



Faculty & Staff Affairs Committee

May 12, 2016

9:45 -11:45 a.m.

East Committee Room, McNamara Alumni Center

FSA - MAY 2016

1. Collective Bargaining Agreement with International Brotherhood of Electrical Workers, Local 292

Docket Item Summary - Page 3

Supporting Materials - Page 4

Resolution - Page 5

2. Collective Bargaining Agreement with the Graphic Communications Conference of the International Brotherhood of Teamsters, Printers Local 1-M

Docket Item Summary - Page 6

Supporting Materials - Page 7

Resolution - Page 8

3. Annual Promotion/Tenure Recommendations

Docket Item Summary - Page 9

Promotion and Tenure Supporting Materials - Page 10

Promotion and Tenure Recommendations - Page 15

Promotion and Tenure List - Page 16

Presentation Materials - Page 23

4. Continuous Appointments: Annual Recommendation

Docket Item Summary - Page 45

Continuous Appointment Supporting Materials - Page 46

Continuous Appointment Recommendation - Page 47

5. Consent Report

Docket Item Summary - Page 48

6. Information Item

Docket Item Summary - Page 70

Information Report - Page 71



BOARD OF REGENTS DOCKET ITEM SUMMARY

Faculty & Staff Affairs

May 12, 2016

AGENDA ITEM: Collective Bargaining Agreement with International Brotherhood of Electrical Workers, Local 292.

Review

Review + Action

Action

Discussion

This is a report required by Board policy.

PRESENTERS: Kathryn F. Brown, Vice President, Office of Human Resources
Patti Dion, Director, Employee Relations

PURPOSE & KEY POINTS

This item seeks approval of the Collective Bargaining Agreement (CBA) between the University of Minnesota and the International Brotherhood of Electrical Workers, Local 292. This CBA provides the terms and conditions of employment for employees between the date of signing and June 30, 2017. A summary of the contract, the members covered, and the associated financial impact is included in the docket.

BACKGROUND INFORMATION:

Negotiations on this contract began on December 21, 2015, and concluded with a tentative agreement on February 3, 2016. The union's contract ratification process was completed on February 18, 2016. Board approval is required before the contract can be implemented.

PRESIDENT'S RECOMMENDATION:

The President recommends approval of this CBA between the University of Minnesota and the International Brotherhood of Electrical Workers, Local 292.

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS

LOCAL 292

This unit is comprised of Radio and TV Broadcast Technicians who perform operations and/or maintenance work at KUMD Radio, and Classroom Engineering. The total number of employees in this unit is 2.

During Fiscal Year 2016, the following salary adjustments will be made:

Effective June 15, 2015, employees shall receive a 3% salary range adjustment.

During Fiscal Year 2017, the following salary adjustments will be made:

Effective June 13, 2016, employees shall receive a 3% salary range adjustment.

Base Annual Payroll	\$ 112,479
----------------------------	-------------------

RECURRING COSTS 2016-2017 BIENNIUM

Base Salary Adjustments	\$ 6,850
Total Recurring Cost	\$ 6,850



REGENTS OF THE UNIVERSITY OF MINNESOTA

RESOLUTION RELATED TO

**The Proposed Labor Agreement with the
International Brotherhood Of Electrical Workers, Local 292**

WHEREAS, the parties have met and negotiated over the course of the past several months and have reached agreement regarding terms and conditions of employment regarding the employees of this bargaining unit; and

WHEREAS, the International Brotherhood of Electrical Workers, Local 292, has ratified acceptance of this agreement; and

WHEREAS, according to Board of Regents Policy: *Reservation and Delegation of Authority*, approval of labor agreement 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 May 12, 2016.



BOARD OF REGENTS DOCKET ITEM SUMMARY

Faculty & Staff Affairs

May 12, 2016

AGENDA ITEM: Collective Bargaining Agreement with the Graphic Communications Conference of the International Brotherhood of Teamsters, Printers Local 1-M

Review

Review + Action

Action

Discussion

This is a report required by Board policy.

PRESENTERS: Kathryn F. Brown, Vice President, Office of Human Resources
Patti Dion, Director, Employee Relations

PURPOSE & KEY POINTS

This item seeks approval of the Collective Bargaining Agreement (CBA) between the University of Minnesota and the Graphic Communications Conference of the International Brotherhood of Teamsters, Printers Local 1-M. This CBA provides the terms and conditions of employment for employees between the date of signing and October 31, 2017. A summary of the contract, the members covered, and the associated financial impact is included in the docket.

BACKGROUND INFORMATION:

Negotiations on this contract began on December 15, 2015, and concluded with a tentative agreement on March 31, 2016. The Union's contract ratification process was completed on April 5, 2016. Board approval is required before the contract can be implemented.

PRESIDENT'S RECOMMENDATION:

The President recommends approval of the CBA between the University of Minnesota and the Graphic Communications Conference of the International Brotherhood of Teamsters, Printers Local 1-M.

GRAPHIC COMMUNICATIONS CONFERENCE

OF THE

INTERNATIONAL BROTHERHOOD OF TEAMSTERS, PRINTERS LOCAL 1-M

This unit is composed of University of Minnesota employees who are engaged in all production work, processes and operations directly associated or related to Letterpress and Offset Lithography (including dry or wet) Photoengraving, Intaglio, Gravure, or otherwise producing images of all kinds in the University Printing Services department. The total number of employees in this unit is 7.

During Fiscal Year 2016, the following salary adjustments will be made:

All employees shall receive a 2% general wage adjustment effective on November 1, 2015.

Employees who are the sole operators of the Komori press will receive an additional \$1.00 per hour as premium pay under certain conditions.

During Fiscal Year 2017, the following salary adjustments will be made:

Employees shall receive a general wage adjustment equivalent to that received by Civil Service employees effective on November 1, 2016.

Base Annual Payroll **\$ 354,554**

RECURRING COSTS FISCAL YEAR 2016

Base Salary Adjustments, FY 2016 \$ 7,091

Komori Press Premium Pay \$ 420

Total Recurring Cost **\$ 7,511**

NON ECONOMIC HIGHLIGHTS

If the Union's insurance plan changes from a composite rate to a tiered rate plan, the parties agree to meet and confer about the proposed changes no less than 30 days prior to their effective date.

Language changes to the Work Week and Overtime article to clarify existing process for shift start and end times and when premium pay rates apply within those parameters.



REGENTS OF THE UNIVERSITY OF MINNESOTA

RESOLUTION RELATED TO

**The Proposed Labor Agreement with the
Graphic Communications Conference of the
International Brotherhood Of Teamsters,
Printers Local 1-M**

WHEREAS, the parties have met and negotiated over the course of the past several months and have reached agreement regarding terms and conditions of employment regarding the employees of this bargaining unit; and

WHEREAS, the Graphic Communications Conference of the International Brotherhood of Teamsters, Printers Local 1-M has ratified acceptance of this agreement; and

WHEREAS, according to Board of Regents Policy: *Reservation and Delegation of Authority*, 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 May 12, 2016.



BOARD OF REGENTS DOCKET ITEM SUMMARY

Faculty & Staff Affairs

May 12, 2016

Agenda Item: Annual Promotion and Tenure Recommendations

Review **Review + Action** **Action** **Discussion**

This is a report required by Board policy.

Presenters: Karen Hanson, Executive Vice President and Provost
Rebecca Ropers-Huilman, Vice Provost for Faculty and Academic Affairs

Purpose & Key Points

After careful review and due consideration, the senior academic officers of the University of Minnesota recommend to the Board of Regents faculty being considered for promotion and/or tenure, effective with the beginning dates of their terms of appointment in 2016-2017.

The Executive Vice President and Provost recommends for promotion and/or tenure those individuals listed in the docket who are members of the faculty of the University of Minnesota Twin Cities, the University of Minnesota Crookston, and the University of Minnesota Morris.

The Chancellor of the University of Minnesota Duluth, in accordance with the agreement between the Regents of the University of Minnesota and the University Education Association, recommends for promotion and/or tenure those individuals listed in the docket who are members of the Duluth faculty.

The docket materials provide statistics concerning the composition of the faculty group being recommended for promotion and/or tenure by gender, faculty of color, and rank. The docket also includes comparisons to previous years and an overview of the current process.

The presentation will include statistical highlights of the cohort and the teaching, research, service, and public engagement of faculty who are recommended for tenure and/or promotion. A few faculty members under consideration for tenure and/or promotion will highlight their past and future work.

Background Information

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

President’s Recommendation

The President recommends approval of these annual promotion and/or 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 Executive Vice President and Provost recommends 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 of that document. 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 Executive Vice President and Provost (delegated to the Vice Provost for Faculty and Academic Affairs). On the other system 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 significant and important but has 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. Their recommendations go directly to the Executive 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 Executive Vice President and Provost with recommendations about promotion and/or tenure. For the Crookston, Morris and Rochester campuses, the reviews are conducted along division or department lines, followed by a college-wide or all-university committee review, and review by both the Vice Chancellor and the Chancellor.

The central level of review for the Twin Cities, Crookston, Morris, and Rochester 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 one or more additional central administrators. Results of all cases are reviewed by the Executive 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 recommendations) are reviewed directly by the Executive 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 committee and the dean. Then the recommendation for promotion is sent to the Vice Provost for Faculty and Academic Affairs and the Executive Vice President and Provost.

Assistant professors with term appointments may be promoted to the rank of associate professor; associate professors with term 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 Executive Vice President 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 another position 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 as a three-year rolling average. This year, the cohorts of probationary faculty began their appointments in 2006, 2007, and 2008. There were 362 faculty who began their appointments in this three-year group. After seven years, 54.7% had received tenure and were still employed at the University and 21% had received tenure and left the University. The three-year average tenure success rate is 75.7%.

Results of 2015-2016 Promotion and Tenure Review

In 2015-2016, a total of 191 cases were evaluated across the University of Minnesota system. There were 108 cases from the Twin Cities campus, 21 cases from the Duluth campus, 6 cases from the Morris campus, 4 cases from the Crookston campus, and 1 case from the Rochester campus. There were 140 cases for regular faculty and 51 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 64 assistant professors on probationary appointments who were reviewed: 63 of them are recommended for tenure and promotion to the rank of associate professor and 1 is recommended for non-reappointment.

For the 7 associate professors on a probationary appointment, 6 are recommended for conferral of indefinite tenure in rank and 1 is recommended for continuation in rank.

For associate professors with tenure, all 69 are recommended for promotion to professor.

For contract faculty, 37 assistant professors are recommended for promotion to associate professor; 14 associate professors are recommended for promotion to professor.

Of the 191 total cases, 112 are men (59%) and 79 are women (41%). For the regular faculty, 61% are men and 39% are women. For the contract faculty, 53% are men and 47% are women. In addition, 46 decisions or 24% involved faculty of color (includes international faculty of color). These data are displayed in Tables 1 and 2, separated by gender and ethnicity.

**TOTAL P&T CASES
2015-2016**

TABLE 1

FACULTY TENURE AND/OR PROMOTION RECOMMENDATIONS

<i>Regular Faculty (Tenure-Track and Tenured Cases)</i>	Male	Female	Total
Assistant Professor probationary to Associate Professor with tenure	37	26	63
Associate Professor probationary to Associate Professor with tenure	3	3	6
Associate Professor with tenure to Professor with tenure	43	26	69
Continuation in rank – Associate Professor probationary	1	0	1
Non-reappointment – Assistant Professor probationary	1	0	1
<i>Total Tenure-Track/Tenured Cases</i>	85	55	140
Contract Faculty (Non-Tenure Track)			
	Male	Female	Total
Assistant Professor without tenure to Associate Professor without tenure	17	20	37
Associate Professor without tenure to Professor without tenure	10	4	14
<i>Total Non-Tenure Track Cases</i>	27	24	51
GRAND TOTAL	112	79	191

TABLE 2

Gender and Race/Ethnicity for all faculty

	Male	Female	Total
American Indian	1	1	2
Asian or Pacific Islander	21	13	34
Black	2	0	2
Hispanic	4	4	8
Unknown/not specified	1	1	2
White	83	60	143
Total	112	79	191

Promotion and Tenure Recommendations Effective 2016-2017
Presented to the Faculty and Staff Affairs Committee of the Board of Regents
May 12, 2016

<u>COLLEGE</u>	<u>DEPARTMENT</u>	<u>FROM</u>		<u>TO</u>	
<u>Biological Sciences, College of</u>					
Jacques Finlay	Ecology, Evolution, and Behavior	Associate Professor	T	Professor	T
Melissa Gardner	Genetics, Cell Biology, and Development	Assistant Professor	TT	Associate Professor	T
Sue Gibson	Plant Biology	Associate Professor	T	Professor	T
Sharon Jansa	Ecology, Evolution, and Behavior	Associate Professor	T	Professor	T
Hiroshi Nakato	Genetics, Cell Biology, and Development	Associate Professor	T	Professor	T
Emilie Snell-Rood	Ecology, Evolution, and Behavior	Assistant Professor	TT	Associate Professor	T
<u>Dentistry, School of</u>					
Shelley Grimes	Diagnostic and Biological Sciences	Associate Professor	TT	Associate Professor	T
Scott McClanahan	Restorative Sciences	Associate Professor	T	Professor	T
<u>Dentistry, School of (contract faculty)</u>					
Wei Zhang	Diagnostic and Biological Sciences	Research Assistant Professor	C	Research Associate Professor	C
<u>Design, College of</u>					
Sauman Chu	Design, Housing, and Apparel	Associate Professor	T	Professor	T
Tasoulla Hadjiyanni	Design, Housing, and Apparel	Associate Professor	T	Professor	T
Stephanie Zollinger	Design, Housing, and Apparel	Associate Professor	T	Professor	T
<u>Education and Human Development, College of</u>					
Andrew Furco	Organizational Leadership, Policy, and Development	Associate Professor	T	Professor	T
Zan Gao	School of Kinesiology	Assistant Professor	TT	Associate Professor	T
Michael Goh	Organizational Leadership, Policy, and Development	Associate Professor	T	Professor	T
Marek Oziewicz	Curriculum and Instruction	Associate Professor	T	Professor	T
Eric Snyder	School of Kinesiology	Assistant Professor	TT	Associate Professor	T
Diane Tedick	Curriculum and Instruction	Associate Professor	T	Professor	T
<u>Food, Agricultural and Natural Resource Sciences, College of</u>					
Julie Grossman	Horticultural Science	Assistant Professor	TT	Associate Professor	T
Adrian Hegeman	Horticultural Science	Associate Professor	T	Professor	T
Bradley Heins	Animal Science	Assistant Professor	TT	Associate Professor	T
Dylan Millet	Soil, Water, and Climate	Associate Professor	T	Professor	T
Eric Watkins	Horticultural Science	Associate Professor	T	Professor	T

Hubert H. Humphrey School of Public Affairs

Kathryn Quick	Hubert H. Humphrey School of Public Affairs	Assistant Professor	TT	Associate Professor	T
Jodi Sandfort	Hubert H. Humphrey School of Public Affairs	Associate Professor	T	Professor	T

Law School

Jessica Clarke	Law School	Associate Professor	TT	Associate Professor	T
Allan Erbsen	Law School	Associate Professor	T	Professor	T

Liberal Arts, College of

Sophia Beal	Spanish and Portuguese Studies	Assistant Professor	TT	Associate Professor	T
Matthew Canepa	Art History	Associate Professor	T	Professor	T
David Chang	History	Associate Professor	T	Professor	T
Lizbeth Finestack	Speech-Language-Hearing Sciences	Assistant Professor	TT	Associate Professor	T
Michael Gaudio	Art History	Associate Professor	T	Professor	T
Vinay Gidwani	Geography, Environment, and Society	Associate Professor	T	Professor	T
Peter Hanks	Philosophy	Associate Professor	T	Professor	T
Jisu Huh	School of Journalism and Mass Communication	Associate Professor	T	Professor	T
Maki Isaka	Asian Languages and Literatures	Associate Professor	T	Professor	T
Andrew Karch	Political Science	Associate Professor	T	Professor	T
David Karjanen	American Studies	Assistant Professor	TT	Associate Professor	T
Ascan Koerner	Communication Studies	Associate Professor	T	Professor	T
Ronald Krebs	Political Science	Associate Professor	T	Professor	T
Shmuel Lissek	Psychology	Assistant Professor	TT	Associate Professor	T
Timothy Lovelace	School of Music	Associate Professor	T	Professor	T
Lynn Lukkas	Art	Associate Professor	T	Professor	T
Kieran McNulty	Anthropology	Associate Professor	T	Professor	T
Kevin Murphy	History	Associate Professor	T	Professor	T
Adam Rothman	School of Statistics	Assistant Professor	TT	Associate Professor	T
Andrew Scheil	English	Associate Professor	T	Professor	T
Laura Sindberg	School of Music	Assistant Professor	TT	Associate Professor	T
Kimberley Todd	English Languages and Literature	Assistant Professor	TT	Associate Professor	T
Travis Workman	Asian Languages and Literatures	Assistant Professor	TT	Associate Professor	T
Marco Yzer	School of Journalism and Mass Communication	Associate Professor	T	Professor	T
Adriana Zabala	School of Music	Assistant Professor	TT	Associate Professor	T

Management, Carlson School of

Hengjie Ai	Finance	Assistant Professor	TT	Associate Professor	T
Karen Donohue	Supply Chain and Operations	Associate Professor	T	Professor	T
Colleen Manchester	Work and Organizations	Assistant Professor	TT	Associate Professor	T
Yuqing Ren	Information and Decision Sciences	Assistant Professor	TT	Associate Professor	T
Jianfeng Yu	Finance	Associate Professor	T	Professor	T

Medical School

Michele Allen	Family Medicine and Community Health	Assistant Professor	TT	Associate Professor	T
Anindya Bagchi	Genetics, Cell Biology and Development	Assistant Professor	TT	Associate Professor	T
Alessandro Bartolomucci	Integrative Biology and Physiology	Assistant Professor	TT	Associate Professor	T
Melena Bellin	Pediatrics	Assistant Professor	TT	Associate Professor	T
Iris Borowsky	Pediatrics	Associate Professor	T	Professor	T
Jeffrey Chipman	Surgery	Associate Professor	T	Professor	T
Timothy Griffin	Biochemistry, Molecular Biology and Biophysics	Associate Professor	T	Professor	T
Noam Harel	Radiology	Associate Professor	T	Professor	T
Alexander Khoruts	Medicine	Associate Professor	T	Professor	T
Michael Kyba	Pediatrics	Associate Professor	T	Professor	T
Sylvain Lesne	Neuroscience	Assistant Professor	TT	Associate Professor	T
Wensheng Lin	Neuroscience	Assistant Professor	TT	Associate Professor	T
Troy Lund	Pediatrics	Assistant Professor	TT	Associate Professor	T
Colum MacKinnon	Neurology	Assistant Professor	TT	Associate Professor	T
Rita Perlingeiro	Medicine	Associate Professor	T	Professor	T
Anna Petryk	Pediatrics	Associate Professor	T	Professor	T
Peter Scal	Pediatrics	Assistant Professor	TT	Associate Professor	T
Vaiva Vezys	Microbiology and Immunology	Assistant Professor	TT	Associate Professor	T
Brenda Weigal	Pediatrics	Associate Professor	T	Professor	T
Demetri Yannopoulos	Medicine	Associate Professor	T	Professor	T

Medical School (contract faculty)

Parham Alaei	Radiation Oncology	Associate Professor	C	Professor	C
Mustafa Arain	Medicine	Assistant Professor	C	Associate Professor	C
Anne Blaes	Medicine	Assistant Professor	C	Associate Professor	C
Michael Bloomquist	Psychiatry	Associate Professor	C	Professor	C
Christopher Boys	Pediatrics	Assistant Professor	C	Associate Professor	C
Aaron Burnett	Emergency Medicine	Assistant Professor	C	Associate Professor	C
Maria Luiza Caramori	Medicine	Assistant Professor	C	Associate Professor	C
Sarah Cooley	Medicine	Assistant Professor	C	Associate Professor	C
Levi Downs	Obstetrics, Gynecology and Women's Health	Associate Professor	C	Professor	C
Dimitri Drekonja	Medicine	Assistant Professor	C	Associate Professor	C
Sean Elliott	Urology	Associate Professor	C	Professor	C
Santiago Garcia	Medicine	Assistant Professor	C	Associate Professor	C
Bradley Gordon	Emergency Medicine	Assistant Professor	C	Associate Professor	C
Areef Ishani	Medicine	Associate Professor	C	Professor	C
Hyun Joo Kim	Medicine	Assistant Professor	C	Associate Professor	C
Suma Konety	Medicine	Assistant Professor	C	Associate Professor	C
Dara Koozekanani	Ophthalmology and Visual Neurosciences	Assistant Professor	C	Associate Professor	C
Maria Kroupina	Pediatrics	Assistant Professor	C	Associate Professor	C
Mary Kwaan	Surgery	Assistant Professor	C	Associate Professor	C
Jian-Ming Li	Medicine	Associate Professor	C	Professor	C

Michael Linden	Laboratory Medicine and Pathology	Assistant Professor	C	Associate Professor	C
David McKenna Jr.	Laboratory Medicine and Pathology	Associate Professor	C	Professor	C
Alexander McKinney	Radiology	Associate Professor	C	Professor	C
Nathan Pankratz	Laboratory Medicine and Pathology	Assistant Professor	C	Associate Professor	C
Melissa Partin	Medicine	Associate Professor	C	Professor	C
David Plummer	Emergency Medicine	Assistant Professor	C	Associate Professor	C
Robert Reardon	Emergency Medicine	Associate Professor	C	Professor	C
Michelle Rheault	Pediatrics	Assistant Professor	C	Associate Professor	C
Michael Shaw	Medicine	Assistant Professor	C	Associate Professor	C
Yelena Slinin	Medicine	Assistant Professor	C	Associate Professor	C
Tina Slusher	Pediatrics	Associate Professor	C	Professor	C
Julie Switzer	Orthopaedic Surgery	Assistant Professor	C	Associate Professor	C
Priya Verghese	Pediatrics	Assistant Professor	C	Associate Professor	C
Patricia Walker	Medicine	Associate Professor	C	Professor	C
Marc Weber	Medicine	Assistant Professor	C	Associate Professor	C
Lihui Weng	Radiology	Assistant Professor	C	Associate Professor	C

Nursing, School of

Merrie Kaas	School of Nursing	Associate Professor	T	Professor	T
Kristine Talley	School of Nursing	Assistant Professor	TT	Associate Professor	T

Nursing, School of (contract faculty)

Mary Chesney	School of Nursing	Clinical Associate Professor	C	Clinical Professor	C
Patrick Dean	School of Nursing	Clinical Assistant Professor	C	Clinical Associate Professor	C
Diana Drake	School of Nursing	Clinical Assistant Professor	C	Clinical Associate Professor	C
Carol Flaten	School of Nursing	Clinical Assistant Professor	C	Clinical Associate Professor	C
Cheri Friedrich	School of Nursing	Clinical Assistant Professor	C	Clinical Associate Professor	C

Pharmacy, College of

Daniel Harki	Medicinal Chemistry	Assistant Professor	TT	Associate Professor	T
Karunya Kandimalla	Pharmaceutics	Assistant Professor	TT	Associate Professor	T

Pharmacy, College of (contract faculty)

Jody Lounsbury	Pharmaceutical Care and Health Systems	Assistant Professor	C	Associate Professor	C
Jean Moon	Pharmaceutical Care and Health Systems	Assistant Professor	C	Associate Professor	C

Public Health, School of

Ellen Demerath	Epidemiology and Community Health	Associate Professor	T	Professor	T
----------------	-----------------------------------	---------------------	---	-----------	---

Lynn Eberly	Biostatistics	Associate Professor	T	Professor	T
Ezra Golberstein	Health Policy and Management	Assistant Professor	TT	Associate Professor	T
Sarah Gollust	Health Policy and Management	Assistant Professor	TT	Associate Professor	T
Weihua Guan	Biostatistics	Assistant Professor	TT	Associate Professor	T
Keith Horvath	Epidemiology and Community Health	Associate Professor	TT	Associate Professor	T
Joseph Koopmeiners	Biostatistics	Assistant Professor	TT	Associate Professor	T
Pamela Lutsey	Epidemiology and Community Health	Assistant Professor	TT	Associate Professor	T
Michael Oakes	Epidemiology and Community Health	Associate Professor	T	Professor	T
Mark Pereira	Epidemiology and Community Health	Associate Professor	T	Professor	T
Irina Stepanov	Environmental Health Sciences	Assistant Professor	TT	Associate Professor	T

Public Health, School of (contract faculty)

Kyle Rudser	Biostatistics	Assistant Professor	C	Associate Professor	C
-------------	---------------	---------------------	---	---------------------	---

Science and Engineering, College of

Jake Bailey	Earth Sciences	Assistant Professor	TT	Associate Professor	T
Stefano Gonella	Civil, Environmental, and Geo-Engineering	Assistant Professor	TT	Associate Professor	T
Jarvis Haupt	Electrical and Computer Engineering	Assistant Professor	TT	Associate Professor	T
Tian He	Computer Science and Engineering	Associate Professor	T	Professor	T
Matthew Johnson	Biomedical Engineering	Assistant Professor	TT	Associate Professor	T
Mihailo Jovanovic	Electrical and Computer Engineering	Associate Professor	T	Professor	T
Jia-Liang Le	Civil, Environmental, and Geo-Engineering	Assistant Professor	TT	Associate Professor	T
Hubert Lim	Biomedical Engineering	Assistant Professor	TT	Associate Professor	T
Claudia Scarlata	School of Physics and Astronomy	Assistant Professor	TT	Associate Professor	T
Peter Seiler	Aerospace Engineering and Mechanics	Assistant Professor	TT	Associate Professor	T
Zongxuan Sun	Mechanical Engineering	Associate Professor	T	Professor	T
James Van de Ven	Mechanical Engineering	Assistant Professor	TT	Associate Professor	T
Kechun Zhang	Chemical Engineering and Materials Science	Assistant Professor	TT	Associate Professor	T

Science and Engineering, College of (contract faculty)

Bryan Mosher	Mathematics	Assistant Professor	C	Associate Professor	C
--------------	-------------	---------------------	---	---------------------	---

Veterinary Medicine, College of

Ned Patterson	Veterinary Clinical Sciences	Associate Professor	T	Professor	T
Andres Perez	Veterinary Population Medicine	Associate Professor	TT	Associate Professor	T
Montserrat Torremorell	Veterinary Population Medicine	Associate Professor	TT	Associate Professor	T

Veterinary Medicine, College of (contract faculty)

Anibal Armien	Veterinary Population Medicine	Associate Professor	C	Professor	C
Timothy Goldsmith	Veterinary Population Medicine	Assistant Professor	C	Associate Professor	C
Christine Lim	Veterinary Clinical Sciences	Assistant Professor	C	Associate Professor	C
Susan Lowum	Veterinary Clinical Sciences	Assistant Professor	C	Associate Professor	C
Fernando Sampedro	Veterinary Population Medicine	Assistant Professor	C	Associate Professor	C

University of Minnesota Crookston

John Loegering	Agriculture and Natural Resources	Associate Professor	T	Professor	T
Matthew Simmons	Agriculture and Natural Resources	Assistant Professor	TT	Associate Professor	T
Kristina Walker	Agriculture and Natural Resources	Assistant Professor	TT	Associate Professor	T

University of Minnesota Duluth**College of Education and Human Service Professions**

James Amell	Social Work	Assistant Professor	TT	Associate Professor	T
-------------	-------------	---------------------	----	---------------------	---

College of Liberal Arts

Joseph Bauerkemper	American Indian Studies	Assistant Professor	TT	Associate Professor	T
Jennifer Carolina Gomez Mejivar	Foreign Language and Literatures	Assistant Professor	TT	Associate Professor	T
Linda Grover	American Indian Studies	Associate Professor	T	Professor	T
Dana Lindaman	Foreign Language and Literatures	Assistant Professor	TT	Associate Professor	T
Adam Pine	Geography, Urban Environment and Sustainability Studies	Assistant Professor	TT	Associate Professor	T
Cynthia Rugeley	Political Science	Assistant Professor	TT	Associate Professor	T
William Salmon	Writing Studies	Assistant Professor	TT	Associate Professor	T
Elizabethada Wright	Writing Studies	Associate Professor	T	Professor	T
Tongxin Zhu	Geography, Urban Environment and Sustainability Studies	Associate Professor	T	Professor	T

Labovitz School of Business and Economics

Abram Anders	Finance and Management Information Sciences	Assistant Professor	TT	Associate Professor	T
Jennifer Schultz	Economics	Associate Professor	T	Professor	T
Lin Xiu	Management Studies	Assistant Professor	TT	Associate Professor	T

School of Fine Arts

Ryan Frane	Music	Associate Professor	T	Professor	T
Rachel Inselman	Music	Associate Professor	T	Professor	T
Joellen Rock-Sivak	Art and Design	Assistant Professor	TT	Associate Professor	T

Swenson College of Science and Engineering

Julie Etterson	Biology	Associate Professor	T	Professor	T
Richard Gran	Physics	Associate Professor	T	Professor	T
Marshall Hampton	Math and Statistics	Associate Professor	T	Professor	T
Venkatram Mereddy	Chemistry and Biochemistry	Associate Professor	T	Professor	T
Ronald Moen	Biology	Associate Professor	TT	Associate Professor	T

University of Minnesota Morris

Stacey Aronson	Division of the Humanities/Spanish	Associate Professor	T	Professor	T
Jennifer Kolpacoff Deane	Division of the Social Sciences/History	Associate Professor	T	Professor	T

Julie Eckerle	Division of the Humanities/English	Associate Professor	T	Professor	T
John Wesley Flinn	Division of the Humanities/Music	Assistant Professor	TT	Associate Professor	T
Denise Odello	Division of the Humanities/Music	Assistant Professor	TT	Associate Professor	T
Dennis Stewart	Division of the Social Sciences/Psychology	Associate Professor	T	Professor	T

University of Minnesota Rochester

Molly Dingel	Center for Learning Innovation	Assistant Professor	TT	Associate Professor	T
--------------	--------------------------------	---------------------	----	---------------------	---

Employment Status Symbols

C- Contract/term faculty
 TT - Probationary; tenure-track
 T - Indefinite tenure

Promotion & Tenure for Faculty Continuous Appointments for Academic Professionals 2015-2016

Karen Hanson

Executive Vice President and Provost

Rebecca Ropers-Huilman

Vice Provost for Faculty and Academic Affairs

May 12, 2016



Faculty Tenure Policy

- Defines regular faculty
 - Tenured with indefinite appointments
 - Tenure-track who are eligible for tenure
- Defines contract faculty
 - Annual appointments or multi-year appointments



Basic Principles: Tenure

- University-wide criteria for tenure
 - Research or other creative activity
 - Teaching effectiveness
(classroom, laboratory, studio, advising)
 - Service
(outreach, public engagement, service to profession)
- Cumulative record should form the foundation for a national or international reputation or both
- Promise of achieving promotion to professor
- Provides for indefinite appointment for faculty after a probationary period



Basic Principles: Tenure

- Each unit has a set of standards and criteria for research or creative activity, teaching, and service in addition to those of the University
- Annual reviews are mandated each year of the probationary period
- Faculty may resign or receive terminal appointments during the probationary period



Basic Principles: Promotion

- Ranks
 - assistant professor
 - associate professor
 - professor
- Regular faculty have both rank and tenure or the possibility of achieving tenure
- Contract faculty have rank only



Basic Principles: Promotion for Regular Faculty

- Tenure and promotion to associate professor occur together
- Promotion to professor for tenured associate professors
 - Added substantially to an already distinguished record of research or other creative work, teaching, and service
 - Must have a national or international reputation or both



Basic Principles: Promotion for Contract Faculty

- Each unit has criteria for promotion in rank for contract faculty
- These include teaching, research, and service
 - May include clinical activities for those in the Academic Health Center
 - May include extension activities for those in College of Food, Agricultural, and Natural Resource Sciences
- Criteria are different than those for regular faculty



Review Process

- Unit seeks reviews of each candidate for tenure and/or promotion from external evaluators at other institutions
 - Experts in the area of the candidate write detailed letters
 - Experts have national and/or international stature

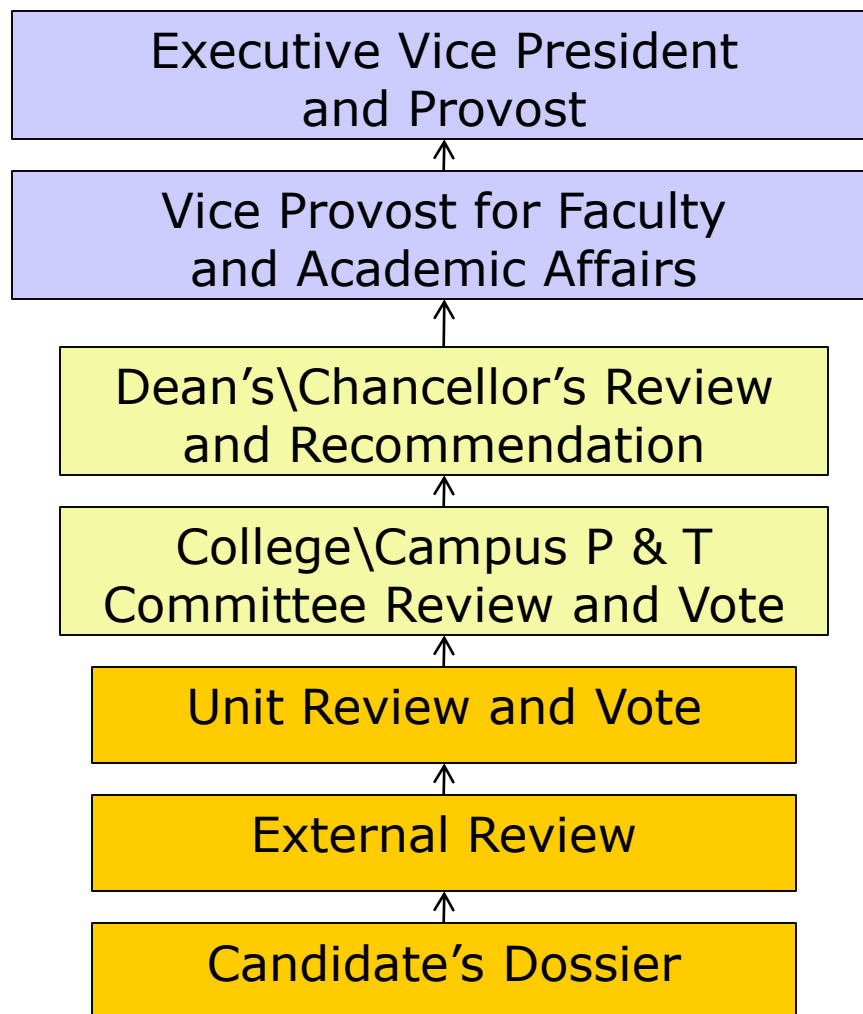


Review Process

- Candidate has a dossier
 - Curriculum vitae
 - Statements about research or other creative activity, teaching, and service
 - Teaching data from student ratings and peer reviews of teaching
 - Internal letters in some cases
 - Samples of scholarship or other creative activity



Promotion and Tenure Process



Promotion and Tenure System Wide

Two Cohorts of Faculty Candidates

Tenured/Tenure track candidates (Regular faculty - tenure and/or promotion in rank)	140
Non-Tenure Track Candidates (Contract faculty - promotion in rank)	51
Total Candidates	191



Promotion System Wide: Contract Faculty

Recommendation

Number Faculty

Assistant to Associate Professor

37

Associate to Professor

14

Total

51



Promotion and Tenure System Wide: Regular Faculty

<u>Recommendation</u>	<u>Number Faculty</u>
Assistant Professor to Associate Professor with tenure	63
Assistant Professor – non reappointment	1
Associate Professor to Associate Professor with tenure	6
Associate Professor – continuation in rank	1
Associate Professor with tenure to Professor with tenure	69
Total Candidates	140



Tenure Success

- This year, only 1 of 64 faculty who were evaluated for tenure and promotion to associate professor is recommended for tenure denial
- Despite this, it is an incorrect assumption that almost all faculty achieve tenure at the University of Minnesota
- We have a rigorous, annual review process
 - Faculty leave during the probationary period based on feedback received
 - Some are not reappointed



Rate of Tenure Success

- Look at an entering cohort of assistant professors in a given year (e.g. 2007-2008 academic year)
- Follow them over a full cycle of 7 years (6 probationary years + 1 year post-tenure)
- Take a snapshot at a point in time (e.g. spring 2015)



Tenure Success Rate

- Look at four possible outcomes for those who were hired:
 - received tenure and are still at U of M
 - received tenure and left the U of M
 - left the U of M without tenure
 - are still at the U of M on the tenure clock



Tenure Success Rate

- Includes the percent of tenure-track faculty who received tenure and stayed at the U of M *plus* the percent of tenure-track faculty who received tenure and left the U of M



Tenure Success Rate

- Examine the tenure success rate over a three-year period
- Look at the rolling three-year average each year
- Overall tenure success rate of 75.7% for this year's cohort



Continuous Appointments

- Fewer than 3% of academic professionals are on continuous appointments (93 individuals)
- Over half of these are in the University Libraries
- The remainder are attorneys, educational or clinical specialists, academic advisors, physicians, psychologists, and curators



Continuous Appointment Recommendations

- There is one academic professional being recommended for continuous appointment this year
 - Assistant librarian in the University Libraries (includes promotion to associate librarian)



Recommendations

1. That the regular faculty candidates on the list be approved for tenure and/or promotion as indicated;
2. That the contract faculty candidates listed be approved for promotion to the rank indicated;
3. That the academic professional candidate listed receive continuous appointment and promotion as indicated.





UNIVERSITY
OF MINNESOTA
Driven to DiscoverSM





BOARD OF REGENTS DOCKET ITEM SUMMARY

Faculty & Staff Affairs

May 12, 2016

Agenda Item: Continuous Appointments: Annual Recommendations

Review

Review + Action

Action

Discussion

This is a report required by Board policy.

Presenters: Karen Hanson, Executive Vice President and Provost
Rebecca Ropers-Huilman, Vice Provost for Faculty and Academic Affairs

Purpose & Key Points

This item seeks approval of promotion and continuous appointment status for one academic professional staff member.

Continuous appointment and promotion is effective with the beginning of the 2016-2017 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 of this personnel action is required by Board of Regents Policy: *Board Operations and Agenda Guidelines* and University administrative policies.

President's Recommendation

The President recommends approval of this annual continuous appointment recommendation.

Executive Summary

The Continuous Appointment Process

Each year, the Executive Vice President and Provost recommends to the Board of Regents a group of academic professionals 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. There are currently 93 academic professionals who are on continuous appointment or probationary status on the continuous appointment track.

Over half of the academic professionals with continuous appointments or probationary status work in the University Libraries. The remaining academic professionals 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 Executive Vice President for Academic Affairs and Provost and the Vice Provost for Faculty and Academic Affairs.

2015-2016 Candidates for Continuous Appointment

This year, the Executive Vice President and Provost recommends to the Board of Regents one individual from the Twin Cities campus in the Librarian series of the academic professional employee category for continuous appointments.

For the employee category of academic professionals, the gender breakdown is 53% women (2,481) and 47% men (2,245). In addition, 15% (721 individuals) are persons of color. The individual recommended for continuous appointments is a white man.

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty and Staff Affairs Committee - May 12, 2016

Continuous Appointment: The following individual in the academic professional series has been recommended for continuous appointment, to be effective with the beginning of the 2016-2017 appointment period.

University of Minnesota Libraries - Twin Cities

From

To

Erik Moore

Assistant Librarian

Associate Librarian
with continuous appointment



BOARD OF REGENTS DOCKET ITEM SUMMARY

Faculty & Staff Affairs

May 12, 2016

REVISED

AGENDA ITEM: Consent Report

Review

Review + Action

Action

Discussion

This is a report required by Board policy.

PRESENTERS: President Eric W. Kaler
Kathryn F. Brown, Vice President, Office of Human Resources

PURPOSE & KEY POINTS

The Consent Report includes the following appointments:

- Scott Lanyon, Vice Provost and Dean of Graduate Education.
- Mark Coyle, Director, Intercollegiate Athletics.
- Linda Cutler, Minnesota Landscape Arboretum Foundation board of directors.

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, approval of civil service rules, and appointments of certain trustees and board members, to be brought before the Faculty and Staff Affairs Committee for action.

PRESIDENT'S RECOMMENDATION

The President recommends approval of the Consent Report.

Faculty & Staff Affairs Committee
Consent Report
May 12, 2016

Personnel Appointment

Pending approval by the Board of Regents, Dr. Scott Lanyon will be appointed Vice Provost and Dean of Graduate Education, effective June 20, 2016.

Position Overview

The vice provost and dean of graduate education is a senior leadership position reporting to the executive vice president and provost. As a member of the provost's leadership team, the vice provost works in collaboration with faculty and collegiate leadership to set strategic priorities and sustain policies that support academic excellence.

The vice provost and dean of graduate education will be expected to advance the quality, reputation, stature, and goals of research-based graduate education. This person will also be responsible for the effective oversight and administration of the Graduate School. The duties include:

- Developing innovative strategies that support the highest aspirations of colleges and programs;
- Providing administrative oversight of the Graduate School;
- Overseeing planning and the stewardship and management of fiscal, capital, and human resources of the Graduate School;
- Promoting and representing the Graduate School in private and public forums;
- Integrating the Graduate School and its many resources and functions into the broader community – locally, nationally, and globally;
- Playing a leadership role in fundraising for the Graduate School, leading energetic efforts to secure philanthropic support for its mission; and
- Garnering support for the Graduate School from both internal and external stakeholders.

Appointees Background and Qualifications

Professor Lanyon brings to his new position broad administrative and scholarly experience and deep engagement with graduate education. A professor of biological sciences, he has since 2008 been head of the Department of Ecology, Evolution, and Behavior, where he oversaw an external review of its top-ranked graduate program, championed diversity and mentoring initiatives, and worked to enhance graduate student support-including the creation of an innovative program positioning students for prestigious fellowships that has been adopted by multiple graduate programs at the University. From 1995 to 2008, Professor Lanyon was director of the University's James Ford Bell Museum of Natural History, where he strengthened interdisciplinary research and engagement and led the Bell through strategic planning, including for a new building.

Professor Lanyon has been involved in a variety of efforts to strengthen graduate education. He was chair of the Special Committee on Graduate Education, appointed jointly by my office

and the Faculty Consultative Committee in 2013. In this role he led a collaborative process that thoughtfully addressed the challenges and opportunities facing graduate education at the University. This was also a strong focus of his work as vice chair of the Faculty Consultative Committee and chair of the Senate Committee on Faculty Affairs.

Professor Lanyon joined the University faculty in 1995 after serving in multiple leadership positions on the scientific staff of the Field Museum of Natural History, including chair of the Department of Zoology and deputy vice president for academic affairs; concurrently, he was a lecturer and co-chair for the University of Chicago's interdisciplinary graduate program in evolutionary biology. He earned his Ph.D., in ornithology, from Louisiana State University. His research has focused on comparative study of behavioral and morphological evolution in birds.

He is president of the American Ornithologists Union, and has been a board member for Minnesota Audubon and the Society of Systematic Biologists, among other leadership roles. He has been recognized as a National Academies Education Fellow in the Life Sciences and has received the University's President's Award for Outstanding Service.

Recommended Salary and Appointment Type

Dr. Scott Lanyon's annual salary will be \$205,000. His appointment as Vice Provost and Dean is a 100%-time, A-term (12-month), L-type (limited) appointment, reporting to and serving at the pleasure of the Executive Vice President and Provost. The full employment agreement between the University of Minnesota and Dr. Lanyon is attached as an exhibit.

Individually Negotiated Terms of Employment or Separation Agreements

There are no individually negotiated terms of employment or separation agreements.

Comparable Market Data

With respect to a broad set of all doctoral institutions that submitted salary data for the 2014 CUPA-HR (College and University Professional Association for Human Resources) survey, including public and private institutions, the median salary for the position of deans of graduate schools was \$351,683.

Among peer institutions, graduate schools and graduate education vary considerably in size and complexity. The University of Minnesota's position is vice provost and dean of graduate education; comparable salary information is for the position of dean of the graduate school.

Dr. Lanyon's annual salary falls within the range of the 2014 salaries for similar positions at peer institutions (The Ohio State University, University of Florida, University of Illinois, University of Michigan, University of Texas-Austin, and University of Wisconsin):

Minimum – \$170,533

Mean – \$316,711

Median – \$351,683

Maximum – \$392,944

Recommendation

The executive vice president and provost recommends the appointment of Dr. Scott Lanyon as vice provost and dean of the graduate education.

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT is entered into as of this 13th day of May, 2016, by and between Regents of the University of Minnesota, a Minnesota constitutional educational corporation (the "University"), and Dr. Scott Lanyon ("Dr. Scott Lanyon," "you").

WHEREAS, the University wishes to employ Dr. Scott Lanyon as the Vice Provost and Dean of Graduate Education and Dr. Scott Lanyon wishes to accept employment as Vice Provost and Dean of Graduate Education;

WHEREAS, this Employment Agreement for the Dean appointment is subject to the approval of the Board of Regents of the University of Minnesota and the completion of a background check satisfactory to the University;

THEREFORE, the University and Dr. Scott Lanyon agree as follows, subject to the approval of the Board of Regents:

I. EMPLOYMENT TERM AND DUTIES

Subject to the terms and conditions of this Agreement and University Policies and Procedures, the University appoints Dr. Scott Lanyon as Vice Provost and Dean of Graduate Education and he agrees to be so employed by the University for a term commencing on June 20, 2016. The Vice Provost and Dean of Graduate Education is a 100 percent time, 12-month L appointment in the professional and academic personnel classification who serves as an at will employee at the pleasure of the Executive Vice President and Provost. As such, you report to and serve at the pleasure of the Executive Vice President and Provost and your appointment may be terminated at any time without advance notification.

II. DUTIES

During the term of your employment as Vice Provost and Dean of Graduate Education you will diligently and consciously devote your full-time attention and best efforts in performing and discharging the duties as they are set forth in the job description for this position (attached) including, but not limited to, the following duties:

- A. Developing innovative strategies that support the highest aspirations of colleges and programs;
- B. Providing administrative oversight of the Graduate School;
- C. Overseeing planning and the stewardship and management of fiscal, capital, and human resources of the Graduate School;
- D. Promoting and representing the Graduate School in private and public forums;

- E. Integrating the Graduate School and its many resources and functions into the broader community – locally, nationally, and globally;
- F. Playing a leadership role in fundraising for the Graduate School, leading energetic efforts to secure philanthropic support for its mission; and
- G. Garnering support for the Graduate School from both internal and external stakeholders
- H. Performing such other duties as related to your employment position and assigned to you by your appointing authority.

III. PERFORMANCE

In accordance with University policy, you will receive regular annual performance evaluations and, in accordance with University policy, you will receive a broader systemic review of your performance no later than the end of your third year in the position.

IV. FACULTY APPOINTMENT

In addition to your appointment as Vice Provost and Dean of Graduate Education, you will also maintain your appointment as a tenured, full professor in the College of Biological Sciences. During the time you serve as Vice Provost and Dean of Graduate Education, you will not receive any compensation for your faculty appointment, but a salary for this appointment will be established each year by the University, based on the average increase to base of your same-ranked collegiate peers. In the event you no longer are employed as Vice Provost and Dean of Graduate Education and retain this faculty appointment, this will be your established faculty salary.

V. COMPENSATION

A. Subject to the terms of this Agreement for all services provided by you on behalf of the University, the University shall pay you an annual salary of Two Hundred and Five Thousand and No/100 Dollars (\$205,000).

B. All base salary shall be paid in accordance with the University's regular payroll procedures for Professional and Administrative employees and shall be subject to withholding for applicable federal and state income taxes, federal social security taxes, and other applicable taxes and deductions.

C. In accordance with University policies and procedures, you shall be eligible for salary increases on an annual basis based upon the evaluation of the appointing authority or his/her designee.

D. The base salary is subject to furloughs, pay freezes, salary reductions or other adjustments to the same extent they are required of other employees of the University.

VI. BENEFITS

The University shall provide you with a benefits program as provided generally for its Professional and Administrative employees as described in its policies and Procedures (<http://www.umn.edu/ohr/benefits/summary/>). These programs shall be subject to amendments and modifications by the University.

VII. RELOCATION

The University will pay for actual and reasonable costs associated with your move, in accordance with the University's relocation policy (<http://www.policy.umn.edu/Policies/Finance/Travel/EmployeeRelocation.html>).

VIII. SEPARATION

A. Your appointment as Vice Provost and Dean of Graduate Education is an L appointment, which means you serve at the pleasure of your appointing authority. Your appointment may be terminated without any required notice period.

B. In the event you are separated from your administrative position, you may be eligible for certain benefits provided by the University, in accordance with University policy. Any exception from or waiver of University policy related to your separation must be approved by the Board of Regents.

C. If you are a faculty member at the end of your administrative appointment, you may return to the faculty at your established faculty salary.

IX. UNIVERSITY POLICIES AND GENERAL CONDITIONS

A. Your appointment is subject to the University's policies and procedures that govern your position (<http://policy.umn.edu/>), which may be amended from time to time.

B. Amendment. Any amendment to this Agreement shall be in a writing executed and delivered by the parties.

C. Parties In Interest/Assignment. This Agreement shall be binding upon and the benefits and obligations provided for herein shall inure to the parties hereto and their respective heirs, legal representatives, successors, assigns, transferees or donees, as the case may be. No portion of this Agreement shall be assignable without the prior written consent of the other party.

D. Effect of Prior Agreements. This Agreement is intended by the parties as the final and binding expression of their contract and agreement and as the complete and exclusive statement of the terms thereof. This Agreement supersedes and revokes all prior negotiations, representations, and agreements, whether oral or written, relating to the subject matter hereof.

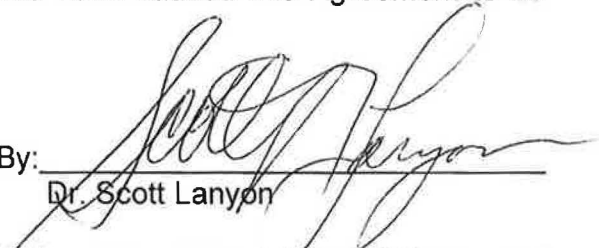
E. Enforceability. If any provision contained herein shall be deemed or declared unenforceable, invalid, or void, the same shall not impair any of the other provisions contained herein, which shall be enforced in accordance with their respective terms.

F. Construction. The headings preceding and labeling the sections of this Agreement are for the purpose of identification only and shall not in any event be employed or used for the purpose of construction or interpretation of any portion of this Agreement. No waiver by any party of any default or nonperformance hereunder shall be deemed a waiver of any subsequent default or nonperformance. As used herein and where necessary, the singular shall include the plural and vice versa, and masculine, feminine and neuter expressions shall be interchangeable.


**X. BOARD OF REGENTS APPROVAL
AND APPROVAL OF TENURED APPOINTMENT**

This agreement is subject to the approval of the Board of Regents and a background check that is satisfactory to the University. This agreement is also subject to the approval of the faculty appointment provided for in Section IV of this agreement.

IN WITNESS WHEREOF, the undersigned have caused this Agreement to be executed as of the date first shown above.

By: 
Dr. Scott Lanyon

**REGENTS OF THE UNIVERSITY OF
MINNESOTA**

By: 
Karen Hanson
Executive Vice President and
Provost

Approved as to Form and Execution

By: 
William P. Donohue
General Counsel

Faculty & Staff Affairs Committee Consent Report

Personnel Appointment

Pending approval by the Board of Regents, **Mark Coyle** will be appointed Athletics Director for the University of Minnesota, Twin Cities effective June 1, 2016.

Position Overview

The athletics director is the chief executive officer of Gopher Athletics and reports to the President, serving on his senior leadership team. Among the Athletics Director's primary responsibilities are to: supervise all head coaches, staff and administrative personnel; develop and implement an ongoing strategic plan; develop and administer the annual budget for the department; ensure the department's compliance with rules and regulations of the University and the rules and regulations of any designated governing association; ensure the commitment to academic integrity and the timely graduation of student athletes; ensure the department's compliance with Title IX; demonstrate a commitment to diversity in the recruitment, retention and representation of staff and student athletes; direct and lead the department's fund raising efforts; conduct and supervise the department's media and public relations efforts; lead efforts to improve University athletic facilities; and serve and represent the University on all appropriate athletic governing or oversight bodies and any governing associations.

Appointee Background and Qualifications

Mark Coyle has served as the Director of Athletics at Syracuse University since June 2015. Prior to his appointment at Syracuse, he served as the Director of Athletics at Boise State University from 2011 to 2015; Deputy Director of Athletics and Associate Director of Athletics for External Affairs at the University of Kentucky from 2005 to 2011; Associate Athletics Director for External Relations, Assistant Athletic Director for Marketing & Sales, and Director of Marketing & Sales at the University of Minnesota from 2001 to 2005; and Vice President, Collegiate Sports Division, Host Communications from 1994 to 2001.

Recommended Salary and Appointment Type

Mark Coyle's annual salary for 2016-17 will be \$850,000. His appointment as Athletics Director is a 100%-time, A-term (12-month), L-type (limited) appointment, reporting to and serving at the pleasure of the president. The full employment agreement between the University of Minnesota and Mr. Coyle is attached as an exhibit.

Individually Negotiated Terms of Employment or Separation Agreements

There are a number of individually negotiated elements of the employment agreement. The agreement has a five year term – June 1, 2016 to June 30, 2021. Supplemental retirement in the amount of \$100,000 per year is included and will vest on a specific schedule. Each year, Mr. Coyle will be eligible for incentive compensation based on a plan to be agreed upon between Mr. Coyle and the President in an annual amount not to exceed \$150,000. The incentive plan will address academic success, competitive success, compliance achievement, and management achievements. Non-cash compensation in the form of travel, use of an automobile, and season tickets are also included. In accordance with the University's Relocation Policy, Mr. Coyle will be

reimbursed for relocation expenses. Included in the agreement is language explaining terms and conditions of the University's right to terminate the athletics director for cause and without just cause as well as language explaining terms and conditions of the athletics director right to terminate.

Comparable Market Data

A standard peer group for University of Minnesota Gopher Athletics is the thirteen other Big Ten institutions with Division 1 athletic programs. The total compensation of the athletics directors at the other Big Ten schools ranges from \$470,000 to \$1,600,000 with the average being \$900,000.

President's Recommendation

The president recommends the appointment of Mark Coyle to the position of Athletics Director, University of Minnesota, Twin Cities.

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT is entered into as of May 11, 2016, by and between Regents of the University of Minnesota, a Minnesota constitutional educational corporation (the "University"), on behalf of its Department of Intercollegiate Athletics on the Twin Cities campus ("the Department"), and Mark Coyle ("Athletic Director"). The term "University" includes the President of the University (or designee). This Agreement is subject to and effective upon approval by Regents of the University.

WHEREAS, subject to the terms and conditions of this Agreement, the University desires to employ Athletic Director as its Director of the Department, and Athletic Director is willing to accept such position and perform such services and duties;

NOW, THEREFORE, in consideration of the mutual promises and covenants contained in this Agreement and such other good and valuable consideration, the receipt and sufficiency of which the parties hereby acknowledge, the parties agree as follows:

I. EMPLOYMENT TERM AND DUTIES

1.1. Term. Subject to the terms and conditions of this Agreement, the University hereby employs Athletic Director as the Director of the Department and Athletic Director agrees to be so employed by the University, for a term commencing on June 1, 2016 and ending on June 30, 2021 (the "Term of Employment"). For purposes of this Agreement, the term "Year 1" shall mean the period during the Term of Employment commencing on June 1, 2016 and ending on June 30, 2017. Each successive and remaining Year of the Agreement shall begin on July 1 of a calendar year and end on June 30 of the following calendar year.

1.2. Duties.

1.2.1. During the Term of Employment, Athletic Director shall report to the President. Athletic Director shall diligently and conscientiously devote his full time, attention, and best efforts in performing and discharging the usual and customary duties of an athletic director of a NCAA Division I intercollegiate athletics program, including, but not limited to, the following duties:

- a. Supervise all head coaches and administrative personnel, including, without limitation, subject to the rules and regulations of the University, reviewing the performance for all University employees who report to Athletic Director, setting compensation for the Department employees, and hiring, promoting, demoting or

terminating any such employee in accordance with applicable University policy;

- b. Develop and administer the annual budget for the Department, subject to the approval of the President;
- c. In conjunction with the Director of Athletics Compliance and the Office of the General Counsel, ensure the Department's compliance with the rules and regulations of the University and the rules and regulations of any Governing Association as defined below in Section 1.4, including, without limitation, policies regarding academic standards;
- d. Ensure the Department's compliance with Title IX, including, without limitation, development and implementation of a long-term gender-equity plan;
- e. Conduct and supervise the relationship and presentation of the Department to the media, including, without limitation, radio and television appearances;
- f. Direct, lead, and organize the Department's fund raising and public relations, including, without limitation, increasing the annual fund and endowment for the Department;
- g. Direct, lead, and organize the Department's public relations and promotions and marketing efforts;
- h. Serve on, and represent the University on all appropriate athletic governing or oversight bodies and any Governing Association, as defined below in Section 1.4; and
- i. Perform such other duties as directed by the President.

1.2.2. Athletic Director shall not engage in any other business activity or be employed by any other person, firm, or entity, whether or not such activity is pursued for gain, profit, or other pecuniary benefit, without the prior written consent of the President.

1.2.3. Athletic Director shall not undertake commercial endorsements without the prior written consent of the University. Athletic Director shall not engage in any activity, if identified as the Director of the Department, that directly or indirectly implies approval or endorsement of any good or service, including, but not limited to, the wearing of garments which display a

manufacturer's trademark, name, or other logo, unless such activity is consistent with University contracts or is first approved in writing by the University.

1.2.4. Athletic Director shall not appear on radio, television, or any other media in return for a fee, in cash or in kind, without the prior written consent of the University.

1.3. **Classification.** Athletic Director's employment is a professional appointment subject to the University of Minnesota Academic Professional and Administrative Policies and Procedures (Policies and Procedures), as the same may be amended from time to time. In the event of a conflict between the terms of this Agreement and the terms of the policies and procedures, the terms of this Agreement shall govern.

1.4. **Compliance.** Throughout the Term of Employment, Athletic Director shall comply with the current and hereafter enacted or promulgated laws, policies, rules, and regulations of and governing the University and its employees and the current and hereafter enacted or promulgated constitution, bylaws, and rules and regulations of the National Collegiate Athletic Association ("NCAA"), the Big Ten Conference ("Big Ten"), the Western Collegiate Hockey Association ("WCHA"), and any other conference or organization with which the University becomes associated or which affects intercollegiate athletics (collectively, the "Governing Associations;" individually, a "Governing Association"). Athletic Director hereby acknowledges and Athletic Director certifies that he is familiar with the rules, regulations, and policies of each Governing Association and will work collaboratively and cooperatively with the Director of Athletics Compliance to educate the employees and students in the Department of such rules, regulations and policies, and to enforce strictly in the Department all such rules, regulations, and policies. Athletic Director shall promptly report to the Director of Athletics Compliance all reported violations of such rules, regulations, and policies involving him or any employee, coach, head or assistant, student, alumnus or representative of the University's athletic interests.

1.5. **Personnel.** During the first twelve (12) months of employment, Athletic Director shall be allowed, in accordance with University policies, to hire two (2) new administrative employees, utilizing University "no-post" or "exceptional hire" practices.

II. COMPENSATION

2.1. Base Salary.

2.1.1. Subject to the terms of this Agreement, for all services rendered by Athletic Director to and on behalf of the University, for the Term of Employment, the University shall pay Athletic Director an annual base salary of Eight

Hundred Fifty Thousand and no/100 Dollars (\$850,000.00). Athletic Director's base salary will be reviewed annually, and adjusted in accordance with the University's annual pay plan and compensation policies.

2.1.2. All compensation hereunder shall be paid in accordance with the University's regular payroll procedures for professional and administrative employees, and shall be subject to withholding for applicable federal, state, and local income taxes, federal social security taxes, and other applicable taxes and deductions.

2.2. **Benefits.** Except where inconsistent with the terms of this Agreement, the University shall provide Athletic Director with a benefit program as provided generally for its professional and administrative employees as described in the Policies and Procedures. The University will pay for reasonable moving expenses in accordance with University policy.

2.3 **Supplemental Life Insurance.** In addition to any amounts of life insurance provided through the University's benefit program, the University agrees to provide AD with an additional term life insurance policy in the amount of One Million Dollars (\$1,000,000.00), subject to Athletic Director's eligibility and qualification for such additional life insurance.

2.4. **Incentive Compensation.** Each Year, Athletic Director shall be eligible for incentive compensation based on a plan to be agreed between the Athletic Director and the President in an amount not to exceed \$150,000 per year if all the milestones in the plan are achieved. The plan shall address but not be limited to academic success, competitive success, compliance achievement, and management achievements. The University shall deliver to Athletic Director payment for such incentive compensation for a Year after the University has determined the amount of such payment and that the conditions for such payment have been met, including Athletic Director's compliance with Sections 1.4 of this Agreement. Once incentives are determined, such incentives shall be paid to Athletic Director on June 30 of each Year of the Agreement, provided Athletic Director remains employed by the University on that date, i.e., incentive compensation does not vest and is not earned unless Athletic Director remains employed by the University on that date.

2.5 **Supplemental Retirement.** The University shall, on behalf of the Athletic Director pay to the University of Minnesota Optional Retirement Plan, or to the extent such payment exceeds the contribution limits for such plan to the University of Minnesota 415(m) Retirement Plan (or appropriate successor plans) the following amounts:

- a. \$100,000 for 2017;

- b. \$100,000 for 2018;
- c. \$100,000 for 2019;
- d. \$100,000 for 2020;
- e. \$100,000 for 2021.

Payments a. through d. will be made on September 20, 2020, provided Athletic Director is employed by the University as its Athletic Director on that date. Payment e. will be made on June 30, 2021, provided Athletic Director is employed by the University as its Athletic Director on that dates.

2.6. Travel. For each Year of the Term of Employment, the University shall make available to Athletic Director a maximum of Twenty-five Thousand Dollars (\$25,000.00) for University-related personal travel of Athletic Director's family, friends, and business associates to and from University intercollegiate athletic events. All expenses charged against this fund shall be documented. Athletic Director has no right to any unused portion of the fund at the end of any Year. The University also shall provide Athletic Director with travel at no charge for up to four (4) people on any Intercollegiate Athletic Team charter flight, subject to seat availability.

2.7. Automobile. Subject to University policy applicable generally to its coaches of intercollegiate athletics, the University shall provide Athletic Director with an automobile throughout the Term of Employment.

2.8. Other Non-Cash Compensation. Subject to availability, the University shall make available to Athletic Director, for his personal use, eight (8) season tickets for all University Intercollegiate Athletic Teams charging admission to their games or matches.

2.9. Tax Consequences. Athletic Director recognizes and understands that there may be personal tax consequences attributable to Athletic Director as a result of the incentives and perquisites provided in Sections 2.2 through 2.6, above; complimentary tickets and other compensation; benefits; and amenities associated with Athletic Director's employment as athletic director of the University, and that Athletic Director is personally responsible for any and all such taxes.

2.10. Buyout/Early Termination Payment.

2.10.1. The University will cover the cost of any buyout or early termination provision in Athletic Director's current contract of employment with Athletic Director's current employer, up to a maximum of Five Hundred Thousand dollars (\$500,000.00), i.e., any provision in Athletic Director's current contract of employment that requires Athletic Director to make payment to

Athletic Director's current employer if Athletic Director leaves employment prior to the end of the contract term. The University and Athletic Director will cooperate with one another, and will exchange information necessary to calculate and confirm the amount of the payment, as well as the terms and conditions that govern the payment. The payment will be made by the University directly to Athletic Director's current employer. The payment will be made in a manner reasonably calculated to satisfy Athletic Director's contractual obligation to Athletic Director's current employer.

2.10.2. The University will compensate Athletic Director for any tax liability incurred by Athletic Director related to the payment described above in 2.10.1. The University and Athletic Director will cooperate with one another, and will exchange information necessary to calculate and confirm the amount of the tax liability. The payment for the tax liability will be made within thirty (30) days after the amount of the payment is determined and confirmed.

III. RELOCATION

The University will reimburse Athletic Director for all direct, actual, reasonable expenses (including closing costs and up to six (6) months of temporary housing in the Twin Cities for Athletic Director and Athletic Director's family. Athletic Director shall relocate Athletic Director's family and primary residence to the Twin Cities by August 1, 2016.

IV. DISCIPLINE OR TERMINATION

3.1. The University's Right to Discipline or Terminate for Cause. The University may terminate this Agreement, suspend payments required hereunder, or take other disciplinary action as it deems appropriate for just cause. "Just cause" as used in this Agreement shall include, but not be limited to, the following:

- a. a Level I or II violation of NCAA Rules, or an equivalent serious violation of a rule of another Governing Association by or involving Athletic Director, as determined by the University;
- b. a Level I or II violation of NCAA Rules, or an equivalent serious violation of a rule of another Governing Association by persons in the Department or representatives of the University's athletic interests, as determined by the University, which, in the judgment of the University, Athletic Director knew or should have known about with reasonable diligence and oversight;

- c. In the event of multiple Level III or IV repetitive violations by AD personally of any athletic rule, or such violations by other persons about which violations AD knew or reasonably should have known, and failed to act to prevent, limit, or mitigate.
- d. a substantial failure to perform the duties required by Section 1.2 of this Agreement;
- e. material fraud or dishonesty of Athletic Director during the selection process, or in the performance of the duties and responsibilities under this Agreement;
- f. use or consumption by Athletic Director of alcoholic beverages, drugs, controlled substances, or other chemicals (excluding any such substances which are prescribed by Athletic Director's physician, and taken consistent with the instructions provided by said physician) so as to materially impair Athletic Director's ability to perform the duties and responsibilities under this Agreement;
- g. a violation of any policy of the University or law.

3.2. The University's Right to Terminate Without Just Cause.

3.2.1. The University may terminate this Agreement at any time without "just cause" upon 30 days' written notice to Athletic Director. In such event, the University shall pay Athletic Director the base salary that would otherwise be payable under Section 2.1 of this Agreement for the remainder of the Term of Employment. In addition Athletic Director shall receive any annual Incentive payments payable under Section 2.3 which have been earned or may be earned within the contract year of the termination. All of these payments shall be the Termination Fee. The Termination Fee shall be subject to withholding for applicable federal and state income taxes, federal social security taxes, and all other applicable taxes and deductions. The Termination Fee shall be paid over the remaining Term of Employment in substantially equal amounts by pay period.

3.2.2. As a condition of receipt of any payment under Section 3.2.1, Athletic Director is required to mitigate the University's obligations under this Section 3.2 by making reasonable and diligent efforts (under the circumstances and opportunities then prevailing) to obtain a comparable employment position as soon as practicable following termination of employment. If Athletic Director is employed post termination (during the Employment Term, had it naturally expired) in a comparable position, then the termination fee related to Base Salary under Section 3.2.1 shall be reduced by the amount of Athletic Directors salary from the comparable position.

3.2.3. If the University makes full payment under this Section 3.2, Athletic Director waives the right to seek additional compensation or damages from the University. Termination under this Section 3.2 shall supersede all rights Athletic Director may have under the Policies and Procedures including but not limited to any rights to notice or layoff programs.

3.3. Athletic Director's Right to Terminate. Athletic Director may terminate this Agreement at any time upon ninety (90) days written notice to the University. In the event of such termination, Athletic Director shall pay the University the base salary amount under Section 2.1.1 of this Agreement for the remainder of the Term of Employment, subject to the provisions of Section 4.1 of this Agreement.

3.4. NCAA Enforcement Provisions. (NCAA Bylaw 11.2.1). Notwithstanding any other provision of this Agreement to the contrary, Athletic Director and the University stipulate that if Athletic Director is found in violation of any NCAA rule or regulation, he is subject to disciplinary or corrective actions as set forth in the provisions of the NCAA enforcement procedures.

3.5. Procedure. In the event of any proposed disciplinary action, the President shall give Athletic Director, orally or in writing, notice of the allegations and an opportunity to present, in person, information relating to the allegations. If the President then determines that discipline is appropriate, President shall, in writing, notify Athletic Director of the discipline and the reasons therefore.

3.6. Limited Liability. Subject to the terms of this Agreement, in no event shall the University be liable for the loss by Athletic Director of any bonuses, benefits, perquisites, or income, including, but not limited to, those arising out of or relating to consulting relationships, camps, clinics, media appearances, or from any other sources whatsoever, that may ensue as a result of the University's breach or termination of this Agreement, unless otherwise expressly stated herein.

V. PROVISIONS OF GENERAL APPLICATION

4.1. Agreement Renewal/Extension. During the first three (3) months of Year 5 of the Term of Employment (i.e., July, August, and September 2020) the parties will use their best efforts to negotiate a contract renewal, extension, or new contract. If no agreement is reached, then the amount of the termination payment established in Section 3.3 is reduced to Zero Dollars (\$0.00). This provision shall supersede all rights under University Policies and Procedures including, but not limited to, any notice requirements or layoff programs.

4.2. Report of Athletically Related Income. (NCAA Bylaw 11.2.2.) The University and Athletic Director hereby stipulate that Athletic Director shall annually

provide to the President a written detailed account of all athletically related income and benefits from sources outside the University including, but not limited to, the following:

- a. Income from annuities;
- b. Sports camps;
- c. Housing benefits (including preferential housing arrangements);
- d. Country club memberships;
- e. Complimentary ticket sales;
- f. Television and radio programs; or
- g. Endorsement or consultation contracts with athletic shoe, apparel or equipment manufacturers.

In addition, Athletic Director shall comply with University of Minnesota Policies and Procedures regarding "Outside Consulting and Commitments by Intercollegiate Athletic Staff." The policies and procedures include, but are not limited to, receiving prior approval of any endorsement of a product or service, use of University trademarks and outside consulting commitments.

4.3. Notices/Administration. All notices, requests, and other communications from one of the parties to the other shall be in writing and, except as otherwise provided herein, shall be considered to have been duly given or served if sent by United States mail, first-class, certified or registered, postage pre-paid, return receipt requested, to the respective party at his or its address set forth below or to such other address set forth below or to such other address as such party may hereafter designate by notice to the other:

As to Athletic Director:

Mark Coyle, Athletic Director
University of Minnesota

Minneapolis, Mn 55455

With a Copy to

Gregg Thornton
Ward Hocker & Thornton, PLLC
Vine Center, 333 W. Vine St., Suite 1100
Lexington, Kentucky 40507

Page 66 of 79

As to the University: President
University of Minnesota
200 Morrill Hall
100 Church Street SE
Minneapolis, MN 55455

Office of the General Counsel
360 McNamara Alumni Center
200 Oak Street SE
Minneapolis, MN 55455

4.4. Amendment. Any amendment to this Agreement shall be in a writing executed and delivered by the parties.

4.5. Parties In Interest/Assignment. This Agreement shall be binding upon and the benefits and obligations provided for herein shall inure to the parties hereto and their respective heirs, legal representatives, successors, assigns, transferees or donees, as the case may be. No portion of this Agreement shall be assignable without the prior written consent of the other party.

4.6. Effect of Prior Agreements. The parties intend this Agreement as the final and binding expression of their contract and agreement and as the complete and exclusive statement of the terms thereof. This Agreement supersedes and revokes all prior negotiations, representations, and agreements, whether oral or written, relating to the subject matter hereof.

4.7. Enforceability. If any provision contained herein shall be deemed or declared unenforceable, invalid, or void, the same shall not impair any of the other provisions contained herein, which shall be enforced in accordance with their respective terms. This Agreement shall bind the University only if and after its approval by the University's Board of Regents.

4.8. Construction. The headings preceding and labeling the sections of this Agreement are for the purpose of identification only and shall not in any event be employed or used for the purpose of construction or interpretation of any portion of this Agreement. No waiver by any party of any default or nonperformance hereunder shall be deemed a waiver of any subsequent default or nonperformance. As used herein and where necessary, the singular shall include the plural and vice versa, and masculine, feminine and neuter expressions shall be interchangeable.

Page 67 of 79

4.9. Applicable Law. The laws of the state of Minnesota shall govern and be applicable to this Agreement and any construction or interpretation thereof.

IN WITNESS WHEREOF, the undersigned have caused this Agreement to be executed as of the date first shown above.

By: Mark Coyle
Mark Coyle, Athletic Director

Dated: 5/11/16

By: Eric W. Kaler
Eric W. Kaler
President of the University of Minnesota

Dated: 11 May 2016

Approved as to Form and Execution

By: William P. Donohue
William P. Donohue
General Counsel

Minnesota Landscape Arboretum Foundation Appointment

Members of the Board of Trustees of the Minnesota Landscape Arboretum Foundation (Foundation) are appointed in accordance with Board of Regents Policy: *Appointments to Organizations and Boards*. The Board of Regents appoints one-fourth of the Foundation Board's membership. The Foundation Board currently has 34 members, thereby requiring nine Regents appointees. The one recommended appointment is:

- **Linda Cutler:** Linda Cutler retired in January, 2013 after 39 years at Cargill where she was Vice President and Deputy General Counsel with responsibilities for the European and Asian legal teams and legal services to the financial businesses. She is past president and current board member, Mental Health Association of Minnesota. Linda served on the boards and Audit and Compliance committees of Black River Asset Management, LLC and CarVal Investors, LLC from their inception until her retirement. Each is a wholly owned subsidiary of Cargill and is registered as an investment adviser with the SEC. Linda was also a member of Cargill's Financial Risk Committee for several years and was a member and Chair of Cargill's Corporate Structure committee. Linda's interests include gardening, cooking, reading, travel, tennis and art. Linda graduated with a BA degree from Augustana College, Rock Island, IL and received an MA in Modern European History from the University of Chicago and a J.D. from the University of Texas, Austin. Linda and her husband, Kenneth reside in Edina.

Current Regents Trustees on the Foundation Board:

- Gordon Bailey
- John Bryant
- Brian Buhr
- Susan Campbell
- Emily Hoover
- Tom Martin
- Joseph Tashjian
- Susan Bachman West



BOARD OF REGENTS DOCKET ITEM SUMMARY

Faculty & Staff Affairs

May 12, 2016

AGENDA ITEM: Information Report

Review

Review + Action

Action

Discussion

This is a report required by Board policy.

PRESENTERS: Kathryn F. Brown, Vice President, Office of Human Resources

PURPOSE & KEY POINTS

To inform the Board of noteworthy items, administrative actions, and local, regional, and national policy issues affecting University units and departments. Specific items covered include personnel highlights, University highlights, and faculty and staff activities and awards.

BACKGROUND INFORMATION

This Information Report appears as a regular item on the Faculty & Staff Affairs agenda.

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

May 12, 2016

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

Rodney S. Hanley has been selected as Chancellor of the University of Minnesota, Morris, effective July 1, 2016, pending approval of the Board of Regents. As chancellor, Hanley will be the chief representative and executive officer for the campus, responsible for leveraging Morris' unique strengths in undergraduate education and joining in the institution's efforts to be among the nation's most diverse and socially conscious campuses. He comes to the University from Fisk University in Nashville, Tennessee, where he was Provost and Vice President for Academic Affairs. He earned his Ph.D. in biology from the University of Kansas, his Master of Studies in Sustainability Leadership from the University of Cambridge in England, and his M.S. and B.S. in environmental biology from Eastern Illinois University.

Scott M. Lanyon, head of the Department of Ecology, Evolution, and Behavior, has been named vice provost and dean of graduate education effective June 20, 2016, subject to approval by the Board of Regents. In this position, Lanyon will work in collaboration with faculty and collegiate leadership to set strategic priorities and sustain policies that advance the quality, reputation, stature, and goals of research-based graduate education. He will have primary oversight and administrative responsibility for the Graduate School. Lanyon joined the University faculty in 1995. He earned his Ph.D., in ornithology, from Louisiana State University. His research has focused on comparative study of behavioral and morphological evolution in birds.

Brian Levin-Stankevich has been named interim executive vice chancellor of academic affairs for University of Minnesota Duluth. In this role, he has direct administrative oversight for all colleges and academic units at UMD. Most recently, Levin-Stankevich was a research professor for the Center for Educational Policy Research at the University of New Mexico and prior to that he was president at Westminster College in Utah from 2012-15. He earned his Ph.D. from SUNY at Buffalo.

University Highlights

The University of Minnesota Crookston has been accepted into the Small World Initiative™ (SWI). Formulated at Yale in 2012, SWI uses an innovative and inspiring science curriculum to address the global health threat of antibiotic resistance and the diminishing supply of effective antibiotics. There are currently 109 participating schools across 32 U.S.

states, Puerto Rico, and nine countries. The Crookston campus will be the first in the University of Minnesota system to be part of the initiative.

In recognition of sustainability achievements, the University of Minnesota Twin Cities campus recently earned a Gold rating in the Sustainability Tracking, Assessment & Rating System (STARS)[™]. The award measures and encourages sustainability in all aspects of higher education and is chosen by the Association for the Advancement of Sustainability in Higher Education. UMM also earned a STARS gold rating and UMD earned a silver.

Two books published by the University of Minnesota Press were winners of the 2016 Minnesota Book Awards in the Memoir & Creative Nonfiction category: *Water and What We Know: Following the Roots of a Northern Life* by Karen Babine and *Minnesota Modern: Architecture and Life at Midcentury* by Larry Millett.

With 59 graduates currently serving abroad in the Peace Corps, the University of Minnesota Twin Cities ranks No. 3 nationally on the Peace Corps' Top Colleges annual list. This year marks UMTC's 16th year on the list. UMD has made its first appearance the list, ranking No. 20 among mid-sized colleges and universities across the country. UMD currently has 14 alumni serving as Peace Corps volunteers. The Peace Corps, created in 1961 by President John F. Kennedy, sends volunteers overseas with a mission of promoting world peace and friendship. Nearly half serve in Africa, and education and health are the most common work areas. Volunteering is a 27-month commitment in most cases.

According to the U.S. Department of State's Bureau of Educational and Cultural Affairs, the University of Minnesota Twin Cities ranks sixth in the nation among public universities in the number of 2015-2016 Fulbright Program student awards. Fourteen students from the U of M won Fulbright awards in 2015-2016. Every year, over 1,900 U.S. students, artists and young professionals—chosen for their academic merit and leadership potential—are offered Fulbright Program grants to study, teach English and conduct research in over 140 countries throughout the world.

Public radio station KUMD (103.3 FM), which is operated by the University of Minnesota Duluth, was awarded Best Radio Station in the Northland by *The Reader Weekly* for the 18th year in a row.

The University of Minnesota Twin Cities has received designation as an Asian American and Native American Pacific Islander-Serving Institution (AANAPISI) from the U.S. Department of Education. The AANAPISI program provides opportunities to apply for federal funding and assistance to improve and expand the campus' capacity to serve Asian Americans and Native American Pacific Islanders and under-resourced students.

Graham Construction Services of Eagan, Minnesota, won the Minnesota Construction Association's 2016 Award of Excellence in the category of Renovation, Expansion, or Tenant Improvement Project for The Raptor Center's new bird housing.

U.S. News & World Report recently ranked a number of colleges, schools, and programs within the U of M highly. The College of Pharmacy ranked second in the nation, while the Humphrey School jumped to 8th (up from 16th since the last ranking four years ago). Other highlights include the School of Nursing as 12th among all nursing graduate schools, the Industrial and Organizational Psychology and Developmental Psychology programs both ranked 1st, and Chemical Engineering ranked 2nd.

The University of Minnesota Crookston is ranked at 63 in *U.S. News* list of the Best Online Bachelor's Programs for 2016. *U.S. News & World Report* began publishing rankings of institutions offering online degrees in 2012. This year 300 schools responded to the survey.

For the fourth time in five years, the University of Minnesota Dental Clinics have earned the service industry's Angie's List Super Service Award, reflecting an exemplary year of service provided to members of the local services marketplace in 2015. "Only about 5% of the service companies in the Twin Cities have performed so consistently well enough to earn our Super Service Award," said Angie's List Founder Angie Hicks.

Following a comprehensive review process, the Higher Learning Commission (HLC) has determined that the University of Minnesota Crookston, the University of Minnesota Twin Cities and the University of Minnesota Rochester meet all requirements for continued accreditation for ten years. As a regional accreditation agency, HLC works to validate the quality of an institution as a whole and to evaluate multiple aspects of an institution based on five overall criteria: mission; ethical and responsible conduct; the quality, resources, and support for teaching and learning; the evaluation and improvement of teaching and learning; and resources, planning, and institutional effectiveness. UMTC and UMR were reviewed together and UMC was reviewed in a separate process. The other two campuses are also reviewed individually. UMD's next comprehensive evaluation will be in 2017-18 and UMM's will be in 2019-20.

Faculty and Staff Activities and Awards

Two faculty members in the Department of Organizational Leadership, Policy, and Development received awards from the Academy of Human Resource Development at the group's annual conference in February. Alexandre Ardichvili received the Outstanding Scholar Award, which is presented to an outstanding human resource development scholar who has demonstrated a continuing record of scholarly productivity and influence in the profession. Joshua Collins received the Monica M. Lee Research Excellence Award, which is presented for the outstanding article in the annual volume of *Human Resource Development International*.

William Arnold, civil, environmental, and geo-engineering, along with six co-authors, published a paper that was named a "top paper" of 2015 by the journal *Environmental Science: Water Research & Technology*. The paper was entitled "Triclosan, chlorinated triclosan derivatives, and hydroxylated polybrominated diphenyl ethers (OH-BDEs) in wastewater effluents."

Matthew Aro, Natural Resources Research Institute, was elected as the 2016 General Circle Representative for the Northeast Minnesota Chapter of the U.S. Green Building Council-Minnesota Branch.

Lydia Artymiw, music, received Thursday Musical's 2016 Teacher of the Year award. Thursday Musical, founded in 1892, is dedicated to presenting fine classical music programs featuring outstanding local musicians and offering educational opportunities to artists and audiences alike.

Robin Austin, nursing, was elected chair-elect of the American Medical Informatics Association's Consumer and Pervasive Health Informatics Working Group.

Two faculty in the English department are winners of 2016 Minnesota Book Awards. Charles Baxter won the Novel & Short Story Award for his collection *There's Something I Want You to Do* and Ray Gonzalez won the Award in Poetry for his latest collection, *Beautiful Wall*.

Richard Brundage, experimental and clinical pharmacology, received the 2016 Bristol-Myers Squibb Mentorship Award, given to an individual who demonstrates exemplary promotion of clinical pharmacology, with emphasis on training/guidance of junior scientists and/or colleagues.

John Campbell, psychology, has been selected to receive a lifetime achievement award from the Personnel Testing Council of Metropolitan Washington.

Erin Carlson, chemistry, has been named by President Barack Obama as a recipient of the Presidential Early Career Award for Scientists and Engineers. The award is the highest honor bestowed by the U.S. government on science and engineering professionals in the early stages of their independent research careers. Carlson was nominated by the National Science Foundation for her discovery of novel chemistry underlying a new approach to treat antibiotic-resistant infections, for leadership in the chemistry and women-chemists communities, and for developing new hands-on laboratory activities to engage K-12 students in natural product chemistry. She is one of only 105 winners nationwide.

Two faculty in theatre arts & dance were named by the *Star Tribune* in its Best of MN: Arts category. Ananya Chatterjea was recognized as best choreographer. Toni Sands-Pierce was recognized for TU Dance, the company she co-founded, which was named the best dance company.

Mary Chesney, nursing, will be inducted as a Fellow of the American Association of Nurse Practitioners in June.

Haitao Chu, biostatistics, was named a 2016 fellow of the American Statistical Association. Chu has made significant contributions to advance statistical methods in epidemiological research, diagnostic medicine, multivariate meta-analysis, biomarker data with limits of detection, and missing and correlated data analysis.

John Comazzi, architecture, has been appointed to the board of directors of the Association of Architecture Organizations, which serves nonprofit architectural organizations and interested individuals in 64 cities across the U.S. and nine countries.

R. Dennis Cook, statistics, is one of 12 distinguished Kansas State University alumni honored as 2016 Alumni Fellows. Cook is an Alumni Fellow for the College of Arts and Sciences and was invited to campus to present lectures in April. He has authored over 225 research articles, two textbooks, and two research monographs.

Emmanuel Detournay, civil, environmental, and geo-engineering, and David Y.H. Pui, mechanical engineering, have been elected to the National Academy of Engineering (NAE). Election to the NAE is among the highest professional distinctions awarded to an engineer. Detournay, who maintains citizenship in Belgium, was elected as a foreign member. He is recognized for major advances in hydraulic fracturing and drilling dynamics. Pui is a world-renowned researcher in the field of aerosol and nanoparticle science. He is recognized for his recent efforts to combat air pollution issues worldwide, particularly in China.

Diana Drake, nursing, was selected to serve on the board of directors of the National Association of Nurse Practitioners in Women's Health.

The Minnesota Veterinary Medical Association presented John Fetrow, veterinary medicine, with the Outstanding Faculty Award. The award is given to a faculty member who provides outstanding service to Minnesota veterinarians; gives their time and talent to the veterinary profession; is a leader who makes a difference to the profession; and is a dedicated contributor to organized veterinary medicine.

Aaron Folsom, epidemiology, received the Joseph Stokes III Award in Preventive Cardiology from the American Society for Preventive Cardiology. The Stokes Award recognizes the lifetime achievements of researchers who demonstrate excellence in advancing education, research, and the practice of preventive cardiology.

Rebecca Forman, bioproducts and biosystems engineering, is one of eight people appointed by Governor Mark Dayton to a newly created committee that will advise the Minnesota Pollution Control Agency on issues including environmental review, permits, agency rules, and variances.

Jayne Fulkerson, nursing, is serving as associate editor of the *International Journal of Behavioral Nutrition and Physical Activity*.

Jennifer Hall-Lande, Institute on Community Integration, has been selected as Minnesota's 2016-18 Act Early Ambassador by the National Center on Birth Defects and Developmental Disabilities at the Centers for Disease Control and Prevention (CDC), and the Association of University Centers on Disabilities. This marks the start of her second two-year term as the Minnesota point-of-contact for CDC's nationwide "Learn the Signs. Act Early" program to improve early identification of developmental delays and disabilities.

Jo-Ida Hansen, psychology, is the American Psychological Association's Society of Counseling Psychology's 2016 recipient of their Lifetime Achievement in Mentoring award.

At the 2016 annual Citizens in Action workshop, KUMD Northland Morning host Lisa Johnson was honored for her years of work raising awareness on a range of community, state, and national issues through her interviews and reporting. In particular she was recognized for her service over the past 18 years in promoting Citizens in Action workshops where they have trained over 3,000 community members.

Three University of Minnesota computer science and engineering professors and an alumnus will receive the 2016 Seoul Test of Time Award for their groundbreaking research on recommender systems. The award recognizes research that has shown to be particularly influential over many years. George Karypis, Joseph Konstan, John Riedl (posthumous), and former Ph.D. student Badrul Sarwar will receive the award for their paper "Item-based collaborative filtering recommendation algorithms." The research is now regarded as the pioneering scholarly reference for recommender systems.

Marte Kitson, Minnesota Sea Grant, was elected co-chair of the Minnesota Invasive Species Advisory Council.

Morris Kleiner, Humphrey Institute, will be honored this spring by the national Labor and Employment Relations Association for his lifetime of research on human resources and the employment relationship. Kleiner, whose research on occupational licensing has been cited within legislation proposed by the Obama Administration and in hearings by the U.S. Senate Judiciary Committee, is the first University of Minnesota faculty member to receive this honor.

Efie Kokkoli, chemical engineering and materials science, was inducted into the American Institute for Medical and Biological Engineering College of Fellows for outstanding contributions to the development of functionalized biomaterials.

Mary Jo Kreitzer, Center for Spirituality and Healing, received the Women's Health Leadership TRUST Health & Wellness Innovation award for 2016. The mission of the Women's Health Leadership TRUST is to support women leaders in health care.

Food Safety Magazine announced that John Larkin, Food Protection and Defense Institute, will receive the magazine's Distinguished Service Award at the 2016 annual meeting of the International Association for Food Protection.

A book by history professor Erika Lee, *The Making of Asian America*, won the 2015-2016 Asian/Pacific American Award for Literature in the Adult Non-Fiction category from the American Library Association. Lee was also honored by the American Council on Education for her significant contributions in higher education in their publication, *Diverse: Issues In Higher Education*.

Josephine Lee, English language and literature, has been selected to receive the 2016 Lifetime Achievement Award from the Association for Asian American Studies. The award honors an individual who has made an outstanding and lifelong contribution to the advancement of the field of Asian American Studies. Lee served as president of the Association for Asian American Studies from 2010 to 2012 and helped establish the Asian American Studies Program at the University, serving as its first director.

University of Minnesota Regents Professor Timothy P. Lodge has been elected to the American Academy of Arts and Sciences, one of the nation's most prestigious honor societies. Members include the world's most accomplished scholars, scientists, writers, artists, as well as civic, business, and philanthropic leaders. Lodge, who holds appointments in both the Department of Chemistry and the Department of Chemical Engineering and Materials Science, is an internationally renowned polymer scientist. He also was recently named a 2016 Fellow of the Neutron Scattering Society of America, honored for groundbreaking insights into the structure and dynamics of a wide range of complex polymer systems.

Doug Mashek, biochemistry, molecular biology and biophysics, received the 2016 ELR Stokstad Award at the annual meeting of the American Society for Nutrition. The Stokstad Award is given for outstanding fundamental research in nutrition by a young investigator. Mashek's research focuses on hepatic and whole body energy metabolism as they relate to the development of metabolic diseases.

The Minnesota School Counselors Association awarded the Post-Secondary School Counselor of the Year Award for 2016 to Tim Menard, UMC Career Development and Counseling Services.

Ron Moen and Morgan Swingen, Natural Resources Research Institute (NRRI), received the U.S. Forest Service Eastern Region Honor Award for 2015 for Excellence in Science & Technology for the Superior National Forest Bat Monitoring project. NRRI's Bat Field Crew also received the U.S. Forest Service 2016 Wings Across the Americas Conservation Research Partnership Award for biological data collected.

The Association of American Law Schools' Section on Clinical Legal Education has selected Perry Moriearty, law, as the recipient of its 2016 Shanara Gilbert Award. The award, the nation's most prestigious honor for clinical teachers, is given annually to an emerging clinician (one who has specialized in clinical education for 10 years or fewer) who has demonstrated "a commitment to teaching and achieving social justice, particularly in the areas of race and the criminal justice system; a passion for providing legal services and access to justice to individuals and groups most in need; and service to the cause of clinical legal education."

Samuel L. Myers, Jr., Humphrey Institute, is the recipient of the 2015-2016 St. Paul NAACP 21st Century Game Changer Award in the education category. Myers was recognized for his outstanding research, teaching and scholastic contributions in economics, civil and human rights, social justice, and inclusiveness. The award also recognizes his outstanding service

and attention he pays to his students, teaching assistants, staff, and the pressing issues facing our broader community.

Jean O'Brien, history, has been elected to the Society of American Historians for "demonstrated commitment to literary distinction in the writing and presentation of history and biography. Literary excellence in historical work is marked by vividness, clarity, empathy, narrative power, and explanatory force."

Deniz Ones, psychology, has been awarded the Minnesota Psychological Association's Award for Outstanding Graduate Faculty.

Nikolaos Papanikolopoulos, computer science and engineering, was honored with the George Saridis Leadership Award in Robotics and Automation from the Institute of Electrical and Electronics Engineers' Robotics & Automation Society (RAS). The Society recognized

Papanikolopoulos "for his leadership, innovation, and dedication in RAS conference activities."

Only two Saridis Leadership awards are given out annually.

Andres M. Perez, global animal health and food safety in the College of Veterinary Medicine, is editor-in-chief of the veterinary epidemiology and economics section of the new journal *Frontiers in Veterinary Science*. The journal has 14 sections, ranging from animal behavior and welfare to veterinary surgery and anesthesiology.

Arnd Scheel, mathematics, has been named a fellow of the Society for Industrial and Applied Mathematics (SIAM) for contributions to applied dynamical systems and the study of pattern formation, and also received a Humboldt Research Award from the Alexander von Humboldt Foundation. The award is granted to academics whose fundamental discoveries, new theories, or insights have had a significant impact on their own discipline and who are expected to continue producing cutting-edge achievements in the future.

Gary Schwitzer, public health, was recently named to the inaugural Rodale 100 list of people, companies, and products producing positive change in communities and contributing to the wellbeing of people. Schwitzer was named to the list for his work as publisher of HealthNewsReview.org (HNR). Rodale selected HNR for its efforts evaluating and grading daily health news reporting by major U.S. news organizations and calling out misleading headlines and badly reported health articles.

Erin Sheets, UMD Pharmacy, continues to serve on the executive council of the Biophysical Society, an organization of 9,000 members in academia, industry, and government agencies. At its annual meeting, she was elected both to the nominating committee and as its chair.

Erin Thompson, theatre arts and dance, was named best dancer in the *City Pages* annual Best of the Twin Cities issue. She was recognized for her work in Joanie Smith's *Tableaux Vivant*, a tribute to suffragettes and female icons of the early 20th century.

Ken Wallace, associate dean for faculty affairs at UMD Medical School, is co-editor-in-chief for *Current Opinions in Toxicology*, a new, international, high-impact journal published by Elsevier Publishers.

The Advocates for Human Rights will present Law School Dean David Wippman with its 2016 Special Recognition Award in honor of his career-long human rights work and his stewardship in the creation of the Law School's pioneering Center for New Americans.