

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

FACULTY & STAFF AFFAIRS

Thursday, September 12, 2013

1:15 - 3:15 p.m.

600 McNamara Alumni Center, East Committee Room

Committee Members

John Frobenius, Chair
David McMillan, Vice Chair
Richard Beeson
Laura Brod
David Larson
Patricia Simmons

Student Representatives

AGENDA

1. Collective Bargaining Agreement with 1B Printers - Review/Action - K. Brown/P. Dion (pp. 2-4)
2. Strategic Issues Related to *University Plan, Performance & Accountability Report* - K. Brown (p. 5)
3. Discussion of Plan for Enhancing Employee Engagement - K. Brown/B. Sullivan (pp. 6-12)
4. Annual Report on Compensation - K. Brown/L. Lamb (pp. 13-18)
5. 2013-14 Committee Work Plan Discussion - J. Frobenius/K. Brown (p. 19-20)
6. Consent Report - Review/Action - K. Brown (pp. 21-22)
7. Information Items - K. Brown (pp. 23-30)



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty and Staff Affairs Committee

September 12, 2013

Agenda Item: Collective Bargaining Agreement with 1-B Printers

review review/action action discussion

Presenters: Vice President Kathryn Brown
Patti Dion, Director of Employee Relations

Purpose:

policy background/context oversight strategic positioning

Recommend approval of this collective bargaining agreement between the University of Minnesota and Graphic Communications International Union Local 1-B.

Outline of Key Points/Policy Issues:

This contract will provide the terms and conditions of employment for employees between April 1, 2013 and October 31, 2014. A summary of the contract, the members covered, and the associated financial impact is attached.

Background Information:

Negotiations on this contract began April 30, 2013 and concluded with a tentative agreement on June 12, 2013. The Union's contract ratification process was completed on June 13, 2013. Board approval is required before the contract can be implemented.

President's Recommendation for Action:

The President recommends the Board approve this collective bargaining agreement between the University of Minnesota and Graphic Communications International Union Local 1-B.



REGENTS OF THE UNIVERSITY OF MINNESOTA

RESOLUTION RELATED TO THE PROPOSED LABOR AGREEMENT WITH GRAPHIC COMMUNICATIONS INTERNATIONAL UNION LOCAL 1-B

WHEREAS, the parties have met and negotiated and have reached agreement regarding terms and conditions of employment regarding the employees of this bargaining unit (a complete copy of which is available in the Board of Regents Office); and

WHEREAS, Graphic Communications International Union Local 1-B has ratified acceptance of the agreement, and

WHEREAS, according to the Board of Regents Policy: *Board Operations and Agenda Guidelines*, approval of labor agreements by the Board of Regents is required;

NOW, THEREFORE, BE IT RESOLVED, that on the recommendation of the President, the Board of Regents approves this labor agreement as outlined in the docket for September 12, 2013.

GRAPHIC COMMUNICATIONS INTERNATIONAL UNION LOCAL 1-B

This unit is comprised of Journey person Production Workers. The total number of employees in this unit is 6. The contract is for a 19 month duration from April 1, 2013 – October 31, 2014.

ECONOMIC SETTLEMENT

The parties agreed to a 2.5% base pay adjustment for Fiscal Year 2013 to be effective on April 1, 2013 as well as a 2.5% base pay adjustment for Fiscal Year 2014 to be effective on November 1, 2013

BASE ANNUAL PAYROLL	\$261,987.00
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RECURRING COSTS

Fiscal Year 2013 base salary adjustments	\$6,550.00
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Fiscal Year 2014 base salary adjustments	\$6,713.00
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NON-ECONOMIC HIGHLIGHTS

Neither the Union nor the University proposed non-economic changes to contract language.



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty and Staff Affairs Committee

September 12, 2013

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

review review/action action discussion

Presenters: Vice President Kathryn Brown

Purpose:

policy background/context oversight strategic positioning

To inform the Board of Regents about the faculty and staff matters reported in the *2013 University Plan, Performance & Accountability Report*, and to align the information provided in the report with the transformational change underway in key core aspects of the human resource function across the University system.

Outline of Key Points/Policy Issues:

- Brief description of the strategic framework supporting the redesign of core human resource functions across the University.
- Brief overview of how that framework has informed the inclusion of material in the report.

Background Information:

In 2000, the Board approved the creation of the *University Plan, Performance & 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. In December 2005, the Educational Planning and Policy Committee of the Board took steps to ensure the report was aligned with the University's strategic positioning efforts. In May 2006, the Board revised the timing of the production of the report to each September.

In the Spring of 2012, the Office of Human Resources completed its strategic planning effort, and presented the plan to the Faculty, Staff and Student Affairs Committee of the Board at its May 2012 meeting. That effort has continued to inform the work of OHR in addressing transformational change in core aspects of the human resource function across the University system. Beginning with the 2012 edition of the *University Plan, Performance & Accountability Report*, and again with this 2013 edition, elements of that transformational work have begun to be reflected in the Exceptional Faculty and Staff section of the report.



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty and Staff Affairs Committee

September 12, 2013

Agenda Item: Discussion of Plan for Enhancing Employee Engagement

review review/action action discussion

Presenters: Vice President Kathryn Brown
Brandon Sullivan, Ph.D., Employee Engagement Manager

Purpose:

policy background/context oversight strategic positioning

Enhancing employee engagement is a critical piece of President Kaler's initiative to advance operational excellence system-wide and to implement a human resources strategic plan to attract and retain top talent. Employee engagement is a top priority for many private sector organizations due to its connection with unwanted turnover, workforce productivity, customer satisfaction, and other important outcomes. Research conducted at the University of Minnesota shows that the same factors that drive employee engagement also characterize our most research-productive departments.

The University's employee engagement initiative is a multi-year effort to improve our engagement as well as the quality and consistency of our management and the local work environment. An annual survey, reporting, and action-planning process will provide an assessment of employee engagement at the campus, college, and unit-levels, provide feedback to leaders and managers, and guide actions to address key drivers of engagement.

The survey process will provide key data to the President and the Board of Regents on the engagement level of the University workforce and the quality of the work environment. This data will help identify key issues to improve organizational effectiveness and productivity as well as increase the skills of leaders and managers. Successful implementation of an employee engagement strategy requires visible, ongoing support and accountability from senior leadership and governance groups as well as the local leaders and administrators who play a key role in driving engagement.

Outline of Key Points/Policy Issues:

This discussion will cover the following key points:

- what employee engagement is and why it is important to address at the University of Minnesota
- research and best practices related to employee engagement
- plans to measure and enhance engagement, and
- what we expect to get out of this process.

Background Information:

The Faculty and Staff Affairs Committee of the Board heard a presentation of the OHR Strategic Plan in May 2012. Further, Board Policy: *Board Operations and Agenda Planning*, defines the role of the committee to include advising: "...the administration on faculty and staff compensation, benefits, recruitment, development, retention, and other issues related to employee engagement..." and providing governance and oversight to "...employee engagement."

Discussion of Plan for Enhancing Employee Engagement

Board of Regents Faculty and Staff Affairs Committee

Kathryn F. Brown, Vice President, Office of Human Resources
Brandon Sullivan, Ph.D., OHR Employee Engagement
September 12, 2013

Strategic Direction for OHR

- **Mission:** The Office of Human Resources strategically leads and partners with our community to provide the diverse workforce and organizational capabilities that drive excellence in the University.
- **Vision:** Create the diverse workplace of the future where people are engaged, connected, thriving, and achieving.
- **Values:** Integrity, service, innovation, collaboration, responsibility.

Strategic Imperatives

- **Define**
 - Re-imagined, integrated OHR portfolio of services
 - Well-articulated partnership between central OHR and HR work in colleges, units, and campuses in which roles and responsibilities are clear and understood
 - Leader in providing HR professional skills and practice, and encouraging best practices in HR systems and service delivery
- **Simplify**
 - Simplified employment policies and administrative procedures
 - Streamlined employment processes and management
- **Empower**
 - Leaders and managers to make strategic decisions about talent
 - Employees to optimize their employment experience
 - Human resource professionals to be proactive, responsible, and responsive
- **Deliver**
 - Excellent, high quality service in core OHR business functions
 - Improved business processes that support talent management
 - Strategic organizational development advice and practice

OHR Strategic Dashboard: Culture/Employee Engagement (Empower)

Goal: Develop and implement a comprehensive employee engagement strategy that defines and shapes the connection to and satisfaction of employees at all levels of the University of Minnesota system.

What We Will Cover Today

- What research and practice tell us
 - Why engagement is important
 - Key drivers of engagement
- Our plan
 - Work with campus, college, and unit leaders in a new way
 - Define and measure engagement
 - Create and implement action-plans
 - Re-survey annually
- Key outcomes
- Discussion



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty and Staff Affairs Committee

September 12, 2013

Agenda Item: Annual Report on Compensation

review review/action action discussion

Presenters: Vice President Kathryn Brown
Lori Lamb, Director, Office of Human Resources Operations

Purpose:

policy background/context oversight strategic positioning

Board policy requires an annual report on compensation and recognition for all employees. The attached materials outline and frame the presentation the Board will hear within the context of the Office of Human Resource's strategic framework.

Outline of Key Points/Policy Issues:

- Total compensation; defined, philosophy, and policy
- Workforce trends impacting compensation
 - Total headcount
 - Healthcare cost trends
 - Compensation and salary increase trends
- The challenges of benchmarking
- 2013 compensation report by specific employee groups:
 - Senior leader salaries compared to peers
 - Faculty salaries compared to peers
 - Professional salaries
- Discussion

Background Information:

The Board of Regents adopted Board of Regents Policy: *Employee Compensation and Recognition* policy on March 9, 2007 and amended it on July 11, 2012. This report fulfills Section V. Monitoring and Reporting requirement, which requires:

The president or delegate shall:

- (a) Monitor the effectiveness of compensation and recognition programs;
- (b) Report annually to the Board of Regents on compensation and recognition programs for all employees, including an annual comprehensive report on compensation provided to senior leaders.

Last year's compensation report was shared with the Faculty and Staff Affairs Committee on December 13, 2012.

Annual Report on Compensation

Board of Regents

Faculty and Staff Affairs Committee

Kathryn F. Brown, Vice President, Office of Human Resources
Lori Lamb, Director, OHR Operations
September 12, 2013

Strategic Direction for OHR

- **Mission:** The Office of Human Resources strategically leads and partners with our community to provide the diverse workforce and organizational capabilities that drive excellence in the University.
- **Vision:** Create the diverse workplace of the future where people are engaged, connected, thriving, and achieving.
- **Values:** Integrity, service, innovation, collaboration, responsibility.

Strategic Imperatives

- **Define**
 - Re-imagined, integrated OHR portfolio of services
 - Well-articulated partnership between central OHR and HR work in colleges, units, and campuses in which roles and responsibilities are clear and understood
 - Leader in providing HR professional skills and practice, and encouraging best practices in HR systems and service delivery
- **Simplify**
 - Simplified employment policies and administrative procedures
 - Streamlined employment processes and management
- **Empower**
 - Leaders and managers to make strategic decisions about talent
 - Employees to optimize their employment experience
 - Human resource professionals to be proactive, responsible, and responsive
- **Deliver**
 - Excellent, high quality service in core OHR business functions
 - Improved business processes that support talent management
 - Strategic organizational development advice and practice

OHR Strategic Dashboard: Compensation Planning (Define, Simplify)

Goal: Work with senior management to develop and implement a comprehensive compensation philosophy, principles, and tools that will guide compensation decisions for all employee groups and individuals at all levels of the institution.

What We Will Cover Today

- Total compensation; defined, philosophy, and policy
- Workforce trends impacting compensation
 - Total headcount
 - Healthcare cost trends
 - Compensation and salary increase trends
- The challenges of benchmarking
- 2013 Compensation Report By Specific Employee Groups
 - Senior leader salaries compared to peers
 - Faculty salaries compared to peers
 - Professional salaries
- Discussion



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty and Staff Affairs Committee

September 12, 2013

Agenda Item: 2013-14 Committee Work Plan Discussion

review review/action action discussion

Presenters: Regent John Frobenius
Kathryn F. Brown, Vice President, Office of Human Resources

Purpose:

policy background/context oversight strategic positioning

To discuss topics for the FY 2013-14 work plan of the Faculty and Staff Affairs Committee.

Background Information:

Board of Regents Policy: *Board Operations and Agenda Guidelines* defines the role of the Faculty and Staff Affairs Committee as follows:

The Faculty and Staff Affairs Committee advises the administration on faculty and staff compensation, benefits, recruitment, development, retention, and other issues related to employee engagement. This committee also reviews employment-related issues and policies.

Specifically, this committee recommends:

- the granting of faculty promotion and tenure and continuous appointments;
- appointments to specific boards and advisory committees;
- appointments of senior leaders;
- approval of negotiated labor agreements, retirements plans, and other employment matters, consistent with Board policy; and
- changes in the University Senate Constitution and civil service rules.

This committee also provides governance oversight to:

- senior leader compensation, benchmarking, and terms of employment;
- faculty and staff compensation and benefits policy as well as other policies related to employment; and
- employee engagement.

**Faculty and Staff Affairs Committee Work Plan
2013-2014**

Date	Topics
2013	
September 12-13	<ul style="list-style-type: none"> • Collective Bargaining Agreement with 1B Printers • Discussion of Plan for Enhancing Employee Engagement • Strategic Issues Related to the <i>University Plan, Performance and Accountability Report</i> • Annual Report on Compensation • 2013-14 Committee Work Plan Discussion • Consent Report-Review/Action • Information Items
October 10-11	<ul style="list-style-type: none"> • Update on Service Delivery Model • Update on Job Family Redesign • Human Resources Metrics Framework Report • Consent Report-Review/Action • Information Items
November	No BOR or Committee Meetings.
December 12-13	<ul style="list-style-type: none"> • Update on HRMS Upgrade • Strategic Hiring through the Consolidated Job Center • Human Resource Needs in Research • Consent Report • Information Items
2014	
January	No BOR or Committee Meetings.
February 13-14	<ul style="list-style-type: none"> • Update: Engagement Survey Results and Action Plan • Faculty and Staff Diversity • Work+: Designing and Utilizing Space That Supports the Work • Consent Report • Information Items
March 27-28	No Committee Meetings.
April	No BOR or Committee Meetings.
May 8-9	<ul style="list-style-type: none"> • Update on Classification and Compensation Redesign • Annual Recommendations: Promotion and Tenure-Review/Action • Annual Recommendations: Continuous Appointments-Review/Action • National Trends and Issues Related to Faculty • Consent Report • Information Items
June 12-13	<ul style="list-style-type: none"> • Update: HRMS Upgrade • Annual U Plan Report and Benefits Review • Review of Retirement Programs • Consent Report • Information Items
July 9-11	BOR Meeting and Retreat. Committees only meet if there are urgent items requiring action.
August	No BOR or Committee Meetings.



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty and Staff Affairs Committee

September 12, 2013

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 conferral of tenure for faculty who have been hired at the University of Minnesota and the appointment of senior leaders.

Outline of Key Points/Policy Issues:

- Conferral of tenure for new hires

Background Information:

Board of Regents Policy: *Reservation and Delegation of Authority* calls for items, such as proposed changes to retirement provisions, senior administrative appointments, tenure and/or promotion recommendations, and appointments of certain trustees and board members, to be brought before the Faculty and Staff Affairs Committee for action.

President's Recommendation for Action:

The President recommends approval of the Consent Report.

Tenured Outside Hires

The decision of the Board of Regents to confer tenure and rank for any individual faculty hire from outside the University of Minnesota becomes effective on the first day of that faculty member's academic appointment at the University.

Tenured Hires for September Board of Regents meeting – Twin Cities campus Recommended by Senior Vice President for Academic Affairs and Provost Karen Hanson

David Hacker

**Associate professor with tenure
Department of History
College of Liberal Arts**

Professor David Hacker received his Ph.D. in History from the University of Minnesota in 1999. Most recently, he has served as an associate professor at the University of Binghamton in New York. His area of expertise is historical demography and population studies; he studies fertility changes/declines in 19th century US history and population impact of the Civil War on family history, marriage, and fertility. Professor Hacker's research is supported by the National Institutes of Health. He has extensive experience teaching and mentoring undergraduate and graduate students.

Peter Kennedy

**Associate professor with tenure
Department of Plant Biology
College of Biological Sciences**

Professor Peter Kennedy received his Ph.D. in Integrative Biology from the University of California at Berkeley in 2006. Most recently, he has served as a tenured associate professor at Lewis and Clark College. His area of expertise is fungal ecology and he has a nationally recognized research program focused on the ecology, evolution, and genetics of fungal and bacterial communities that form symbiotic associations with plant roots. He has extensive experience teaching and mentoring undergraduates and has provided exceptional service to his discipline and his current college.

Tenured Internal Hire

Demitris Yannopoulos

**Associate professor with tenure
Department of Medicine
Medical School**

Demetris Yannopoulos received his MD from the University of Athens Medical School in 1999 and completed residencies in internal medicine and cardiology at the University of Minnesota as well as a cardiac fellowship at Johns Hopkins University. Dr. Yannopoulos joined the University of Minnesota as an assistant professor on a non-tenure track appointment in 2008 and was promoted to associate professor in 2012. Due to his exceptional record of externally funded research and his important contributions to research in the area of cardiopulmonary resuscitation (CPR), he was the top choice in a national external search. He pioneered the study of vasodilator therapy during CPR; his research impacts and improves survival of patients with sudden cardiac death. Dr. Yannopoulos has been an effective teacher and mentor for students and residents.



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty and Staff Affairs Committee

June 13, 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

September 12, 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

Brian Buhr has been named interim dean for the College of Food, Agricultural and Natural Resource Sciences and interim director for the Minnesota Agricultural Experiment Station. Buhr has been part of the U's applied economics faculty since 1992 and head of applied economics and agricultural education in the college since 2008. His areas of expertise are risk management and commodity markets.

Barbara J. Keinath was named vice chancellor for academic affairs for the University of Minnesota Crookston effective July 1. Most recently she was vice provost and dean of graduate studies at Metropolitan State University in the Twin Cities. She earned B.A. and M.A. degrees from Michigan State and holds a Ph.D. in educational administration from the University of Minnesota.

Highlights

The UMR mascot was officially named "Rockie Raptor" by the UMR student body.

The University of Minnesota Morris has again been included in *Forbes* magazine's listing of American's Top Colleges. Rankings are based on assessments in student satisfaction, post-graduate success, student debt, four-year graduation rate, and nationally competitive awards. UMM is also featured in the 2014 *Fiske Guide to Colleges*, which offers a selective, subjective, and systematic look at more than 300 colleges and universities in the United States, Canada, and Great Britain.

The University of Minnesota Crookston is one of 155 colleges chosen by the *Princeton Review* for its Best in the Midwest section of its website feature "2014 Best Colleges: Region by Region."

Restoration work on the Lester River Fish Hatchery/Limnology Lab, accomplished by UMD's department of facilities management, was honored with an award from the Duluth Preservation Alliance. The structure was built in the late 1880s and added to the National Register of Historic Places in 1978. The restoration included uncovering and rebuilding windows, installing a new

shingle roof, replacing wood gutters with reclaimed cedar, and adding a period color scheme to the exterior.

The communications team from Parking and Transportation Services was recognized with two Northern Lights Awards by the Minnesota Association of Government Communicators for the launch of the “Where’s My Bus” campaign introducing on-campus bus tracking technology.

The renovation of Lind Hall’s first floor on the Twin Cities campus was among 26 construction projects named to *Finance & Commerce’s* Top Projects Series of 2012. Projects were judged for their degree of difficulty, creativity in design, innovative construction techniques, cooperation among contractors and management, and sustainability efforts. The contractor for the Lind Hall project was McGough Construction and the architect/engineer was Collaborative Design Group.

The Program in Human Sexuality’s D-P@RK project, the first national study about HIV testing and health disparities among deaf men who have sex with men, received the Deaf Pride Community Organization Award from Twin Cities Deaf Pride.

The U of M Medical School was one of 12 medical schools in the country to receive the 2013 Top Ten Award from the American Academy of Family Physicians as contributing the most to the pipeline of family physicians.

The Weber Stream Restoration Initiative, managed by UMD’s Natural Resources Research Institute, was recognized as the 2013 Partnership of the Year by Environmental Initiative. The project is a collaborative effort among local governments, agencies, citizen groups, and University of Minnesota scientists and educators working to restore and protect the integrity of Lake Superior’s tributaries.

Community-University Health Care Center received UCare’s 2013 Salute to Excellence! Culturally Competent Quality of Care award.

The University of Minnesota’s Amplatz Children’s Hospital has won an award in the American Institute of Architects’ National Healthcare and Design competition. The judges said the hospital creates “the ideal environment in which to provide and receive children’s healthcare” and noted that the building has “a distinctive identity for the hospital, immediately engaging visitors with its bright and playful exterior of multi-colored stainless steel panels.”

The University of Minnesota Twin Cities and Duluth campuses were named to a list of the 25 campuses deemed most friendly in the nation to gay, lesbian, bisexual and transgender people. The ratings were compiled by Campus Pride, a Charlotte, N.C.-based nonprofit organization dedicated to improving life for GLBT students and college staff. UMTC’s overall Campus Pride Score is 99 percent, earning five of five stars in the Campus Pride Index rating system for the second year in a row. This is the first time UMD has made the top 25. More than 380 schools voluntarily participated in this year’s evaluation.

Faculty and Staff Activities and Awards

Katy Kozhimannil, Jean Abraham, and Beth Virnig, health policy & management, received an honorable mention by Women's Health Issues for their March 2012 article, "National Trends in Health Insurance Coverage of Pregnant and Reproductive-Age Women, 2000 to 2009."

Trevor Ames, dean of the College of Veterinary Medicine, was elected president-elect of the Association of American Veterinary Medical Colleges. The organization's members include 35 veterinary medical colleges in the United States and Canada, nine departments of veterinary science, eight departments of comparative medicine, 13 international colleges of veterinary medicine, and three affiliate colleges of veterinary medicine.

Massoud Amin, electrical and computer engineering, has been nominated for a 2013 College of Engineering Outstanding Senior Alumni Award from the University of Massachusetts Amherst for his achievements and leadership within the electrical and computer engineering industry and profession.

Ravi Bapna, information and decision sciences, has been elected to a two-year term as president of the INFORMS Information Systems Society. The society's goal is to foster and promote research on the use and impact of information technology in organizations.

Jeff Bender, veterinary public health, has been appointed chair of the American Veterinary Medical Association antimicrobial stewardship committee for companion animals. The task force will strive to find ways to reduce the spread of antimicrobial-resistant bacteria and improve stewardship by companion animal veterinarians and their practices through programs similar to those used in human hospitals.

Mary Benner, strategic management and entrepreneurship, is the 2013 *Academy of Management Review (AMR)* Decade Award winner. This award recognizes the article published in AMR 10 years earlier that has the most significant impact as determined through citations. Benner was honored for her 2003 publication, "Exploitation, Exploration, and Process Management: The Productivity Dilemma Revisited."

Keri Bergeson, medical school, received the American Academy of Family Physicians/Bristol-Myers Squibb Award for Excellence in Graduate Medical Education.

Mike Boland, Food Industry Center, was recognized as a Distinguished Scholar by the Western Agricultural Economics Association.

Ulf Bronas, nursing, received the Society for Vascular Medicine's Jay D. Coffman Young Investigator Award for Clinical Science for his paper "Exercise improves vascular endothelial function in patients with early diabetic kidney disease."

Robert Bruininks, professor and president emeritus, received the 2013 Distinguished Alumnus Award from Vanderbilt University Peabody College of Education and Human Development. Bruininks earned his master's and doctoral degrees in educational psychology from the then-George Peabody College for Teachers.

Jeff Bumgarner, UMC liberal arts & education department, has been appointed by Governor Mark Dayton to serve on the Minnesota Board on Judicial Standards. The board is an independent state agency that receives and acts upon complaints about Minnesota judges for judicial misconduct or wrongdoing. The board also handles judicial disability matters, issues advisory opinions, and seeks to educate judges and others about judicial ethics.

Flagrant Conduct: The Story of Lawrence v. Texas, by Dale Carpenter, law school, won the Lambda Literary Award in the LGBT nonfiction category at the 25th Annual Lambda Literary Awards.

Corjena Cheung, nursing, was named a fellow in the Gerontological Society of America's Health Science Section.

John Christianson, health policy and management, was appointed to the Medicare Payment Advisory Commission, a group which helps ensure the effective stewardship of Medicare.

The Institute of Child Development's Dante Cicchetti has been chosen to receive the Association for Psychological Science's (APS) 2014 James McKeen Cattell Fellow Award. The award is the highest honor conferred by APS, and recognizes distinguished APS members for a lifetime of outstanding contributions to applied psychological research. Cicchetti also received the 2013 Award for Outstanding Research Article from the American Professional Society on the Abuse of Children (APSAC). APSAC is the leading national organization supporting professionals who serve children and families affected by child maltreatment and violence.

The Ecological Society of America (ESA) recognized three retired scientists from the University of Minnesota at its annual meeting in August: Margaret Davis and Eville Gorham, both from ecology, evolution and behavior, and Herbert E. Wright, earth sciences. The three conducted groundbreaking ecology research beginning in the 1960s that provided the basis for current research on climate change, which is the theme of this year's ESA meeting.

Joan DeJaeghere, organizational leadership, policy, and development, will serve as one of six associate editors from different countries for the *International Journal of Educational Development*, a leading journal in the field of education and international development.

Daniel Duprez, cardiology, was elected to the National Lipid Association Board of Directors and elected as a member of the American Society of Hypertension Publications Committee.

Kay Ellingson, College of Food, Agricultural, and Natural Resources Sciences student services, received the 2013 Frontline Award from the National Agricultural Alumni and Development Association. The award recognizes an individual's initiative, teamwork and ability to work effectively with the public and strengthen their college's relationships with alumni, friends, donors and supporters.

Murray Frank, finance, received a Citation of Excellence Award from Emerald Group Publishing for "Capital Structure Decisions: Which Factors are Reliably Important?" which appeared in

Financial Management in 2009. The annual awards are limited to the 50 most outstanding articles, based on citations and research impact, published by the world's top management journals.

Carolyn Garcia, nursing, was appointed to the Special Review Board by the commissioner of the Minnesota Department of Human Services.

Stephen Haines, neurosurgery, recently assumed the presidency of the Neurosurgical Society of America and also was appointed chairman of the William P. Van Wagenen Fellowship Committee of the American Association of Neurological Surgeons.

Chris Hogan, mechanical engineering, received the Smoluchowski Award 2013 from Gesellschaft für Aerosolforschung (Association for Aerosol Research) in recognition of significant research contributions to aerosol science.

Peter Hudleston, earth sciences, was awarded the Structural Geology & Tectonics Career Contributions Award from the Geological Society of America for his distinguished career of scholarly research, his long history of generous service to the structural geology and tectonics community, and his impressive record of teaching and mentoring geoscientists.

Lucinda Johnson, Natural Resources Research Institute, received the Society for Freshwater Science Distinguished Service Award for 2013. She was recognized for her contributions as president of the society in 2010-11, her years of service as secretary, and her active student mentoring.

Chris Jolowsky, College of Pharmacy professional education, has been named president-elect of the American Society of Health-System Pharmacists.

Merrie Kaas, nursing, received the American Psychiatric Nurses Association's 2013 Award for Excellence in Education, which recognizes one psychiatric-mental health nurse nationally.

Extension economist Laura Kalambokidis became Minnesota state economist in August replacing her Extension colleague Tom Stinson, who had held the post since 1987. The state economist's responsibilities include preparation of a twice-yearly state revenue forecast which is used by the Legislature and governor for budgeting, planning and tracking, as well as for bond rating agencies and others that assess the state's overall financial health.

Professor Chris Kim and research assistants Bongjin Kim and Weichao Xu, electrical and computer engineering, won a design contest sponsored by the International Symposium on Low Power Electronics and Design with their research project "An Adaptive PLL in 32nm SOI for Optimal Processor Power and Performance under Resonant Supply Noise."

Teresa Jacobson Kimberley, physical therapy, received the Rare Disease Network's Dystonia Coalition Career Development Award.

Nicole LaVoi, Tucker Center for Research on Girls & Women in Sport, was honored with an on-court presentation during a Minnesota Lynx game as part of the team's Inspiring Women series.

UMC Head Women's Equestrian Coach Brooke Leininger earned the United States Dressage Federation Silver Medal, a lifetime achievement award.

Wojciech Lipinski, mechanical engineering, received the 2013 Elsevier/JQSRT Raymond Viskanta Award in Radiative Transfer at the 7th International Symposium on Radiative Transfer.

Jeffrey McCullough and Douglas Wholey, health policy & management, are among co-authors who received an Outstanding Author Contribution Award from Emerald Literati Network for their publication in *Advances in Health Care Management* entitled "The Changing Configuration of Hospital Systems: Centralization, Federalization or Fragmentation?"

David Mulla, soil, water and climate, has been awarded the 2013 Soil Scientist Applied Research Award by the Soil Science Society of American and Agronomic Science Foundation.

Karen Oberhauser, fisheries, wildlife, and conservation biology, was recognized at an awards ceremony at the White House as a Champion of Change for Citizen Science for her work in the field of monarch butterfly citizen science and her role as director of the Monarch Larva Monitoring Project. The award recognizes the value citizen scientists provide, particularly as it relates to collecting and analyzing data over broad geographic areas and timeframes that would otherwise be cost prohibitive.

Keshab Parhi, electrical and computer engineering, received the 2013 Distinguished Alumnus Award from Indian Institute of Technology in Kharagpur, India.

Angie Pohl, Institute on Community Integration, received the 2013 American Psychological Association Division 16 Outstanding Dissertation Award for "The Personal Readiness Evaluation for Postsecondary (PREP): A Development and Validation Study."

Yousef Saad, computer science and engineering, won a 2013 Society for Industrial and Applied Mathematics Outstanding Paper Prize for "The Trace Ratio Optimization Problem for Dimensionality Reduction."

Two faculty members from the UMD pharmacy program have been elected to leadership positions in the Minnesota Pharmacists Association. Randy Seifert has been named president-elect and Keri Hager has been re-elected as board member-at-large for a two year term.

Mikahil Shifman, physics, will receive the 2013 Pomeranchuk Prize, an international award for theoretical physicists given by the Institute for Theoretical and Experimental Physics in Moscow. Shifman was cited for outstanding results in nonperturbative quantum field theory.

Renee Sieving, nursing, will be inducted into the American Academy of Nursing for her research and discovery in adolescent health.

Jamie Stang, epidemiology, received this year's Outstanding Leadership award from the Maternal and Child Health Nutrition Council.

Mary Story, epidemiology, is among 15 nationally recognized experts appointed to the 2015 Dietary Guidelines Advisory Committee. The committee's recommendations will serve as a basis for the eighth edition of the Dietary Guidelines for Americans, which provides a foundation for national nutrition programs, standards, and education.

The *Minneapolis-St. Paul Business Journal* has announced the winners of its third-annual CIO of the Year Awards. Vice President and CIO R. Scott Studham was named in the nonprofit organization category. Honorees were selected by a panel of outside judges, who scored them on criteria ranging from use of innovative technologies to communication skills to community involvement.

Amanda Sullivan, educational psychology, received the 2013 Lightner Witmer Award from Division 16 of the American Psychological Association. The award recognizes individuals who are within seven years of receiving their degree and who have demonstrated continuous scholarship that merits special recognition.

Kumar Tamma, mechanical engineering, was awarded the International Conference on Computational & Experimental Engineering and Sciences Outstanding Research Medal for his research in computational structural dynamics.

Michael Tsapatsis, chemical engineering and materials science, is the 2013 recipient of the American Institute of Chemical Engineers Alpha Chi Sigma Award for Chemical Engineering Research, recognizing his breakthrough contributions in the design, synthesis and applications of molecular sieve membranes, adsorbents and hierarchical catalysts. Tsapatsis, with his collaborator Jurgen Caro from Leibniz University, also received the 2013 Breck Award from the International Zeolite Association for pioneering work on the processing of zeolite and MOF nanostructures enabling separation membranes.

Mark Umbreit, social work, was elected founding president of the National Association for Community and Restorative Justice. This new association includes practitioners and scholars from throughout the United States and will support the needs of members through annual conferences, technical assistance, training, and other resources.

Sarah Westberg, pharmaceutical care and health systems, has been awarded fellow status by the American College of Clinical Pharmacy, which recognizes and rewards the highest levels of excellence in the practice and science of clinical pharmacy.

Stanley Wold, UMD department of music, is the recipient of this year's Arrowhead Regional Arts Council Maddie Simons Advocate Award. The citation stated in part that "Wold has been an active and vigorous advocate for music in the lives of people of all ages from the moment he arrived in Duluth. . . . Through his many years of conducting and performing music, he has made extraordinary choral music accessible to people throughout the Arrowhead Region, the state, and around the world."