Policy Issues:

This presentation will provide an update on the University's performance on the key indicators that support the University goal of *Exceptional Faculty and Staff*. We will also discuss the types of employee groups at the University. Data will be presented on the workforce demographics at each campus as of the 9th payroll (October 2010) of FY2011.

The presentation will also introduce to the Board a study currently underway that looks at grouping the University's workforce into categories that better reflect the nature of work performed. Our current groupings focus more on an inventory of job classifications that share similar terms and conditions of employment, and are not indicative of the type of work performed. While this has been important information to consider and will remain a part of our reporting, this current study endeavors to organize the University's workforce using this additional criteria. In this regard, we believe we will be better positioned to describe the University's workforce as it is deployed in furtherance of the aspects of the University's mission. The results of this study will also be helpful to future efforts to describe the University's workforce as we move forward on resource allocation and talent management.

Finally, the presentation will describe a strategic planning effort recently undertaken in the Office of Human Resources, including process and expected outcomes.

Background Information:

Each year, the Board of Regents review information describing the workforce of the University. This presentation continues that practice and will provide context for future reviews of the workforce.



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty, Staff, and Student Affairs Committee

September 8, 2011

Agenda Item: Strategic Issues Related to: University Plan, Performance & Accountability Report

review review/action action discussion

Presenters: Vice President Kathryn Brown
Assistant to Provost Joseph Shultz

Purpose:

policy background/context oversight strategic positioning

To inform the committee about the University's performance related to the faculty and staff measures reported in the *2011 University Plan, Performance, and Accountability Report*.

To provide the Board an opportunity to discuss the report's major trends, findings, and implications for the University.

Outline of Key Points/Policy Issues:

Does the report provide the Board of Regents with adequate and timely information to fulfill its accountability role?

Does the report reflect the University's progress toward recruiting and retaining world class faculty and staff?

Background Information:

In 2000, the Board approved the creation of the *University Plan, Performance, and Accountability Report*. In its resolution, the Board noted that it "...holds itself accountable to the public for accomplishing the mission of the University" and that the report was to become the principal annual documentation of that accountability. The first report was published in 2001. In December 2005, the Educational Planning and Policy Committee took steps to ensure the report was aligned with the University's strategic positioning efforts. In May 2006, the Board revised the timetable for the production of the report to each September. The 2011 edition is the tenth edition produced for the Board of Regents.



**UNIVERSITY OF MINNESOTA
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Faculty, Staff, and Student Affairs Committee

September 8, 2011

Agenda Item: 2011-12 Committee Workplan Discussion

review review/action action discussion

Presenters: Regent Patricia Simmons
Vice President Kathryn Brown

Purpose:

policy background/context oversight strategic positioning

An opportunity to discuss topics for the 2011 – 2012 workplan for the Faculty, Staff, and Student Affairs Committee.

Outline of Key Points/Policy Issues:

Discuss and identify proposed agenda items for the coming year.

Background Information:

The Faculty, Staff, and Student Affairs Committee advises the administration on broad quality of life matters affecting students, faculty, and staff, including health, safety, insurance, retirement and working conditions. This committee also reviews personnel-related issues and policies.



**UNIVERSITY OF MINNESOTA
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September 8, 2011

Agenda Item: Consent Report

review review/action action discussion

Presenters: Vice President Kathryn Brown

Purpose:

policy background/context oversight strategic positioning

As required by Board of Regents Policy: *Reservation and Delegation of Authority*, the administration seeks approval for the following:

- Granting of the title of Faculty Emeritus to retired professor George Noren to recognize his many accomplishments at the University of Minnesota.
- Conferral of tenure for faculty who have been hired at the University of Minnesota.

Outline of Key Points/Policy Issues:

- Granting Faculty Emeritus status
- Conferral of tenure

Background Information:

Board of Regents Policy: *Reservation and Delegation of Authority* calls for items, such as proposed changes to retirement provisions, senior administrative appointments, bargaining unit contract approvals, tuition and fees policies, and appointments of certain trustees and board members, to be brought before the Faculty, Staff, and Student Affairs Committee for action.

President's Recommendation for Action:

The President recommends approval of the Consent Report.

Faculty, Staff, and Student Affairs Committee
Consent Report
September 8, 2011

Faculty Emeritus

Pending approval by the Board of Regents, the title of Faculty Emeritus will be granted to retired professor George Noren to recognize his many accomplishments at the University of Minnesota, effective immediately.

Dr. George Noren was a member of the Department of Pediatrics faculty from 1964 to 1996, serving patients at the affiliate hospital, Hennepin County Medical Center (HCMC). He was deeply committed to the teaching mission of the department for more than 30 years, training medical students, residents, and fellows first at Minneapolis General Hospital and later at HCMC. The Department of Pediatrics also established an annual teaching award in his honor. Dr. Noren's leadership was instrumental in developing the foundation for a strong, ongoing pediatrics educational program at HCMC.

In recognition of his long and dedicated service to the Department of Pediatrics, the tenured faculty of the department voted overwhelmingly to recognize Dr. Noren as a Faculty Emeritus. The vote was endorsed by many, including the head of the Department of Pediatrics and the Vice President for Health Sciences and Dean of the Medical School. This recommendation meets all requirements set forth in Board of Regents Policy: *Faculty Emeriti* and accompanying administrative procedures.

The President recommends that the Board of Regents grant Dr. George Noren the title of Faculty Emeritus.

submitted by:

Eric W. Kaler

President

September 8, 2011

Conferral of Tenure

Nina Asher

Professor with tenure
Department of Curriculum and Instruction
College of Education and Human Development

Professor Asher received her Ed.D. from Teachers' College at Columbia University in 1999. Most recently, she was a tenured associate professor at Louisiana State University in Baton Rouge and served as the J. Franklin Bayai Endowed Professor at Louisiana State University in the Department of Educational Theory, Policy, and Practice. Her areas of expertise include post-colonial theories, feminist theories, and critical theories of educational policy and practice. Her published books, book chapters, and articles have had significant impact and were highly praised by external reviewers. She has had extensive graduate teaching experience and has served as a mentor to multiple Ph.D. students.

Wendy Haight

Professor with tenure
School of Social Work
College of Education and Human Development

Professor Haight received her Ph.D. from the University of Chicago in Educational and Developmental Psychology in 1989. She has been a tenured professor at the University of Illinois at Urbana-Champaign in the School of Social Work there. Professor Haight will assume the Gamble-Skogmo Land Grant Chair in Child Welfare and Youth Policy at the University of Minnesota. Her area of expertise is the needs of rural communities, particularly regarding parents' polysubstance abuse and its impact on children; she has conducted previous international work in Japan on child care institutions. Her work has been regarded as cutting edge research with clear impact on the lives of families. Professor Haight has extensive teaching and advising experience with students at all levels.

Nicholas Sidiropoulos

Professor with tenure
Department of Electrical and Computer
Engineering
College of Science and Engineering

Professor Sidiropoulos received his Ph.D. in Electrical Engineering from the University of Maryland College Park and previously served as an associate professor at the University of Minnesota from 2000 to 2002. Since 2002, he has been a tenured associate and then full professor in the Telecommunications Division at the Technical University of Crete where he served as vice chair and chair of the division. Professor Sidiropoulos is regarded as one of the world's top researchers in signal processing for communications systems, optimization, and wireless networks and is a Fellow of the Institute for Electrical and Electronics Engineers (IEEE). He has a long history of excellent teaching and mentoring for students and postdoctoral fellows.

Theresa Reineke

Professor with tenure
Department of Chemistry
College of Science and Engineering

Professor Reineke received her Ph.D. from the University of Michigan in 2000 and completed a postdoctoral fellowship at California Technical Institute. Most recently, she has been a tenured associate professor at Virginia Technical Institute. Professor Reineke is an expert in the areas of polymer/DNA nanostructures for medical applications and gene therapy and diagnostics. Among her many honors are the National Institutes of Health Director's New Innovator Award and the Dreyfus Teacher-Scholar Award. Professor Reineke has had extensive experience teaching undergraduate and graduate students in the classroom and the laboratory.

James Ron

Associate professor with tenure
Joint appointment in the Hubert H. Humphrey
School of Public Affairs and the College of
Liberal Arts (Department of Political Science)

Professor Ron received his Ph.D. in Political Science from the University of California at Berkeley. He was a tenured associate professor at Carleton University in the Norman Paterson School of International Affairs. Professor Ron is an expert in the area of international human rights policy, NGOs (non-government organizations), and resource management. He will assume the Strassen Chair of International Relations and his work was highly praised by external reviewers. Professor Ron has a long history of effective teaching and advising for undergraduate and graduate students.



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September 8, 2011

Agenda Item: Information Items

review review/action action discussion

Presenters: Vice President Kathryn Brown

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

September 8, 2011

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

Judith Buchanan, associate dean for academic affairs in the School of Dentistry, was appointed interim dean of the school effective August 1. An expert in dental accreditation and virtual technology and curricula, she has a doctorate in biochemistry from the University of Texas and a DMD from the University of Florida, College of Dentistry.

Lisa Erwin joined UMD's leadership team as vice chancellor for student life on August 15. She comes to UMD from Bemidji State University where she served as vice president for student development and enrollment. She earned her Ph.D. in Counseling and Student Development from Kansas State University in Manhattan, her M.S. in Counseling at Fort Hays State University, and her B.A. in Economics from Indiana University in Bloomington.

Bart Finzel, professor of economic and management at UMM, has been appointed interim vice chancellor for academic affairs and dean of the Morris campus. He has served on the Morris faculty since earning a doctorate in economics from Cornell in 1989 and holds both the Horace T. Morse – University of Minnesota Alumni Association Award for Outstanding Contributions to Undergraduate Education Award and the University of Minnesota, Morris Alumni Association Teaching Award.

University Highlights

UMM has been included in the *Fiske Guide to Colleges 2012*, a selective review of 300-plus colleges and universities in the United States, Canada, and Great Britain. Colleges featured were chosen based on academic quality, student body, social life, financial aid, campus setting, housing, food, and extracurricular activities. UMM also was included in *Forbes* magazine's lists of "America's Top Colleges," ranking 90th overall and 16th in the midwest.

For the fifth consecutive year, UMC has been named one of the best colleges in the midwest by *The Princeton Review*.

BestCollegesOnline.com included the University of Minnesota in its list of 20 colleges making the best use of social media. The list cited the Carlson MBA program's use of Twitter to connect with potential students online, answering questions, discussing programs, and thereby increasing

applications. The U of M News Service account, [@umnews](#), is in the top 10 most influential colleges on Twitter.

Minnesota Sea Grant along with the Great Lakes Sea Grant Network earned the 2011 Dairyland Surf Classic Award for their work in delivering information about the rip currents that can form along Great Lakes shorelines. The Dairyland Surf Classic, held in Sheboygan, Wisconsin, is the world's largest freshwater surfing event.

Faculty and Staff Activities and Awards

Jasjit Ahluwalia, medicine, will receive the American Public Health Association's Alcohol, Tobacco and Other Drugs Section's 2011 Lifetime Achievement Award in November. This award is given to recognize distinguished service to the alcohol, tobacco and other drugs field over the course of a career.

Saif Benjaafar, mechanical engineering, has been awarded the Manufacturing and Service Operations Management Best Paper Award for 2011 for "Using Imperfect Advance Demand Information in Production-inventory Systems with Multiple Customer Classes."

Dale Bergeron and Sharon Moen, both from MN Sea Grant Program, received the Great Lakes Sea Grant Network's Outstanding Project Award for their work in support of the Great Lakes Ballast Water Collaborative over the last two years. Moen and graphic designer Chris Benson also received an APEX 2011 Award for Publication Excellence for creating materials for Sea Grant's 2011 site review.

David Chapman, organizational leadership, policy, and development, has been appointed by Transparency International to its Expert Advisory Panel for the Global Corruption Report on Education. Transparency International is an international organization devoted to promoting transparency in elections, public administration, procurement, and business by undertaking advocacy campaigns to lobby governments to implement anti-corruption reforms.

"Evolutionary Responses to Changing Climate," published in *Ecology* in 2005, is this year's recipient of the Cooper Award from the Ecological Society of America. Authors are professor emeritus Margaret Davis, ecology, evolution, and behavior (EEB); Ruth Shaw, EEB; and Julie Etterson, UMD biology faculty member and former EEB graduate student. The W. S. Cooper Award is given for an outstanding contribution to the fields of geobotany and/or physiographic ecology.

Rae French, learning abroad program at UMC, received the Civic Engagement Steward Award from Minnesota Campus Compact, a coalition of college and university campuses committed to the civic purposes of higher education.

Tryphon Georgiou, electrical and computer engineering, has been elected as a Foreign Member of the Royal Swedish Academy of Engineering Sciences

Susan Gerberich, environmental health sciences, won the Distinguished Career Award from the American Public Health Association's Injury Control and Emergency Health Services section.

The award recognizes an individual for outstanding dedication and leadership in injury control and emergency health services, with contributions and achievements that have had a significant and long-term impact on the field.

Cindy Hagley, environmental quality extension educator, was awarded the 2011 U.S. Adult Individual Award by the Lake Superior Binational Forum's Environmental Stewardship Awards Program. The judges recognized Hagley for ongoing and exemplary work with the Centers for Ocean Sciences Education Excellence Great Lakes program to address the need for better Great Lakes science in K-12 classrooms.

James Hart, public health, received the Albert Justus Chesley Award from the Minnesota Public Health Association (MPHA). The award honors members of the MPHA who have distinguished themselves in the field of public health and who have, through their membership, contributed to the organization.

Christy Haynes, chemistry, received the 2012 Pittsburgh Conference Achievement Award from the Society for Analytical Chemists of Pittsburgh. She is being honored for her contributions to the field of bioanalytical and nanoparticle chemistry.

Bradley Heins, Extension educator in livestock, was appointed to Minnesota's Organic Agriculture Task Force.

Frances Homans, applied economics, received the 2010 Award for Publication of Enduring Quality from the Association of Environmental and Resource Economists.

Doug Jensen, MN Sea Grant program, earned the Great Lakes Sea Grant Network's Mid-Career Award for his work in raising public awareness and money to combat the spread of species like purple loosestrife, zebra mussels, Eurasian watermilfoil, and spiny waterfleas.

Professor emeritus David W. Johnson, educational psychology, has been awarded the 2011 Alfred M. Wellner Lifetime Achievement Award by the National Register of Health Service Providers in Psychology. The Wellner Award is the National Register's highest honor bestowed on a psychologist to commemorate numerous and significant contributions to psychology during a distinguished career. Johnson's nomination emphasized his contribution to the development of a series of programs aimed at preventive mental health implemented in the schools.

Todd Johnson, pharmaceutical care and health, and alum Eric Christianson received the 2011 Minnesota Rural Health Team Award for their program, "Right Side up in Otter Tail County," designed to reduce fall risk among senior citizens and improve their quality of life.

Ralph "Kirk" Kersten, KUMD, was named Broadcaster of the Year by the Association of Minnesota Public Educational Radio Stations. He has been with KUMD for over 25 years.

Scott McConnell, educational psychology, and Arthur Rolnick, Humphrey School, are among 22 Minnesotans recently appointed by Governor Mark Dayton to the Early Learning Council. The Council will be responsible for advising the governor, the Children's Cabinet, and the legislature

on how to increase access to high quality state and federal early childhood care and education programs for all Minnesota learners – including those who are part of underrepresented and special programs.

Kakambi Nagaraja, veterinary and biomedical sciences, received the Bruce W. Calnek Applied Poultry Research Achievement Award from the American Association of Avian Pathologists. The award recognizes outstanding research contributions resulting in a measurable, practical impact on the control of one or more important diseases of poultry.

Stephen Polasky, applied economics, has been named a Fellow by the Association of Environmental and Resource Economicists.

Regents professor Lawrence Que, chemistry, has been elected a 2011 Fellow of the American Chemical Society (ACS). This designation honors those who have distinguished themselves in promoting the science and the profession of chemistry, and service to the ACS.

Jeff Reneau, animal science, received the 2011 American Dairy Science West Agro Award for “his outstanding contributions to milk quality research.”

Forest resources professor Ingrid Schneider, director of the University of Minnesota Tourism Center, has been reappointed to the Explore Minnesota Tourism Council by Governor Mark Dayton. The council was created by the 2004 Legislature to promote activities that support and expand the state’s domestic and international travel market.

Carissa Schively Slotterback, Humphrey School, has been elected by her peers at schools of planning to serve as the central regional representative on the governing board of the Association of Collegiate Schools of Planning.

Jerry Smith, institute on community integration, recently received two awards for “We Have Choices,” a documentary about people with disabilities who advocate for themselves. In April, he received a Silver Telly, the highest honor from the Silver Telly Council, a judging and oversight body that receives over 13,000 competition entries from around the world every year. In May, the film received a Platinum Award at the 2011 Hermes Creative Awards in the documentary category. The film can be viewed at <http://rtc.umn.edu/rtcmedia/wehavechoices/>.

Robert A. Stein, law school, was elected to a three-year term as a delegate-at-large for the American Bar Association (ABA) House of Delegates, the group’s governing and policy-making body. The ABA, with more than 400,000 members, is the world’s largest professional membership association and serves as the national voice of the legal profession.

Regents professor Donald Truhlar, chemistry, received the Distinguished Alumnus Award from his alma mater, Saint Mary’s University of Minnesota, Winona.

Michael Verneris, Masonic Cancer Center, received the Relentless for a Cure Award from the Minnesota chapter of the Leukemia and Lymphoma Society.

Therese Zink, family medicine and community health, received the Minnesota Rural Health Hero award from the Minnesota Department of Health for promoting rural health in Minnesota and across the county.

Student Activities and Awards

UMC senior Nana Boaten, a marketing major, earned the Student Leadership Award from Minnesota Campus Compact, a coalition of college and university campuses committed to the civic purposes of higher education.

UMM computer science student Lucas Ellgren won the best undergraduate paper award at the 2011 Midwest Instruction and Computing Symposium, an annual regional computing conference. One of Morris's teams tied for second in the programming competition.

DMA candidate Denis Evstuhin, piano, was one of 30 contestants from 11 countries to be invited to participate in the Cleveland International Piano Competition in July. The competition began with a field of 241 applicants.

Public health student Nancy Mourad received the Minnesota Public Health Association's Student Achievement Award, which is given to a student who has demonstrated leadership skills in the promotion of the health of individuals, families, and the community.

University of Minnesota students received two awards at the annual meeting of the Institute of Food Technologists. The CFANS Food Science & Nutrition Club was honored as the Most Improved Chapter of the Year and Minnesota's product development team placed second in the Developing Solutions for Developing Countries competition. Their product, Nkwa Brodo, was designed as a convenient, nutrient-dense and easily stored product for mothers and their children in rural Ghana. Nkwa Brodo means "bread that gives life" in Ghana's principal native language.

The Pi Sigma Alpha, the national political science honor society, honored the UMM Alpha Zeta Eta chapter with a Best Chapter Award. The Morris chapter, established in 2009, was one of four honored institutions with student populations under 6,000. The Best Chapter Award recognizes chapters that are "particularly active in their departments and exhibit high levels of energy and creativity in furthering the goals of the honor society," states the announcement letter. In addition, it was noted that it is very unusual for a new chapter to win a Best Chapter Award.