

UNIVERSITY OF MINNESOTA
BOARD OF REGENTS
Faculty and Staff Affairs Committee

Thursday, May 9, 2013

9:45 - 11:45 a.m.

600 McNamara Alumni Center, East Committee Room

Committee Members

Patricia Simmons, Chair
Richard Beeson, Vice Chair
Linda Cohen
Thomas Devine
David McMillan
Abdul Omari

Student Representatives

Cody Miki
Mike Schmit

AGENDA

1. Board of Regents Policy: *Safety of Minors* - Review - K. Brown/W. Donohue (pp. 2-4)
2. Annual Promotion & Tenure Recommendations - Review/Action - K. Brown/K. Hanson/A. Carney (pp. 5-23)
3. Continuous Appointments: Annual Recommendations - Review/Action - K. Brown/K. Hanson/A. Carney (pp. 24-27)
4. National Issues & Trends Related to Faculty - K. Brown/K. Hanson//L. Black/J. Johnson/S. Lehmkuhle/F. Wood/A. Carney (p. 28)
5. Information Items - K. Brown (pp. 29-39)



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty and Staff Affairs Committee

May 9, 2013

Agenda Item: Board of Regents Policy: *Safety of Minors*

review review/action action discussion

Presenters: Vice President Kathryn Brown
Bill Donohue, Deputy General Counsel

Purpose:

policy background/context oversight strategic positioning

The Office of Human Resources is proposing for review a new policy regarding the safety of minors. Minors are defined as persons under the age of 18 (also “children”) on University premises, participating in University programs, or in the care of University employees or volunteers.

Outline of Key Points/Policy Issues:

This new proposed policy aims to protect and provide a safe environment for children who are on University premises, participating in University sponsored programs, or in the care of University employees or volunteers. The policy then requires the adoption of an administrative policy to implement the general statement of the Board policy, which includes:

1. Requiring all University employees and volunteers who have reason to believe that a child is being neglected or abused make an immediate report to law enforcement.
2. Requiring background checks for employees and volunteers who have substantial contact with children on campus.
3. Requiring appropriate training for employees and volunteers.
4. Establishing appropriate requirements for the safety of children participating in University-sponsored programs.
5. Identifying and assuring compliance with all state or federal laws relating to the safety of children.

Background Information:

In October 2012, President Kaler presented to the Board on the lessons to be learned from the child abuse events at Penn State and the subsequent report by Louis Freeh. As promised in

that presentation, the President appointed a Work Group in November 2012 to develop a new system-wide policy on the safety and protection of children at the University. The Work Group was composed of six University staff and met on seven occasions, received five presentations from campus experts, and reviewed the policies of 14 other universities. It gathered appropriate data on the number of children on University campuses and facilities and in our programs, the public safety history related to minors for the past 10 years, and reviewed current law and practice relating to child abuse reporting and background checks. On March 15, 2013, the Work Group issued its report to the President, which included the proposed Board of Regents Policy: *Safety of Minors*, as well as a proposed administrative policy. The proposed Board policy was reviewed by the President, the Senior Leadership Group, the Senate Consultative Committee, and the Board Policy Group.

President's Recommendation for Action:

The President recommends adoption of the proposed Board of Regents Policy: *Safety of Minors*.



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS POLICY**

Page 1 of 2

SAFETY OF MINORS

Adopted:
Supersedes:

DRAFT for *review* May 9, 2013

SAFETY OF MINORS

SECTION I. SCOPE.

This policy provides for the safety of minors (persons under the age of 18, also “children”) on University of Minnesota campuses and facilities and in University programs.

SECTION II. GUIDING PRINCIPLE.

It is the policy of the Regents of the University of Minnesota to protect and provide a safe environment for children when they are on University premises, participate in University sponsored programs, or are in the care of University employees or University volunteers. Children come to the campuses and into the facilities of the University for many purposes including educational programs, recreational programs, childcare, cultural events, and athletic programs. These programs and opportunities provide immense benefits only available at the University. These programs have operated successfully on our campuses and facilities for many years and enriched the lives of tens of thousands of children. This policy is intended to support the continuation of this tradition and enhance the safety of minors on our campuses, in our facilities and in our programs. The policy applies to all minors on University premises and in University sponsored programs including, but not limited to, all enrolled students and Post Secondary Enrollment Option students.

SECTION III. IMPLEMENTATION.

In order to assure the safety and wellbeing of children, the University shall adopt administrative policies and procedures that address children’s safety including, but not limited to the following:

1. Requiring all University employees and volunteers who have reason to believe that a child is being neglected or physically or sexually abused to make an immediate report of the neglect or abuse to a law enforcement or social service agency.
2. Requiring background checks of all University employees and volunteers where appropriate and who have significant contact with or supervise children on campus.
3. Requiring appropriate training for University employees on the identification and reporting of neglect, physical abuse, or sexual abuse of children and the notification requirements mandated by policy and Minnesota law.
4. Establishing appropriate requirements for the safety of children participating in University-sponsored programs.
5. Identifying and assuring compliance with all state or federal laws relating to the safety of children.

All University employees and volunteers shall cooperate in the effort to protect children and provide for their safety on our campuses, in our facilities and in our programs.



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty and Staff Affairs Committee

May 9, 2013

Agenda Item: Annual Promotion & Tenure Recommendations

review review/action action discussion

Presenters: Vice President Kathryn Brown
Senior Vice President and Provost Karen Hanson
Arlene Carney, Vice Provost for Faculty & Academic Affairs

Purpose:

policy background/context oversight strategic positioning

After careful review and due consideration, the senior academic officers of the University of Minnesota recommend to the Board of Regents for their action those faculty being considered for promotion and/or tenure effective with the beginning dates of their terms of appointment in 2013-2014.

Outline of Key Points/Policy Issues:

The Senior Vice President and Provost recommends for promotion and/or tenure the faculty listed in the attached document, from the University of Minnesota Twin Cities, the University of Minnesota Crookston, and the University of Minnesota Morris.

Chancellor Lendley Black, in accord with the agreement between the Regents of the University of Minnesota and the University Education Association, recommends for promotion and/or tenure the faculty listed in the attached document, from the University of Minnesota Duluth.

The presentation will provide the Faculty and Staff Affairs Committee with statistical highlights of the composition of the faculty group being recommended for promotion and/or tenure by gender, faculty of color, and rank. Data that provide comparisons to previous years and an overview of the current process will also be discussed.

Background Information:

Board of Regents Policy: *Faculty Tenure* calls for the administration to bring forward its recommendations for faculty promotion and tenure on an annual basis for action by the Board.

President's Recommendation for Action:

The President recommends approval of the Annual Promotion & Tenure Recommendations.

Executive Summary

The Promotion and Tenure Process

According to the Board of Regents Policy: *Faculty Tenure*, there are two types of faculty appointments – regular faculty or term (contract) faculty. Regular faculty are individuals who have received tenure, an indefinite appointment, or who are eligible to receive tenure and are on a probationary appointment. Term or contract faculty are appointed annually and are not eligible for tenure. Both regular and term faculty are appointed with a faculty rank: instructor, assistant professor, associate professor, and professor.

Each year, the Senior Vice President and Provost recommend actions to the Board of Regents for both groups of faculty. For regular faculty, the recommendations include: 1) assistant professors in a probationary period who have been evaluated for promotion to the rank of associate professor with the conferral of indefinite tenure; 2) associate professors in a probationary period who have been evaluated for the conferral of indefinite tenure (tenure in rank); and 3) associate professors with indefinite tenure who have been evaluated for promotion to the rank of professor with tenure. For term or contract faculty, the recommendations include: 1) assistant professors who have been evaluated for promotion to the rank of associate professor without tenure; and 2) associate professors who have been evaluated for promotion to the rank of professor without tenure. The majority of the contract faculty have appointments in the Academic Health Center, primarily in the Medical School, although other colleges have contract faculty appointments as well.

Regular Faculty

The Board of Regents Policy: *Faculty Tenure* describes the University criteria for research or other creative work, teaching, and service to obtain tenure in Section 7.11. Similarly, Section 9.2 of the tenure policy describes the University criteria to reach the rank of professor.

In addition, each unit has written a document that describes the criteria for promotion and tenure for regular faculty in that department called the 7.12 statement (referring to Section 7.12 of the Board of Regents Policy: *Faculty Tenure*). These documents describe the research, teaching, and service standards of the unit for promotion to the ranks of associate or full professor and for conferral of indefinite tenure.

Those untenured faculty with probationary appointments (either assistant or associate professors) receive formal written annual reviews that are mandated by the Board of Regents Policy: *Faculty Tenure* (Section 7.2). These reviews are conducted by the initial department or unit, signed by the probationary faculty member, and subsequently forwarded for review by the candidate's collegiate dean, and the Senior Vice President and Provost (delegated to the Vice Provost for Faculty and Academic Affairs). On the coordinate campuses, these reviews are forwarded to the vice chancellor and to the chancellor. During the sixth probationary year, these untenured faculty members must be evaluated for a final decision – promotion to associate professor and conferral of indefinite tenure (assistant professors) or conferral of indefinite tenure (associate

professors). A probationary faculty member can also be denied tenure and/or promotion and be given an additional terminal year.

A decision for promotion and/or tenure can be made at any time during the probationary period (i.e. early promotion and/or tenure) and a faculty member can be terminated at any time during the probationary period if she or he is not making appropriate progress toward tenure and/or promotion. In addition, faculty may extend their probationary periods for the birth or adoption of a child or for the provision of care for a sick, injured, or disabled family member, or for their own significant illnesses or injuries (Board of Regents Policy: *Faculty Tenure*, Section 5.5). Finally, some faculty members come to the University of Minnesota with prior service at another university and have a shortened probationary period (no less than three years).

Associate professors with tenure also receive annual reviews (as do all tenured faculty including full professors) and can be considered for promotion to professor at any time after they have achieved this rank. The 7.12 statement for the unit describes the additional criteria that are required for promotion to full professor. These require the attainment of a national and/or international reputation and substantial advancement in their research or other creative work, teaching, and service.

Contract or Term Faculty

For those faculty not on tenure tracks, each unit has developed a set of promotion standards that have research, teaching, and service criteria as well as clinical practice criteria for those in the Academic Health Center. These criteria are somewhat different from those for regular faculty. That is, the types of research may be more applied, or may include types of scholarship that address effective models of teaching or continuing education. That is, the scholarship is important but of a different scope.

These faculty also receive annual reviews of performance and receive feedback about their progress toward promotion to the next rank

Regular Faculty: Review Process in the Decision Year for Tenure and/or Promotion

The basis for a promotion and/or tenure decision is the evaluation of a dossier that contains information about the faculty member's scholarship or creative activity, teaching, and service. Each candidate's record is evaluated by a group of external scholars who have positions of national or international prominence in the discipline of the candidate. For some colleges, internal reviewers from the University may provide additional evaluation. Reviewers are asked to assess the research or creative activity of the candidate; they may be asked to evaluate teaching as well. The faculty of each department or unit take a formal vote on promotion to the next rank and on conferral of indefinite tenure and provide a written report of the faculty discussion and the vote to the faculty member's college. In addition, the chair or head of each unit writes a separate report of the case. Regardless of the outcome of the vote, the entire case is forwarded to the college level. Most colleges have their own Promotion and Tenure Committee with representatives across the departments within the college. (Some smaller colleges send their materials to an All-University Promotion and Tenure Committee with representatives from

each college. Their recommendations go directly to the Senior Vice President and Provost). The second-level promotion and tenure committee (either collegiate or All-University) also evaluates the dossier and forwards their recommendations and formal vote in a report to the dean of the college; this report is advisory to the dean. The dean (and typically the associate deans of the college) evaluates the dossier as well. The dean provides a formal letter to the Senior Vice President and Provost with recommendations about promotion and/or tenure. For the Morris and Crookston campuses, the reviews are conducted along division or department lines, followed by a college-wide committee, and review by both the Vice Chancellor and the Chancellor. All cases on these two coordinate campuses are also reviewed by the Senior Vice President for Academic Administration, University of Minnesota System.

The central level of review for the Twin Cities and Morris and Crookston campuses is coordinated by the Vice Provost for Faculty and Academic Affairs who reviews each dossier (except those from the University of Minnesota Duluth). Cases that have negative decisions or mixed votes are reviewed by a second central administrator. Results of all cases are reviewed by the Senior Vice President and Provost and the Vice Provost for Faculty and Academic Affairs; actual cases that have variance in voting (i.e. a mix of positive and negative votes along the review process or negative votes) are reviewed directly by the Senior Vice President and Provost.

For assistant professors on probationary appointments, the possible outcomes of the decision are: promotion to associate professor with conferral of indefinite tenure or non-reappointment (which has a one-year terminal appointment). For associate professors with tenure, the possible outcomes are promotion to full professor with tenure or continuation in rank. For associate professors on probationary appointments, the outcomes are conferral of indefinite tenure or non-reappointment (which has a one-year terminal appointment).

Contract Faculty: Review Process

The review process is the same for contract faculty: dossiers are assembled documenting research, teaching, and service activities as well as clinical practice for those who are in the Academic Health Center; external reviewers and internal reviewers provide evaluation of research, teaching, service, and clinical practice, if applicable. Departments or units vote on promotion in rank. The report of these votes, along with a review by the unit head, is sent to the college level for review by a collegiate or All-University Committee and the dean. Then the complete dossier is sent to the Vice Provost for Faculty and Academic Affairs and the Senior Vice President for Academic Affairs and Provost for final review.

Assistant professors with annual appointments may be promoted to the rank of associate professor; associate professors with annual appointments may be promoted to the rank of professor.

Tenure Success Rate

The recommendation that a faculty member receive indefinite tenure is one of the most important ones made by the Senior Vice President for Academic Affairs and Provost since this represents the commitment of the University to this faculty member for the remainder of his/her career. The metric for tenure success that is used at the University of Minnesota is based on a comparison of the entering cohort of untenured assistant professors in a given year and the percentage of the cohort who has attained tenure seven years after beginning an appointment at the University. Over the course of the intervening probationary appointment, a number of untenured faculty receive reviews that suggest that their progress is unsatisfactory and they choose to leave the University. Some may receive notices of non-reappointment during the probationary period. Others may leave the University for other positions for a variety of reasons. The number of untenured assistant professors who are recommended for tenure in their decision year is a fraction of the cohort that began.

Each year, the tenure success rate is calculated for a three-year rolling average. This year, the cohorts of probationary faculty began in 2003, 2004, and 2005. There were 333 faculty who began their appointments in this three-year group. After seven years, 60.1% had received tenure and were still employed at the University and 5.7% had received tenure and left the University. The three-year average tenure success rate is 65.8%.

Results of 2012-2013 Promotion and Tenure Review

In 2012-2013, a total of 187 cases were evaluated across the University of Minnesota system. There were 157 cases from the Twin Cities campus, 27 cases from the Duluth campus, 2 cases from the Morris campus, and 1 case from the Crookston campus. There were 154 cases for regular faculty and 33 cases for contract faculty.

Table 1 contains all recommendations by gender and category of rank for both regular and contract faculty. For regular faculty, there are 89 assistant professors on probationary appointments: 87 are recommended for tenure and promotion to associate professor, one is recommended for non-reappointment, and one case is pending.

For associate professors on probationary appointments, there are seven recommended for tenure.

For associate professors with tenure, 58 are recommended for promotion to professor.

For contract faculty, 21 assistant professors are recommended for promotion to associate professor; 12 associate professors are recommended for promotion to professor.

Of the 187 total cases, 111 are men (59%) and 76 are women (41%). For the regular faculty, 56% are men and 44% are women. For the contract faculty, 73% are men and 27% are women. The percentage of promotion and tenure decisions involving women faculty has decreased slightly in comparison to last year when 42% of decisions concerned women. Table 2 contains the history of promotion and/or tenure recommendations for all campuses for women faculty for the period 2003 through 2013. These past six years have the highest rates since 2003-04.

In addition, of the 187 cases, 54 decisions or 29% involved faculty of color (includes international faculty of color). The percentage of recommendations for faculty of color has ranged from 18.6 to 29% from 2003 to 2013. This year, there has been a clear increase compared to last year when 23% of tenure and promotion recommendations involved faculty of color. Table 3 contains the history of promotion and/or tenure recommendations for all campuses for faculty of color for the period 2003 through 2013.

Table 1

**FACULTY TENURE AND/OR PROMOTION RECOMMENDATIONS
2012-2013**

	Male	Female	Total
<i>Regular Faculty (Tenure-Track and Tenured Cases)</i>			
Assistant Professor probationary to Associate Professor with tenure	50	37	87
Non-reappointment – Assistant Professor probationary	0	1	1
Associate Professor probationary to Associate Professor with tenure	5	2	7
Associate Professor with tenure to Professor with tenure	32	26	58
Continuation in rank – Associate Professor with tenure	-	-	-
Pending (Assistant Professor probationary)	-	1	1
<i>Total Tenure-Track/Tenured Cases</i>	87	67	154
<i>Contract Faculty (Non-Tenure Track)</i>			
Assistant Professor without tenure to Associate Professor without tenure	15	6	21
Associate Professor without tenure to Professor without tenure	9	3	12
<i>Total Non-Tenure Track Cases</i>	24	9	33
TOTALS	111	76	187

Includes all campuses

Table 2
PROMOTION AND TENURE RECOMMENDATIONS
INVOLVING WOMEN FACULTY

2003-2013

Recommended for:	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13
Tenure Only	1	1	1	0	5	2	4	1	0	2
Tenure and Promotion	46	29	36	29-28*	42	28	32	37	37	43
Promotion Only	16	21	27	21	21	23	35	34	29	29
Continuation in Rank	1	--	2	0	0	1	0	1	0	0
Non-reappointment	1	--	2	1	1	0	1	1	0	1
Pending	--	--	--	--	--	2**	1**	1**	0	1
Total number of recommendations involving women faculty	65	51	68	50* 54	69	56	73	75	66	76
Total number of individuals in review process	172	156	204	175* 176	171	145	184	189	158	187
Percentage of recommendations in the review process involving women faculty	38%	33%	33%	29%	40%	39%	40%	40%	42%	41%

Note: 2005-2006 data adjusted due to late P&T case brought forward to the BOR in June 2006.

*One female candidate resigned position prior to completion of process.

**Pending cases were resolved after BOR meeting:

2 in 2008-09 – tenure and promotion to associate professor

1 in 2009-10 – promotion to tenured professor

1 in 2010-11 – non-reappointment for probationary faculty member

Table 3
PROMOTION AND TENURE RECOMMENDATIONS
INVOLVING FACULTY OF COLOR

2003-2013

Recommended for:	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13
Tenure Only	1	0	3	2	2	0	0	1	0	4
Tenure and Promotion	24	17	20	13	19	15	28	22	22	36
Promotion Only	8	12	12	19	11	12	15	17	14	12
Continuation in Rank	1	0	0	0	0	0	1	0	0	0
Non-reappointment	1	0	4	1	0	1	0	1	0	1
Pending							0	1**	0	1
Total number of recommendations involving faculty of color	35	29	39	35	32	28	44	42	36	54
Total number of individuals in review process	172	156	204	175 176	171	145	184	189	158	187*
Percentage of recommendations in the review process involving faculty of color	20.4%	18.6%	19.21%	20% 19.9%	18.7%	19%	24%	22%	23%	29%

Note: 2005-2006 data adjusted due to late P&T case brought forward to the BOR in June 2006.

*One candidate was counted in the total that did not specify their ethnicity.

**One candidate was non-reappointed following the BOR meeting.

Promotion and Tenure Recommendations Effective 2013-2014
Presented to the Faculty and Staff Affairs Committee of the Board of Regents
May 9, 2013

COLLEGE	DEPARTMENT	FROM	TO
<u>Biological Sciences, College of</u>			
William Gray	Plant Biology	Associate Professor	P Professor
Reuben Harris	Biochemistry, Molecular Biology and Biophysics	Associate Professor	P Professor
Jennifer Powers	Ecology, Evolution and Behavior	Assistant Professor	N Associate Professor
Nathan Springer	Plant Biology	Associate Professor	P Professor
John Ward	Plant Biology	Associate Professor	P Professor
<u>Dentistry, School of</u>			
Ranier Adarve	Restorative Sciences	Assistant Professor	N Associate Professor
Christine Blue	Primary Dental Care	Assistant Professor	N Associate Professor
Naty Lopez	Primary Dental Care	Assistant Professor	N Associate Professor
<u>Dentistry, School of (contract faculty)</u>			
Nanci De Felipe	Developmental and Surgical Sciences	Clinical Assistant Professor	J Clinical Associate Professor
<u>Design, College of</u>			
Blaine Brownell	Architecture	Assistant Professor	N Associate Professor
Marilyn Bruin	Design, Housing and Apparel	Associate Professor	P Professor
Jeffrey Crump	Design, Housing and Apparel	Associate Professor	P Professor
Lucy Dunne	Design, Housing and Apparel	Assistant Professor	N Associate Professor
<u>Education and Human Development, College of</u>			
James Bequette	Curriculum and Instruction	Assistant Professor	N Associate Professor
Cryss Brunner	Organizational Leadership, Policy, and Development	Associate Professor	P Professor
Stephanie Carlson	Institute of Child Development	Associate Professor	P Professor
Donald Dengel	School of Kinesiology	Associate Professor	P Professor
Elizabeth Lightfoot	School of Social Work	Associate Professor	P Professor

<u>COLLEGE</u>	<u>DEPARTMENT</u>	<u>FROM</u>	<u>TO</u>
<u>Education and Human Development, College of (cont'd)</u>			
Sashank Varma	Educational Psychology	Assistant Professor	Associate Professor
Ross VeLure Roholt	School of Social Work	Assistant Professor	Associate Professor
<u>Food, Agricultural and Natural Resource Sciences, College of</u>			
Neil Anderson	Horticultural Science	Associate Professor	Professor
James Bradeen	Plant Pathology	Associate Professor	Professor
Jeffrey Coulter	Agronomy and Plant Genetics	Assistant Professor	Associate Professor
Yang Da	Animal Science	Associate Professor	Professor
Elizabeth Davis	Applied Economics	Associate Professor	Professor
Adrian Hegeman	Horticultural Science	Assistant Professor	Associate Professor
Baraem Ismail	Food Science and Nutrition	Assistant Professor	Associate Professor
Laura Kalambokidis	Applied Economics	Associate Professor	Professor
Joseph Knight	Forest Resources	Assistant Professor	Associate Professor
Kenneth Kozak	Fisheries, Wildlife, and Conservation Biology	Assistant Professor	Associate Professor
Yuzhi Li	Animal Science	Assistant Professor	Associate Professor
Krishona Martinson	Animal Science	Assistant Professor	Associate Professor
Elton Mykerez	Applied Economics	Assistant Professor	Associate Professor
Karen Oberhauser	Fisheries, Wildlife, and Conservation Biology	Associate Professor	Professor
Cheryl Smith	Food Science and Nutrition	Associate Professor	Professor
Kyungsoo Yoo	Soil, Water, and Climate	Assistant Professor	Associate Professor
<u>Hubert H. Humphrey School of Public Affairs</u>			
Xinyu (Jason) Cao	Hubert H. Humphrey School of Public Affairs	Assistant Professor	Associate Professor
Greta Friedmann-Sanchez	Hubert H. Humphrey School of Public Affairs	Assistant Professor	Associate Professor
<u>Law School</u>			
Hari Michele Osofsky	Law School	Associate Professor	Professor
<u>Liberal Arts, College of</u>			
Hakim Abdeirrezak	French and Italian	Assistant Professor	Associate Professor

COLLEGE**DEPARTMENT****FROM****TO****Liberal Arts, College of (cont'd)**

Elizabeth Beaumont	Political Science	Assistant Professor	N	Associate Professor	P
Jeffrey Broadbent	Sociology	Associate Professor	P	Professor	P
Peter Campion	English	Assistant Professor	N	Associate Professor	P
Sarah Chambers	History	Associate Professor	P	Professor	P
Lisa Channer	Theatre Arts and Dance	Assistant Professor	N	Associate Professor	P
Bruno Chaouat	French and Italian	Associate Professor	P	Professor	P
Spencer Cole	Classical and Near Eastern Studies	Assistant Professor	N	Associate Professor	P
Jan Estep	Art	Associate Professor	P	Professor	P
Timothy Face	Spanish and Portuguese	Associate Professor	P	Professor	P
Ana Forcinito	Spanish and Portuguese	Associate Professor	P	Professor	P
Paul Goren	Political Science	Associate Professor	P	Professor	P
Ronald Greene	Communication Studies	Associate Professor	P	Professor	P
Jaime Hanneken	Spanish and Portuguese	Assistant Professor	N	Associate Professor	P
James Henkel	Art	Associate Professor	P	Professor	P
Tiefeng Jiang	Statistics	Associate Professor	P	Professor	P
Erin Kelly	Sociology	Associate Professor	P	Professor	P
Diyah Larasati	Theatre Arts and Dance	Assistant Professor	N	Associate Professor	P
Howard Lavine	Political Science	Associate Professor	P	Professor	P
Raul Marrero-Fente	Spanish and Portuguese	Associate Professor	P	Professor	P
Jennifer Marshall	Art History	Assistant Professor	N	Associate Professor	P
Charlotte Melin	German, Scandinavian and Dutch	Associate Professor	P	Professor	P
Peggy Nelson	Speech-Language-Hearing Sciences	Associate Professor	P	Professor	P
Yuichiro Onishi	African American and African Studies	Assistant Professor	N	Associate Professor	P
Joshua Page	Sociology	Assistant Professor	N	Associate Professor	P
Fabrizio Perri	Economics	Associate Professor	P	Professor	P
Amy Sanders	Journalism and Mass Communication	Assistant Professor	N	Associate Professor	P
Katherine Scheil	English	Associate Professor	P	Professor	P
Michael Silverman	Music	Assistant Professor	N	Associate Professor	P
Joan Smith	Theatre Arts and Dance	Associate Professor	P	Professor	P
Hooi Ling Soh	Linguistics	Associate Professor	P	Professor	P

<u>COLLEGE</u>	<u>DEPARTMENT</u>	<u>FROM</u>	<u>TO</u>
<u>Liberal Arts, College of (cont'd)</u>			
Dominic Taylor	Theatre Arts and Dance	Assistant Professor	Associate Professor P
Michael Wilson	Anthropology	Assistant Professor	Associate Professor P
<u>Management, Carlson School of</u>			
Tony (Haitao) Cui	Marketing	Assistant Professor	Associate Professor P
Carlos Torelli	Marketing	Assistant Professor	Associate Professor P
Tracy Yue Wang	Finance	Assistant Professor	Associate Professor P
Jianfeng Yu	Finance	Assistant Professor	Associate Professor P
<u>Medical School</u>			
Atsushi Asakura	Neurology	Assistant Professor	Associate Professor P
Anja-Katrin Bielinsky	Biochemistry, Molecular Biology & Biophysics	Associate Professor	Professor P
David Boulware	Medicine	Assistant Professor	Associate Professor P
Melissa Geller	Obstetrics and Gynecology	Assistant Professor	Associate Professor P
Susanta Hui	Therapeutic Radiology	Associate Professor	Associate Professor P
Dan Kaufman	Medicine	Associate Professor	Professor P
Aaron Kelly	Pediatrics	Assistant Professor	Associate Professor P
Anthony Killeen	Laboratory Medicine and Pathology	Associate Professor	Professor P
Paul Mermelstein	Neuroscience	Associate Professor	Professor P
Gregory Metzger	Radiology	Associate Professor	Associate Professor P
Thomas Neufeld	Genetics, Cell Biology, and Development	Associate Professor	Professor P
Kirsten Nielsen	Microbiology	Assistant Professor	Associate Professor P
<u>Medical School (contract faculty)</u>			
J. Kyle Anderson	Urology	Assistant Professor	Associate Professor I
Jason Baker	Medicine	Assistant Professor	Associate Professor I
John Belcher	Medicine	Assistant Professor	Associate Professor W
Jonathan Braman	Orthopaedic Surgery	Assistant Professor	Associate Professor K
Michael Burke	Pediatrics	Assistant Professor	Associate Professor I
Umar Choudry	Surgery	Assistant Professor	Associate Professor I

<u>COLLEGE</u>	<u>DEPARTMENT</u>	<u>FROM</u>	<u>TO</u>
<u>Medical School (contract faculty cont'd)</u>			
Alisa Duran-Nelson	Medicine	Assistant Professor	Associate Professor
Christopher Erbes	Psychiatry	Assistant Professor	Associate Professor
Ralph Frascone	Emergency Medicine	Associate Professor	Professor
Daniel Gruenstein	Pediatrics	Assistant Professor	Associate Professor
Daniel Guillaume	Neurosurgery	Assistant Professor	Associate Professor
Hildi Hagedorn	Psychiatry	Assistant Professor	Associate Professor
Jonathan Hallberg	Family Medicine and Community Health	Assistant Professor	Associate Professor
Carson Harris	Emergency Medicine	Associate Professor	Professor
Mohamed Hassan	Medicine	Assistant Professor	Associate Professor
Eric Jensen	Surgery	Assistant Professor	Associate Professor
Kevin Kilgore	Emergency Medicine	Assistant Professor	Associate Professor
Cornelius Lam	Neurosurgery	Associate Professor	Professor
Mark LeSage	Medicine	Associate Professor	Professor
James Miner	Emergency Medicine	Associate Professor	Professor
Angela Panoskaltis-Mortari	Pediatrics	Associate Professor	Professor
Shailendra Prasad	Family Medicine and Community Health	Assistant Professor	Associate Professor
Shanathi Sivanandam	Pediatrics	Assistant Professor	Associate Professor
Scott Sponheim	Psychiatry	Associate Professor	Professor
Michael Sweeney	Anesthesiology	Associate Professor	Professor
Brent Taylor	Medicine	Assistant Professor	Associate Professor
David Templeman	Orthopaedic Surgery	Associate Professor	Professor
Ezgi Tiryaki	Neurology	Assistant Professor	Associate Professor
Christine Wendt	Medicine	Associate Professor	Professor
Dennis Zhu	Medicine	Associate Professor	Professor
<u>Nursing, School of</u>			
Karen Monsen	School of Nursing	Assistant Professor	Associate Professor
<u>Pharmacy, College of</u>			
Terrence Adam	Pharmaceutical Care and Health	Assistant Professor	Associate Professor
Elizabeth Amin	Medicinal Chemistry	Assistant Professor	Associate Professor

<u>COLLEGE</u>	<u>DEPARTMENT</u>	<u>FROM</u>	<u>TO</u>
<u>Pharmacy, College of (cont'd)</u>			
Pamala Jacobson	Experimental and Clinical Pharmacology	Associate Professor	P Professor
Changquan (Calvin) Sun	Pharmaceutics	Assistant Professor	N Associate Professor
<u>Pharmacy, College of (contract faculty)</u>			
Debra Skaar	Experimental and Clinical Pharmacology	Assistant Professor	K Associate Professor
<u>Public Health, School of</u>			
Sonya Brady	Epidemiology and Community Health	Assistant Professor	N Associate Professor
Lisa Brosseau	Environmental Health Sciences	Associate Professor	P Professor
Haitao Chu	Biostatistics	Associate Professor	N Associate Professor
Richard MacLehose	Epidemiology and Community Health	Assistant Professor	N Associate Professor
Toben Nelson	Epidemiology and Community Health	Assistant Professor	N Associate Professor
<u>Science and Engineering, College of</u>			
Anar Akhmedov	Mathematics	Assistant Professor	N Associate Professor
Aditya Bhan	Chemical Engineering and Materials Science	Assistant Professor	N Associate Professor
Phillippe Buhlmann	Chemistry	Associate Professor	P Professor
William Cooper	Industrial and Systems Engineering	Associate Professor	P Professor
Joshua Feinberg	Earth Sciences	Assistant Professor	N Associate Professor
Lucy Fortson	Physics and Astronomy	Associate Professor	N Associate Professor
Rhonda Franklin	Electrical and Computer Engineering	Associate Professor	P Professor
Michel Janssen	Physics and Astronomy	Associate Professor	P Professor
Efrosini Kokkoli	Chemical Engineering and Materials Science	Associate Professor	P Professor
Rui Kuang	Computer Science and Engineering	Assistant Professor	N Associate Professor
Timothy LaPara	Civil Engineering	Associate Professor	P Professor
Mihai Marasteanu	Civil Engineering	Associate Professor	P Professor
Julian Marshall	Civil Engineering	Assistant Professor	N Associate Professor
Aaron Massari	Chemistry	Assistant Professor	N Associate Professor
Berenice Mettler	Aerospace Engineering and Mechanics	Assistant Professor	N Associate Professor
Yoichiro Mori	Mathematics	Assistant Professor	N Associate Professor
Chad Myers	Computer Science and Engineering	Assistant Professor	N Associate Professor

<u>COLLEGE</u>	<u>DEPARTMENT</u>	<u>FROM</u>	<u>TO</u>
Theoden Netoff	Biomedical Engineering	Assistant Professor	Associate Professor
		N	P

<u>COLLEGE</u>	<u>DEPARTMENT</u>	<u>FROM</u>	<u>TO</u>
<u>Science and Engineering, College of (cont'd)</u>			
Stergios Rounmeliotis	Computer Science and Engineering	Associate Professor	P Professor
Jonathan Sachs	Biomedical Engineering	Assistant Professor	N Associate Professor
<u>Veterinary Medicine, College of</u>			
Ricardo Chebel	Veterinary Population Medicine	Assistant Professor	N Associate Professor
Timothy Johnson	Veterinary and Biomedical Sciences	Assistant Professor	N Associate Professor
Hinh Ly	Veterinary and Biomedical Sciences	Associate Professor	N Associate Professor
Molly McCue	Veterinary Population Medicine	Assistant Professor	N Associate Professor
Sheila Torres	Veterinary Clinical Sciences	Associate Professor	P Professor
<u>Veterinary Medicine, College of (contract faculty)</u>			
Connie Gebhart	Veterinary and Biomedical Sciences	Associate Professor	K Professor
<u>University of Minnesota Crookston</u>			
Alvin Killough	Liberal Arts and Education	Assistant Professor	N Associate Professor
<u>University of Minnesota Morris</u>			
Rebecca Dean	Anthropology	Assistant Professor	N Associate Professor
Raymond Schultz	Theatre	Associate Professor	P Professor
<u>University of Minnesota Duluth</u>			
<u>UMD: College of Education and Human Service Professions</u>			
Lynn Brice	Education	Associate Professor	N Associate Professor
Evelyn Campbell	Social Work	Assistant Professor	N Associate Professor
Dana Collins	Communication Sciences and Disorders	Assistant Professor	N Associate Professor
Dan Glisczinski	Education	Assistant Professor	N Associate Professor
Geraldine Nierengarten	Education	Assistant Professor	N Associate Professor
Mark Zmudy	Health, Physical Education, and Recreation	Assistant Professor	N Associate Professor
<u>UMD: College of Liberal Arts</u>			
Rebecca de Souza	Communication	Assistant Professor	N Associate Professor

<u>COLLEGE</u>	<u>DEPARTMENT</u>	<u>FROM</u>	<u>TO</u>
UMD: College of Liberal Arts (cont'd)			
Jill Doerfler	American Indian Studies	Assistant Professor	N Associate Professor P
Qiang Fang	History	Assistant Professor	N Associate Professor P
Hairong Feng	Communication	Assistant Professor	N Associate Professor P
John Hatcher	Writing Studies	Assistant Professor	N Associate Professor P
Kristen Hylenski	Foreign Languages and Literatures	Assistant Professor	N Associate Professor P
Maureen Tobin Stanley	Foreign Languages and Literatures	Associate Professor	P Professor
UMD: Swenson College of Science and Engineering			
Elizabeth Austin-Minor	Chemistry and Biochemistry	Associate Professor	P Professor
Jing Bai	Electrical and Computer Engineering	Assistant Professor	N Associate Professor P
Carlos Carranza-Torres	Civil Engineering	Associate Professor	N Associate Professor P
Hongyi Chen	Mechanical and Industrial Engineering	Assistant Professor	N Associate Professor P
Karen Gran	Geological Sciences	Assistant Professor	N Associate Professor P
Thomas Hrabik	Biology	Associate Professor	P Professor
Keith Lodge	Chemical Engineering	Associate Professor	P Professor
UMD: Labovitz School of Business and Economics			
Grace Kang	Accounting	Assistant Professor	N Associate Professor P
Jill Klingner	Finance and Management Information Sciences	Assistant Professor	N Associate Professor P
Xin Liang	Management Studies	Assistant Professor	N Associate Professor P
Junhua Wang	Finance and Management Information Sciences	Assistant Professor	N Associate Professor P
UMD: School of Fine Arts			
Steven Bardolph	Art and Design	Assistant Professor	N Associate Professor P
Beth Koch	Art and Design	Assistant Professor	N Associate Professor P
Eugene Koshinski	Music	Assistant Professor	N Associate Professor P
Employment Status Symbols			
I	- Clinical Scholar; Medical School		
J	- Multiple year contract		
K	- Annual renewable contract		
N	- Probationary; tenure-track		
P	- Indefinite tenure; faculty		
W	- Yearly appointment; Medical School		



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty and Staff Affairs Committee

May 9, 2013

Agenda Item: Continuous Appointments: Annual Recommendations

review review/action action discussion

Presenters: Vice President Kathryn Brown
Senior Vice President and Provost Karen Hanson
Arlene Carney, Vice Provost for Faculty & Academic Affairs

Purpose:

policy background/context oversight strategic positioning

To seek approval of the continuous appointment status for staff in the academic professional series.

Outline of Key Points/Policy Issues:

- Seeking approval of continuous appointment status for three academic professional staff members who are also being recommended for promotion.
- Continuous appointment and promotion are effective at the beginning of the 2013-2014 appointment period.

Background Information:

Each spring the administration presents its recommendations on continuous appointments to the Board of Regents for staff in the academic professional employee category. Board approval is required in accordance with Board of Regents Policy: *Board Operations and Agenda Guidelines* and University administrative policies.

President's Recommendation for Action:

The President recommends approval of the annual recommendations for continuous appointments.

Executive Summary

The Continuous Appointment Process

Each year, the Senior Vice President and Provost recommends to the Board of Regents a group of academic professionals (P&As) for continuous appointments. The conferral of continuous appointment status for an academic professional is parallel to the conferral of indefinite tenure for a faculty member and follows a similar process.

Background on P&As with Continuous Appointments

There are approximately 5,633 academic professional and administrative staff at the University of Minnesota:

- 91% (5,123 individuals) of these employees are on annual renewable contracts.
- 59% (3,320 individuals) are academic professionals (such as librarians, educational specialists, extension educators, research fellows, and academic advisors).
- 41% (2,313 individuals) are academic administrators (such as vice presidents, deans, directors, coordinators, assistants of various types).
- Of the 3,320 academic professional staff, fewer than 3% (or 101 individuals) are on continuous appointment or probationary status.

Over half of those P&A staff with continuous appointments or probationary status work in the University Libraries. The other P&As with continuous appointments or probationary status across the University hold positions such as attorney, educational or clinical specialist, academic advisor, physician, psychologist, or curator.

Review Process

Just as for faculty, academic professionals with probationary status receive an annual review for each of the six probationary years that provides them with feedback about their progress toward receiving a continuous appointment. This review includes the unit level, the collegiate or divisional level, and the central level (the Vice Provost for Faculty and Academic Affairs).

During the decision year for receiving a continuous appointment, the home unit of the individual solicits letters from external reviewers who are experts in their fields at other institutions. The unit may also include internal letters from other individuals at the University with whom the candidate interacts. For example, for a university librarian, letters may be solicited from academic department chairs whose departments are served by that librarian. This review has three stages as well: the unit in which the individual is employed, an All-University Review Committee, and the central level in the Provost's

Office (the Vice Provost for Faculty and Academic Affairs). The results of the complete process are reviewed together by the Senior Vice President for Academic Affairs and Provost and the Vice Provost for Faculty and Academic Affairs.

2012-2013 Candidates for Continuous Appointment

This year, the Senior Vice President and Provost recommends to the Board of Regents three individuals in the Librarian series of the academic professional employee category for continuous appointments. All are from the University Libraries on the Twin Cities campus.

For the employee category of academic professionals, the gender breakdown is 53% women (1,753) and 47% men (1,567). In addition, 17% (or 548 individuals) are persons of color. The three individuals recommended for continuous appointments have the following characteristics: two white males, one white female.



UNIVERSITY OF MINNESOTA
BOARD OF REGENTS

Faculty and Staff Affairs Committee - May 9, 2013

Continuous Appointment: The following individuals in the academic professional series have been recommended for continuous appointment (G), to be effective with the beginning of the 2013-2014 appointment period.

University of Minnesota Libraries - Twin Cities

	<u>From</u>	<u>To</u>
Janet Fransen	Assistant Librarian (H)	Associate Librarian (G)
Jon Jeffryes	Assistant Librarian (H)	Associate Librarian (G)
R. Arvid Nelsen	Assistant Librarian (H)	Associate Librarian (G)



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty and Staff Affairs Committee

May 9, 2013

Agenda Item: National Issues & Trends Related to Faculty

review review/action action discussion

Presenters: Vice President Kathryn Brown
Senior Vice President/Provost Karen Hanson
Chancellor Lendley Black
Chancellor Jacqueline Johnson
Chancellor Stephen Lehmkuhle
Chancellor Fred Wood
Arlene Carney, Vice Provost for Faculty & Academic Affairs

Purpose:

policy background/context oversight strategic positioning

To share issues and trends that affect how the University recruits, retains and rewards its best faculty. To highlight specific issues relevant to each system campus.

Outline of Key Points/Policy Issues:

- Review of national trends in higher education that affect faculty recruitment and retention;
- Review of salary competitiveness;
- Discussion of factors other than compensation that affect retention and recruitment of world-class faculty; and
- Discussion of unique opportunities and challenges facing individual University campuses.



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty and Staff Affairs Committee

May 9, 2013

Agenda Item: Information Items

review review/action action discussion

Presenters: Vice President Kathryn Brown

Purpose:

policy background/context oversight strategic positioning

To inform the Board of Regents 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; and
- Faculty and staff activities and awards.

Background Information:

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

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

May 9, 2013

Faculty and Staff 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, rather, 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 and staff affairs.

Personnel

Amy Hietapelto will begin July 1 as dean of the University of Minnesota Duluth Labovitz School of Business and Economics. Hietapelto has served as the dean of the College of Business and Management at Northeastern Illinois University in Chicago since 2009 and was acting dean and associate dean before that. She holds a doctoral degree with an emphasis in organizational studies from the Carlson School of Management.

The University of Minnesota Alumni Association Board of Directors named Lisa R. Lewis president and chief executive officer effective May 31. She has 23 years of alumni association experience, most recently with the University of Connecticut. She is an honors graduate of the University of South Florida with degrees in both marketing and public relations.

Jill Pinkney Pastrana, chairwoman of the Department of Education Studies at the University of Wisconsin-Eau Claire, has been named dean of UMD's College of Education and Human Service Professions and will begin working July 1. She earned her doctoral degree from the University of California, Los Angeles, where she also earned master's degrees in curriculum and teacher studies and Latin American studies.

University Highlights

The University of Minnesota Crookston and the University of Minnesota Duluth have both been named to the 2013 President's Higher Education Community Service Honor Roll by the Corporation for National and Community Service. The honor roll recognizes higher education institutions that reflect the values of exemplary community service and achieve meaningful outcomes in their communities.

UMM's Office of University Relations and Admissions won a Silver Award in the 28th Annual Educational Advertising Awards, sponsored by Higher Education Marketing Report, for the 2012-13 Admissions Viewbook.

UMD received three ADDY awards in the 2013 American Advertising Federation Duluth/Superior recognition program. The Labovitz School of Business and Economics holiday card, created by WestmorelandFlint, received a Gold ADDY Award and was also chosen for Judges Row. The UMD annual report, created by UMD External Affairs, received the People's Choice Award.

Xcel Energy presented the University of Minnesota with the Platinum Award for long-term commitment to energy efficiency. Starting in 2008, U of M operations managers set aggressive efficiency and carbon emission reduction goals, including annual commitments to conserve five percent of the previous year's total energy consumption. The University's efforts have resulted in more than \$15 million in total energy savings.

UMD's James I. Swenson Civil Engineering Building received the 2013 Award of Excellence in the green/sustainable construction category from the Minnesota Construction Association. The building was constructed with many exposed structural features to serve as a learning tool for engineering students. Its sustainable elements include the use of local materials such as northern Minnesota taconite and recycled pickle barrels from Wisconsin. The Award of Excellence recognizes construction projects and association members that make substantial contributions to the construction community.

Lawrence Ianni Hall has earned Silver LEED (Leadership in Energy and Environmental Design) status, making it UMD's fifth LEED-certified facility. The building houses 280 students and features energy-efficient windows, substantial insulation, low-flow fixtures, and high-efficiency lighting. Automatic shutoff devices conserve water and electricity.

The Princeton Review named the University of Minnesota, Twin Cities a Best Value College for 2013, based on assessments that examine academics, cost, and financial aid. This is the third straight year that the U has been selected.

The fourth annual edition of *The Princeton Review's Guide to 322 Green Colleges* includes the University of Minnesota Morris. The publication highlights UMM's "deep roots in agriculture and land stewardship" and cites the campus's various renewable energy projects including its biomass gasification plant, commercial-scale research wind turbines, and on-site solar thermal system.

The Carlson School was named a Military Friendly School for 2013 by *G.I. Jobs* magazine. The distinction recognizes schools with a demonstrated strong interest in recruiting and retaining military and veteran students. The University was also recently cited by BestCollegesOnline.com as one of "25 colleges with incredible veteran support." In the ranking, the site highlighted the One Stop program that coordinates services such as scheduling, mentoring programs, mental health, and finances.

The College of Pharmacy has been selected by the American Association of Colleges of Pharmacy to receive the Lawrence C. Weaver Transformative Community Service Award, which recognizes a school of pharmacy demonstrating a major institutional commitment to addressing unmet community needs. The college was recognized for bringing direct care to underserved

communities locally and nationally; developing new practices in underserved rural, urban, and Native American communities; and advocating for the ability of pharmacists to serve the public.

College of Biological Sciences Student Services received a Regional Innovation Award from the National Academic Advising Association for its advising appointment “checkback” series, which provides students with opportunities to identify, develop, and achieve their academic, career, and personal goals through guided reflection at set points in their academic career.

The University of Minnesota Medical Center, Fairview was included in *Becker’s Hospital Review* list of “100 Hospitals and Health Systems With Great Oncology Programs.” These hospitals are on the cutting edge of cancer treatment, prevention, and research.

Faculty and Staff Activities and Awards

Government Technology, a publication devoted to information technology’s role in state and local governments, has named Massoud Amin, electrical and computer engineering, as one of its “Top 25 Doers, Dreamers and Drivers for 2013” who set the standard for using innovative technology to solve public sector challenges and improve the performance of government programs.

David Andersen, fisheries, wildlife, and conservation biology, received the Minnesota Award from the Minnesota Chapter of the Wildlife Society for his lifetime contributions to wildlife research. It is the group’s highest honor.

Sudipto Banerjee, biostatistics, won the 2012-2013 International Indian Statistical Association Young Researcher Award in Applications. The selection committee noted his leadership and creativity in several areas of Bayesian modeling, the enormous impact his textbook has had on the field, and his ability to develop new methods to solve real applications.

Moe Benda, Swenson College of Science and Engineering, was elected to the board of directors for the Iron Range Partnership for Sustainability, an organization promoting the balance between community, economy, and environment on the Iron Range.

Lynn Blewett, health policy and management, has been appointed to a four-year term on the National Committee for Vital and Health Statistics, the public advisory body to the Secretary of Health and Human Services in the area of health data and statistics.

James Carey, physical medicine and rehabilitation, was designated a Catherine Worthingham Fellow, the highest honor of the American Physical Therapy Association.

Peter Carr, chemistry, has been honored with the 2013 LCGC (liquid chromatography, gas chromatography) Lifetime Achievement Award for his contributions to the field of liquid chromatography and surface chemistry.

Brenda Child, history and American Indian studies, has joined the board of directors of the Smithsonian’s National Museum of the American Indian.

Jay Cohn, medical school, received the American Heart Association's 2012 Heart and Stroke Hero award for his contribution to the advancement of research and awareness.

Eli Coleman, family practice and community health, was elected to a two-year term as president of the Society for Sex Therapy and Research, a community facilitating communication among clinicians treating problems of sexual function, sexual identity, and reproductive life.

Steven Crouch, dean of the College of Science and Engineering at the University of Minnesota-Twin Cities, has been elected to the National Academy of Engineering (NAE). Crouch was recognized for his contributions to simulation methodology for the behavior of fractured rock masses. Election to the NAE is among the highest professional distinctions accorded to an engineer.

Charles Crutchfield III, dermatology, has been named to theGrio.com's list of 100 "Making History Today." theGrio.com focuses on news and events that have a unique interest and/or pronounced impact within the national African American audience. Crutchfield is a nationally recognized skin care expert, with a specialty in ethnic skin conditions.

Joan DeJaeghere, organizational leadership, policy, and development, has been elected to the board of directors for the Comparative and International Education Society (CIES) for a three-year term. CIES is the first comparative education society in the world.

School of Nursing Dean Connie Delaney was inducted as a Distinguished Scholar and Fellow to the National Academy of Practice in Nursing, a non-profit that advises governmental bodies on the healthcare system.

Jigna Desai, gender, women, and sexuality studies, won the Association for Asian American Studies Excellence in Mentorship Award.

Pam Enrici, UMD reference librarian, has just completed her year as chair of the Engineering Division of the Special Libraries Association (SLA), the association representing the interests of thousands of information professionals in over 80 countries. She will continue to serve on the Engineering Division Executive Board and is currently serving on the Science & Technology Division Nominations Committee and on the Awards Committee of the Minnesota Chapter of SLA.

Frank Forcella, agronomy and plant genetics, has been named a fellow of the Weed Science Society of America.

Mary Franklin-Brown, French and Italian, won the 2103 Harry Levin Prize, awarded by the American Comparative Literature Association, for her book *Reading the World: Encyclopedic Writing in the Scholastic Age*. Shaden M. Tageldin, cultural studies and comparative literature, received an honorable mention for her book, *Disarming Words: Empire and the Seductions of Translation in Egypt*. The 2013 Levin Prize distinguishes the best first book in comparative literature published in 2010-2012.

Vince Fritz, Southern Research and Outreach Center, won the 2013 American Society for Horticultural Science Outstanding Extension Educator award.

Donna Gabaccia, history, was awarded the Theodore Saloutos Memorial Book Award by the Immigration and Ethnic History Society for her book *Foreign Relations: American Immigration in Global Perspective*.

Sue Galatowitsch, fisheries, wildlife, and conservation biology, won the 2013 R1Edu award for excellence and innovation in online learning for her work in developing a series of ecological restoration online training courses. R1edu.org provides a one-stop portal to innovative distance learning programs at some of the most respected schools in North America. Participating institutions are members of the Association of American Universities and are classified as Research Universities I by the Carnegie Foundation.

Gunda Georg, Institute for Therapeutics Discovery, has been selected to receive the annual Volwiler Research Achievement Award from the American Association of Colleges of Pharmacy. She was recognized by her peers as one of the leading research workers in medicinal chemistry and for outstanding contributions to the discipline.

The *Proceedings of the National Academy of Sciences (PNAS)* Editorial Board has selected six papers to receive the 2012 Cozzarelli Prize, an award that recognizes outstanding contributions to the scientific disciplines represented by the National Academy of Sciences. Apostolos P. Georgopoulos, neuroscience, and collaborators, Paloma T. Gonzalez-Bellido, Hanchuan Peng, Jinzhu Yang, and Robert M. Olberg, were selected by *PNAS* in the Biological Sciences category for their paper, "Eight pairs of descending visual neurons in the dragonfly give wing motor centers accurate population vector of prey direction." Papers were chosen from more than 3,700 research articles that appeared in the journal in 2012.

Theresa Glomb, Center for Human Resources and Labor, was named a fellow of the Society for Industrial and Organizational Psychology. Fellow status is an honor bestowed upon members who have shown evidence of unusual and outstanding contributions or performance in industrial-organizational psychology through research, practice, teaching, administration, and/or professional service.

Terry Guggenbuehl, technology coordinator for the Swenson College of Science and Engineering, was elected president of the City of Duluth Planning Commission for a one-year term.

Craig Hedberg, environmental health sciences, and Michael Osterholm, Center for Infectious Disease Research and Policy, were named among the best in food safety education at America's colleges and universities by *Food Safety News*, an online publication.

Jeanne Higbee, postsecondary teaching and learning, has been invited to be the primary editor for the *Journal of College Teaching and Learning*, an open access journal that publishes articles on K-12 and college teaching, learning, and administration.

Will Hueston, Center for Animal Health and Food Safety, was awarded an honorary doctorate in veterinary medicine from Chiang Mai University in Thailand. The degree was presented by Her Royal Highness Princess Maha Chakri Sirindhorn. Hueston also received the 2013 Senator John Melcher DVM Leadership in Public Policy Award from the Association of American Veterinary Medical Colleges.

Susan J. Henly, nursing, was appointed editor-in-chief of *Nursing Research* beginning January 2013.

Rashné Jehangir, postsecondary teaching and learning, has been selected to serve on the editorial review board of the *Journal of the First-Year Experience and Students in Transition*.

The Minnesota Veterinary Medical Association presented its Veterinarian of the Year Award to Carl Jessen, retired professor of veterinary clinical sciences. The group's Outstanding Faculty Award went to Stephanie Valberg, equine center.

George John, marketing, and co-author Mrinal Ghosh, University of Arizona, have been awarded the 2013 Louis W. Stern Award by the American Marketing Association Foundation for "Strategic Fit in Industrial Alliances: An Empirical Test of Governance Value Analysis." The award recognizes an outstanding article in a widely recognized and highly respected refereed journal which has made a significant contribution to the literature on marketing and channels distribution.

Michelle Johnson-Jennings, UMD pharmacy, has been appointed to the National Institutes of Health, National Institute of Drug Abuse (NIDA) American Indian/Alaska Native Researchers and Scholars Work Group, which provides recommendations to NIDA on research needed to better understand, prevent, and treat substance abuse and addiction in American Indian/Alaska Native (AI/AN) populations and to develop addiction research capacity in AI/AN communities.

University of Minnesota President Eric Kaler is among the 101 top scientists, innovators and leaders from the academic world named as charter fellows of the National Academy of Inventors. The honor recognizes exceptional achievements "in creating or facilitating outstanding inventions that have made a tangible impact on quality of life, economic development and the welfare of society." Kaler, who holds 10 patents, is one of the nation's foremost experts on complex fluids, which have applications in drug delivery, food processing, pharmaceuticals, and manufacturing.

Joe Konstan, computer science and engineering, received the 2013 Lifetime Service Award from the Special Interest Group on Computer-Human Interaction (SIGCHI), one of the Association for Computing Machinery's special interest groups. The award is given to individuals who have contributed to the growth of SIGCHI in a variety of capacities.

Pavel Krasutsky, Natural Resources Research Institute, was listed as one of Minnesota's top 500 inventors by *Twin Cities Business* magazine. The list was compiled by extracting data from the U.S. Patent and Trademark Office and applying a proprietary formula that takes several factors into account, such as number of patents in last five years, applications published, etc.

Robert LaPrade, orthopaedic surgery, received the 2013 Orthopaedic Research and Education Foundation Clinical Research Award.

The Ambivalent Partisan by Howard Lavine, political science, won the David O. Sears Award from the International Society of Political Psychology for the best book on the political psychology of mass behavior.

The Minnesota Chapter of the Wildlife Society presented the Service to Chapter Award to John Loegering, UMC agriculture and natural resources. The award recognizes service, teaching, and professional contributions to the organization and the profession.

Richard MacLehose, epidemiology & community health, was recognized as one of the top six reviewers of 2012 by the journal *Epidemiology*. The recognition letter noted “their reviews stood out in three important ways: quality, number and promptness (without a single overdue review in the group).”

Jeff Matson, Center for Urban and Regional Affairs, was selected from among 100 nominees nationwide to serve on the steering committee for a newly formed American Community Survey (ACS) Data Users Group organized by the Population Reference Bureau in Washington D.C. The steering committee will provide leadership to facilitate ongoing discussion and exchange about ACS data issues through an external website, webinars, workshops, and conferences.

Svitlana Mayboroda, mathematics, is the first recipient of the AWM-Sadosky Research Prize in Analysis, which is awarded by the Association for Women in Mathematics (AWM) to highlight to the community outstanding contributions by women in the field.

Scott McClanahan, endodontics, was confirmed as director of the American Board of Endodontics in April. This honor is awarded to candidates who have demonstrated diagnostic skill, clinical proficiency, and professional judgment of a level that promotes the highest quality of care for patients. The American Board of Endodontics is the only certifying board for the specialty of endodontics and is one of nine specialty boards recognized by the American Dental Association.

Barbara McMorris, nursing, was appointed by Minneapolis Mayor R.T. Rybak to the city’s 20-member Youth Violence Prevention Executive Committee. McMorris’ expertise in adolescent health will help the city address youth violence as a public health issue.

Ruth Mickelson, health policy and management, has been elected to the board of directors of HealthPartners, the largest consumer-governed nonprofit health care organization in the nation.

A paper by David Moeller and Peter Tiffin, plant biology, was named an Editor’s Choice by *Science* magazine. *Science* noted that the paper, “Reduced pollinator service and elevated pollen limitation at the geographic limit of an annual plant,” sheds light on how mutualisms influence the geographic distribution of species, which has become increasingly of interest in the context of contemporary climate change.

Ned Mohan, electrical and computer engineering, was awarded the 2013 Electrical and Computer Engineering Department Heads Association Innovative Program Award for his pioneering work in reforming the Electric Energy System Curriculum.

Amy B. Monahan, law school, has been selected for the 2013 Young Scholars Medal, given by the American Law Institute. The Young Scholars Medal, now in its third year, was created to encourage and acknowledge practical academic work with the potential to have a positive influence on the law. The honor goes to only one or two scholars each year, typically in their first decade of teaching, from among candidates nominated by law school deans.

Ganapathy Natarajan, mechanical and industrial engineering at UMD, was appointed director of communication and webpages for the American Society for Engineering Management.

Pete Nelson, meat laboratory, received the 2013 Honored Member Award from the Minnesota Association of Meat Processors.

Lin Nelson-Mayson, Goldstein Museum of Design, was honored at the 2013 Museums Advocacy Day in Washington, D.C. for five years of service as a citizen-lobbyist. She is one of only 17 who participated in all five years of Museums Advocacy Day, which brings museum professionals from across the country to Washington to make the case for America's museums on Capitol Hill. Since 2009 she has recorded a total of 39 visits to Congressional offices.

Gerald Niemi, Natural Resources Research Institute, was elected to a three-year term on the Raptor Research Foundation board of directors. The Foundation is an international scientific society that accumulates and disseminates scientific information about raptors.

Hans Othmer, mathematics, has been named a fellow of the Society for Industrial and Applied Mathematics for contributions to mathematical biology, in particular the theory of pattern formation in biological systems.

Stephanie Platteter, College of Continuing Education, is the recipient of the 2013 Dorothy Durkin Strategic Innovation Award from the University Professional & Continuing Education Association. A national award, the Dorothy Durkin Strategic Innovation Award recognizes an individual for achievement in strategic planning, marketing innovation, or enrollment management success.

Wayne Potratz, art, received the Outstanding Educator Award for 2013 from the International Sculpture Center (ISC). According to the ISC press release, Potratz was the unanimous choice among 39 educators who were nominated.

Michael Resnick, pediatrics and adolescent health, was named to the board of directors of the Guttmacher Institute, which seeks to advance sexual and reproductive health through research, policy analysis and public education.

Kay Reyerson, history, has been awarded the Robert L. Kindrick-CARA Award for Outstanding Service to Medieval Studies by the Medieval Academy of America. This annual award recognizes members who have provided leadership in developing, organizing, promoting, and sponsoring medieval studies.

Jim Riddle, Southwest Research and Outreach Center, and his wife, Joyce Ford, received the annual Sustie award from the Ecological Farming Association for their long history of working in sustainable agriculture.

William Roberts, medical school, was named to the Best Doctors in America 2013 list, a peer-selected network of doctors identified as leaders in their specialty.

Carl Rosen, soil, water, and climate, received the 2013 Researcher of the Year award from the Northern Plains Potato Growers Association.

S. Charles Schulz, psychiatry, will receive the Stanley Dean Award for Research in Schizophrenia from the American College of Psychiatrists.

Mary Schuster, writing studies, and co-editor Jessica Reyman from Northern Illinois University were awarded the 2013 Technical and Scientific Communication Award in the category of Best Original Collection of Essays in Technical and Scientific Communication by the Conference on College Composition and Communication. The award is for a special issue of the journal *Technical Communication Quarterly* on “Technical Communication and the Law.”

President Obama named Humphrey School of Public Affairs Dean Eric Schwartz to serve on the U.S. Commission on International Religious Freedom. The nine-member board oversees an independent, bipartisan U.S. federal government commission that monitors the universal right to freedom of religion or belief abroad. The commission reviews alleged violations of religious freedom and makes policy recommendations.

LeAnn Snow, physical medicine and rehabilitation, was selected as the honorable mention winner of the 2012 Association of Academic Physiatrists Excellence in Research Writing Awards competition for her research paper “Skeletal Muscle Plasticity after Hemorrhagic Stroke in Rats: Influence of Spontaneous Physical Activity.”

D. Daniel Sokol, Law School, has been appointed the inaugural chair of the newly approved Hispanic National Bar Association Law Professors Committee.

Will Soto, College of Biological Sciences, won this year’s Society for the Study of Evolution’s R.A. Fisher Prize, which is given for an outstanding Ph.D. dissertation paper published in the journal *Evolution*. Soto’s dissertation is titled: “Evolutionary perspectives in a mutualism of sepiolid squid and bioluminescent bacteria.”

Thomas Stoffregen, kinesiology, will join the editorial board of *Frontiers in Movement Science and Sport Psychology*, an online, open access journal that seeks to research various facets within the psychological movement sciences.

Deb Swackhamer, Water Resources Center, has been re-appointed by Governor Mark Dayton to the state's Clean Water Council.

Andrew Van de Ven, strategic management and organization, has been named founding editor of *Academy of Management Discoveries (AMD)*, a new journal being launched by the Academy of Management. The mission of *AMD*, scheduled to debut in 2014, is to promote the creation and dissemination of new empirical evidence that strengthens understanding of important new or poorly understood phenomena relevant to management and organizations.

Frances Vavrus, organizational leadership, policy, and development, and her colleague Lesley Bartlett, Columbia University, received the 2013 George Bereday Award Honorable Mention from the Comparative and International Education Society. The award recognizes the two best articles published in the previous year in the society's flagship journal, *Comparative Education Review*.

Kendall B. Wallace, UMD medical school, was recently elected as vice president/president of the Academy of Toxicological Sciences (ATS). ATS is commissioned to identify the most prominent toxicologists globally and to recognize them by conferring fellowship to these individuals in this international certifying body.

Rob Warren, sociology, is the new editor of *Sociology of Education*, a journal of the American Sociological Association.

Julia M. Williams, department of education at UMD, received the 2013 Minnesota Excellence in Education Award presented by the North Central Association Commission on Accreditation and School Improvement and AdvancED. The award notes her "unparalleled leadership in promoting and advancing excellence in education."

Jean F. Wyman, nursing, was awarded the John A. Hartford Foundation Award for Leadership in Geriatric Nursing Research. The award is bestowed annually to an individual whose research, leadership, and mentorship have had a substantial impact on quality of care for older adults. Wyman's work has focused on health problems that are among the most feared by people as they age: incontinence, falling, and lack of mobility.