

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty, Staff and Student Affairs Committee

Thursday, April 10, 2008

10:15 – 11:45 a.m.

600 McNamara Alumni Center, East Committee Room

Committee Members

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

Student Representatives

Adam Engelman
Catherine Wang

A G E N D A

1. Collective Bargaining Agreement with the Minnesota State Building & Construction Trades Council - Review/Action - C. Carrier/P. Dion (pp. 2-4)
2. Collective Bargaining Agreement with the Graphic Communications International Union, Local 1B (Printers, Unit 2) - Review/Action - C. Carrier/P. Dion (pp. 5-7)
3. Collective Bargaining Agreement with Law Enforcement Labor Services, Inc. (Police Officers, Unit 1) - Review/Action - C. Carrier/P. Dion (pp. 8-10)
4. NCAA Certification Report Update - G. Klatt (pp. 11-14)
5. Leadership Development Initiatives to Support a Culture of Excellence - C. Carrier/S. Martens/M. Mitchell (pp. 15-18)
6. Consent Report - Review/Action - C. Carrier (pp. 19-20)
7. Information Items - C. Carrier (pp. 21-27)



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty, Staff, and Student Affairs Committee

April 10, 2008

Agenda Item: Collective Bargaining agreement with Minnesota State Building and Construction Trades Council

review review/action action discussion

Presenters: Vice President Carol Carrier
Patti Dion, Director of Employee Relations

Purpose:

policy background/context oversight strategic positioning

Recommend approval of this collective bargaining agreement between the University of Minnesota and the Minnesota State Building and Construction Trades Council on behalf of the craft and trades employees.

Outline of Key Points/Policy Issues:

The contract will provide the terms and conditions for employees between the date of signing and January 9, 2011.

Background Information:

Negotiations on this contract were held on December, 6, 2007, and an agreement was reached at that meeting. Board approval is required before the contract can be implemented.

President's Recommendation for Action:

The President recommends that the Board approve this collective bargaining agreement between the University of Minnesota and Minnesota State Building and Construction Trades Council on behalf of crafts and trades employees.



REGENTS OF THE UNIVERSITY OF MINNESOTA
RESOLUTION RELATED TO
THE PROPOSED LABOR AGREEMENT WITH
MINNESOTA STATE BUILDING AND CONSTRUCTION
TRADES COUNCIL

WHEREAS, the parties have met and have reached agreement regarding terms and conditions of employment regarding the employees of this bargaining unit; and

WHEREAS, The Minnesota State Building and Construction Trades Council have ratified acceptance of this agreement; and

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

NOW, THEREFORE, BE IT RESOLVED that on the recommendation of the President, the Board of Regents approves this labor agreement as outlined in the docket for April 10, 2008.

State Building and Construction Trades Council

This unit is composed of crafts and trades employees represented by nineteen different locals at all twin city locations. The total number of employees in this unit is approximately 319. Classifications include Pipefitter, Electrician, Carpenter, Painter, Plumber, etc.

ECONOMIC HIGHLIGHTS

During the 2008 fiscal year, most of the employees covered by this agreement will receive a single wage and fringe adjustment on May 1, 2008. The parties have committed to having the prevailing wage rates (market rate) as negotiated between the locals and the General Contractor Association in the metropolitan area for 2008. At the present time, that expected adjustment of wages and fringes on 5/1/2008 is approximately 3.8%.

In 2009 and 2010, the parties have agreed to a wage reopener in each year as neither party is able to accurately predict respective economic positions at this time.

The parties have also agreed to a \$150 lump sum payment each year of the contract to offset provisions of the General Contractor Association contracts to which the University contract does not adhere.

Base Annual Payroll	\$20,743,840
\$150 lump sum payment	\$143,550



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty, Staff, and Student Affairs Committee

April 10, 2008

Agenda Item: Collective Bargaining Agreement with Graphic Communications International Union, Local 1B (Printers, Unit 2)

review review/action action discussion

Presenters: Vice President Carol Carrier
Patti Dion, Director Employee Relations

Purpose:

policy background/context oversight strategic positioning

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

Outline of Key Points/Policy Issues:

This contract will provide the terms and conditions of employment for employees between the date of signing and October 31, 2010. A summary of the contract, the members covered, and the associated financial impacts is attached.

Background Information:

Negotiations on this contract began in October of 2007, and concluded with a tentative agreement on January 30, 2008. The Union's contract ratification process was completed in early February 2008. Board approval is required before the contract can be implemented.

President's Recommendation for Action:

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



REGENTS OF THE UNIVERSITY OF MINNESOTA

RESOLUTION RELATED TO

**THE PROPOSED LABOR AGREEMENT WITH GRAPHIC
COMMUNICATIONS INTERNATIONAL UNION LOCAL 1-B**

WHEREAS, the parties have met and negotiated 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, Graphic Communications International Union Local 1-B members have ratified acceptance of this agreement; and

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

NOW, THEREFORE, BE IT RESOLVED that on the recommendation of the President, the Board of Regents approves this labor agreement as outlined in the docket for April 10, 2008.

GRAPHIC COMMUNICATIONS INTERNATIONAL UNION LOCAL 1-B

This unit is composed of Journeypersons and Journeyperson Production Workers. The total number of employees in this unit is 8.

ECONOMIC HIGHLIGHTS

During the 2007-2008 fiscal year, the following salary adjustments will be made:

Effective November 1, 2007, employees within the range in all classifications shall receive a 3.00% general wage adjustment.

All employees shall receive a lump sum payment of \$300.00.

During the 2008-2009 fiscal year, the following salary adjustments will be made:

Effective November 1, 2008, employees within the range in all classifications shall receive a 3.00% general wage adjustment.

Pension contributions shall be increased \$.05 per hour.

During the 2009-2010 fiscal year, the following salary adjustments will be made:

Effective November 1, 2009, employees within the range in all classifications shall receive a 2.00% general wage adjustment.

Pension contributions increased \$.05 per hour

BASE ANNUAL PAYROLL	\$313,530
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RECURRING COSTS 2007-2010

Base salary adjustments	\$28,683
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Pension increase	\$1456
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TOTAL RECURRING COST	\$30,149
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NONRECURRING COSTS 2007-2010

Lump Sum Payment	\$2400
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TOTAL NONRECURRING COST	\$2400
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**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty, Staff, and Student Affairs Committee

April 10, 2008

Agenda Item: Collective Bargaining Agreement with Law Enforcement Labor Services, Inc. (Police Officers, Unit 1)

review review/action action discussion

Presenters: Vice President Carol Carrier
Patti Dion, Director of Employee Relations

Purpose:

policy background/context oversight strategic positioning

Recommend approval of the collective bargaining agreement between the University of Minnesota and Law Enforcement Labor Services, Incorporated, Unit 1.

Outline of Key Points/Policy Issues:

This contract will provide the terms and conditions of employment for employees between the date of signing and December 31, 2009. A summary of the contract, the members covered, and the associated financial impacts is attached.

Background Information:

Negotiations on this contract began in October of 2007, and concluded with a tentative agreement on February 19, 2008. The Union's contract ratification process was completed on March 28, 2008. Board approval is required before the contract can be implemented.

President's Recommendation for Action:

The President recommends that the Board approve the collective bargaining agreement between the University of Minnesota and Law Enforcement Labor Services, Inc.



REGENTS OF THE UNIVERSITY OF MINNESOTA
RESOLUTION RELATED TO
THE PROPOSED LABOR AGREEMENT WITH
LAW ENFORCEMENT LABOR SERVICES EMPLOYEES.

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, Law Enforcement Labor Services members have ratified acceptance of this agreement; and

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

NOW, THEREFORE, BE IT RESOLVED that on the recommendation of the President, the Board of Regents approves this labor agreement as outlined in the docket for April 10, 2008.

**LAW ENFORCEMENT LABOR SERVICES
PELRA UNIT 1**

This unit is composed of police officers and sergeants. The total number of employees in this unit is approximately 50.

ECONOMIC HIGHLIGHTS

During the 2007-2008 fiscal year, the following salary adjustments will be made:

Effective January 1, 2008, employees within the range in all classifications shall receive a 3.00% general wage adjustment. Step increases shall continue as provided in the contract.

During the 2008-2009 fiscal year, the following salary adjustments will be made:

Effective January 1, 2009, employees within the range in all classifications shall receive a 3.00% general wage adjustment. Step increases shall continue as provided in the contract.

BASE ANNUAL PAYROLL	\$3,139,991
RECURRING COSTS 2007-2009	
Base salary adjustments	\$191,226
Progression steps	\$71,279
TOTAL RECURRING COST	\$262,505

NON-ECONOMIC HIGHLIGHTS

The parties have agreed to establish a post retirement health care savings account funded with employee dollars. Employees, upon separation of employment from the University, will have their unused vacation and compensatory time balances paid into their healthcare savings account. Further, effective January 1, 2009 employees will have 1% of their pay deposited directly into their health care savings account on a bi-weekly basis.



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty, Staff, and Student Affairs Committee

April 10, 2008

Agenda Item: NCAA Certification Report Update

review review/action action discussion

Presenters: Associate Vice President Gail Klatt

Purpose:

policy background/context oversight strategic positioning

The purpose of this discussion is to review the status of the NCAA Certification Self-Study which is currently underway at the University, to report on the overall results of the self-study to date, and provide members of the Committee with the opportunity to provide input.

Outline of Key Points/Policy Issues:

A major component of the certification process is the institution's own self-study of its performance in the areas of academic integrity, governance and commitment to rules compliance, and equity and student well-being.

There are currently four major recommendations resulting from the self-study:

1. Continue to improve graduation rates for student-athletes, including specific student-athlete subgroups.
2. Continue to support a culture of academic success.
3. Continue to demonstrate a commitment to diversity.
4. Enhance the diversity of the athletic staff.

Background Information:

The NCAA requires all Division I athletic programs to undergo a certification process every 10 years. This is the University's second certification; the first was completed in 2001.

NCAA Certification Report Update
Faculty, Staff and Student Affairs Committee
April 10, 2008

The University of Minnesota is conducting a yearlong, campus-wide study of its intercollegiate athletics department (ICA) as part of the NCAA Division I athletics certification program. The NCAA requires all Division I athletics programs to undergo this process every 10 years. Certification programs are common in colleges and universities, but this is the only one that focuses solely on athletics.

This is the University's second certification; the first was completed in February 2001. The purpose of the certification process is to ensure the University's commitment to integrity in its athletics programs by opening athletics to the entire University community and to the public. It is also an opportunity to review the alignment and integration of athletics with the University's mission.

The self-study process began in August, 2007, with the appointment of the Steering Committee and three separate sub-committees to specifically study the areas of academic integrity, governance of and commitment to rules compliance, and equity and student-athlete well-being. A broad cross-section of University administrators, faculty, staff, alumni, student-athletes and community members were asked to participate in this process as members of these committees.

Since August 2007, the sub-committees have reviewed and analyzed information, held conversations with knowledgeable personnel, and discussed the University's performance in each of the areas required in the self-study. Consultation has occurred with faculty governance, athletic governance, student governance, athletic and diversity advisory groups, academic leadership, athletic staff, and student-athletes. The Steering Committee has reviewed the results of the sub-committees' work and their resultant conclusions and recommendations. A preliminary draft of the self-study report was posted publicly on March 7, 2008, for public comment.

The self-study results affirm the positive impacts of the substantial changes that have occurred within the ICA over the past 10 years. In addition, the significant investments made by the University to better support all students in their pursuit of academic excellence have resulted in tangible benefits to student-athletes. The study's findings clearly indicate that ICA is steadily moving toward achieving its mission: *to serve as a window to the University, in an environment of integrity and equity, that enables student-athletes to achieve excellence in their academic and athletic pursuits.*

There has been a significant transformation of intercollegiate athletics at the University since its last certification. The men's and women's athletic departments were merged into one department under new leadership. The athletic director now reports to the president of the University.

The University's commitment to the academic success of its student-athletes has been demonstrated through significant investments in the McNamara Academic Center for Student-Athletes (MAC), which provides academic support services to

student-athletes. MAC reports to the senior vice president for academic affairs and provost, the chief academic officer of the University. University-wide initiatives to improve graduation rates for all students have benefited student-athletes as well. Other actions that have enhanced the commitment to the academic success of student-athletes include the hiring of an athletic director and several new coaches who are committed to improving academic performance; hiring two academic counselors who are focused on improving academic performance in football and basketball; charging a new committee—the Task Force for Academic Support and Performance for Student-Athletes; and launching the Summer Bridge to Academic Excellence Program.

After experiencing serious infractions in its men’s basketball program in 1999, the University’s governance and oversight of intercollegiate athletics was significantly changed. Two faculty governance/oversight committees were created—one that focuses on academic integrity, and a second that focuses on athletic operations and equity issues. The University also innovatively restructured the reporting of compliance activities and substantially increased the personnel and programs in compliance. The Office of Athletic Compliance, which now reports to the Office of the General Counsel, has developed enhanced educational, monitoring, auditing, and investigation programs. The Subcommittee on Governance and Rules Compliance believes that the University compliance program is among the best in the nation. The subcommittee also assessed that the governance and compliance structure was serving the University well and has substantially increased the oversight of athletics and promoted a healthy control environment.

The Equity and Student-Athlete Well-Being Subcommittee evaluated a wide range of athletic activities and found no systemic gender or minority equity climate issues for athletic staff or for student-athletes. The University’s facilities for women’s sports set a standard for other Division I schools, and since the last certification, the University has achieved an equitable participation rate in athletics compared with the overall student population. The University has also significantly increased staff devoted to equity issues.

The subcommittees identified four areas where improvement is still desirable:

1. Continue to improve graduation rates for student-athletes, including specific student-athlete subgroups. The University has focused much attention on improving graduation rates for all students, and these efforts have yielded measurable results. Implementation teams are working to enact the recommendations of the Task Force for Academic Support and Performance of Student-Athletes for improving graduation rates for student-athlete subgroups. Examples of implemented recommendations include Gopher Graduation Program, Summer Bridge to Academic Excellence, and integrating athletics into the University community.
2. Continue to support a culture of academic success. Further progress toward this goal would result from the athletic director, coaches, and MAC staff of teachers, advisers, and mentors of student-athletes continuing to work together.

3. Continue to demonstrate a commitment to diversity. Inclusion of the University's commitment to enhanced minority opportunities in strategic planning documents, compact documents, and other (ICA) collateral would provide greater visibility of the University's and ICA's commitment to diversity and more clarity around the communication of the University's goals in this area.
4. Enhance the diversity of the athletic staff. Establishing more ambitious goals for hiring diverse athletic staff and coaches would help the University achieve a greater number of racially and ethnically diverse employees in all employee groups where persons of color are underrepresented.

The University will be submitting its final report to the NCAA by May 1, 2008. The NCAA Staff and the Athletics Certification Committee will then review the report over the summer and provide feedback to the University on any points they feel require additional information or clarification.

A peer-review team selected by the NCAA will visit the campus on October 13-15 to evaluate the self-study process and its results. They will submit their findings to the Athletics Certification Committee, which will render the final certification decision in February 2009.



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty, Staff, and Student Affairs Committee

April 10, 2008

Agenda Item: Leadership Development Initiatives to Support a Culture of Excellence

review review/action action discussion

Presenters: Vice President Carol Carrier
Mel Mitchell, Director, Organizational Effectiveness
Scott Martens, Director, Office of Service and Continuous Improvement

Purpose:

policy background/context oversight strategic positioning

The purpose of the first part of this presentation is to provide an overview of the strategic talent management system and its components. During this first of two planned sessions we will focus on leadership development and discuss two of our current leadership development programs. The second part of this presentation is planned for September and will feature an in-depth discussion of the other elements of the talent management system, including succession management, performance management, selection, and hiring.

Outline of Key Points/Policy Issues:

This presentation addresses the following Board of Regents human resources guiding principles:

- Develop and support leadership at all levels of the organization, recognizing its importance in creating a culture of excellence.
- In partnership with employees, support the professional development, growth and vitality of all employees in and engaged environment.

Background Information:

Over the past several months, a team from the Organizational Effectiveness (OE) division of the Office of Human Resources has been interviewing and holding focus groups with the deans, Vice Presidents, Senior Vice Presidents and the President to gather information that will be used in developing competency models for the deans and Vice Presidents. These models will form the nucleus of the strategic talent management system.

As this work is going on, OE and the Office of Service and Continuous Improvement have continued to offer proven leadership programs that will eventually become part of the development component of the talent management system. The seventh cohort of the Presidents Emerging Leadership Program is currently engaged in learning leadership as they engage with their projects. 165 people have participated to date.

The Transformational Leadership was piloted on the Minneapolis campus over two years ago. Since then, two additional and very active cohorts have been at work on the Duluth campus doing process improvement projects primarily focused on the common issue of student retention.

Talent Management System: Supporting Exceptional Leaders throughout the University

Presented by Carol Carrier, Mel Mitchell, Scott Martens

Goals of presentation

This presentation will focus on the role that talent management and leadership development will play in the transformation of the University. An overview will be provided on the development of a talent management system to articulate the competencies that are expected of leaders and explain how the knowledge, skills, and abilities identified will be used in development planning, succession management, selection and hiring, and performance management.

Two existing leadership development programs will be highlighted in this presentation. These are the President's Emerging Leaders (PEL) program and the Transformational Leadership Program (TLP).

Driven to Discover What Makes Leaders Successful

The first step in developing the University's Talent Management System is to clearly articulate the competencies that are expected of leaders as they execute their responsibilities now and in the next three to five years. A team charged by the Vice President for the Office of Human Resources has conducted interviews or focus groups with each dean, Vice President and Senior Vice President. This talent management team is working to create the first draft of the competency models. The models will be reviewed, reworked and ultimately endorsed by those interviewed. The result will be an overall architecture that integrates, aligns, and supports the following:

Development – We will translate the behavioral descriptors from the competency models into survey questions and then develop a 360° survey for every significantly different role/level within the University. We will engage each leader in individual development planning based on the results.

Succession - The talent management team will design and implement a succession management process that will enable senior managers to compare and discuss talent across units of any size and enable them to target development resources for specific individuals.

Selection/hiring – Working with HR Pros and Directors, the team will create behavioral interview questions based on the competency behaviors that specify “good,” “better,” and “best” answers for each question related to a competency.

Performance Management – Finally, we will integrate competencies into existing performance appraisal forms and processes. Ultimately, we will want to develop standard processes across the University resulting in a consistent approach to managing performance.

Benefits of this initiative:

- Employees will be more energized when they know that the University is investing in their development.
- Leaders will feel supported because they will have better tools and processes to help them work on their own development as well as that of their employees.
- Personal accountability will be strengthened because managers and their direct reports will share a common understanding of what is expected of them.
- Productivity will increase because extraordinary performance can be recognized and rewarded and poor performance can be identified and managed.

- The University will be able to retain its high performing and high potential employees because talent will be deployed more effectively and development will be more purposeful.
- Career mobility will be enhanced because employees will have a clearer picture of where their strengths and abilities lie, as well as what developmental opportunities exist.

Leadership Development Programs: Past and Present

The last ten years have seen a steady growth in the number and quality of leadership development programs at the University. While each of these programs does an excellent job of addressing the needs of a particular population, because each has been developed independently from the rest, none are aligned with a comprehensive strategy or philosophy of leadership. Because these programs are independent in terms of purpose, design, content, and outcome, they do not offer a holistic approach to leading at the University. Identified leadership competencies will serve as one step toward synthesizing these programs.

Program Highlight #1: President's Emerging Leaders Program

Since its inception in 2001, two goals of the President's Emerging Leaders program have been to:

Identify, prepare, and support new leadership within the University of Minnesota; and
Create a larger pool of candidates to fill open positions and/or leadership assignments.

The program components are designed to support individual development while capitalizing on the power of the cohort structure.

Individual Development Planning

Each participant works with a coach to create an individual development plan to focusing on specific areas of learning based on a 360° feedback process.

Educational

A tailored curriculum is presented throughout the program year for the entire cohort. Leadership topics include influencing, strategic thinking, emotional intelligence, leading for collaboration, intercultural communication, organizational cultures, and change management.

Experiential

Each year University-wide projects sponsored by senior leaders and designed to address an essential strategic question facing the University of Minnesota are assigned to teams of five PEL participants to formulate recommendations. Current initiatives implemented with support from PEL project teams include the Talent Management System described previously, the Digital Conservancy, Extension Diversity Efforts, Boynton's Extended Hours of Operation, and marketing efforts for HIPAA Compliance. PEL teams also contributed to Strategic Positioning Task Force reports and have written white papers on Change Management and Staff Engagement.

Mentoring

Each participant is assigned a mentor, an individual who has agreed to provide guidance and assistance to the participant. During monthly meetings, emerging leaders may receive career advice, insights on issues related to leadership, and guidance in navigating the culture and politics of the University.

Program Highlight #2: Transformational Leadership Program (TLP)

To marshal existing talent within the University to lead transformational efforts, the Office of Service and Continuous Improvement (OSCI) created the Transformational Leadership Program (TLP) in November 2005. Goals include:

- Challenge and develop University leaders of tomorrow with critical skills in change management, team leadership, and process performance improvement through successful project delivery;
- Create a common language for problem solving; and
- Build a University culture that focuses on requirements of people served, evidence-based decision-making, results orientation and a process perspective.

The program is designed to support individual development through leading a performance improvement work team focused on improving University results.

Individual Development

Participants are selected who have demonstrated skills in and will benefit from further development in these areas: leadership potential, analytical skills, process orientation, facilitation and coaching skills, interpersonal skills, change agent experience, team building skills, results orientation, proactive perspective, strong communication skills, and collaborative mindset.

Educational

TLP team leaders attend three four-day sessions spaced 1.5 months apart during which they gain new knowledge, skills and abilities which are applied to their respective improvement projects. Participants are taught the University's Performance Excellence Framework which exposes them to myriad perspectives, techniques and tools, including the following: influencing across organizations, strategic thinking, emotional intelligence, collaborative leadership, change management, project management, data collection and analysis, cost of poor quality, innovative solution development, storyboard development and presentation skills, and implementation and control techniques.

Experiential

Workshop participants lead process improvement team in the following:

1) to define actual requirements of people served, related performance gaps and achievable benefits; 2) to gather proactive performance measures; 3) to analyze data to pinpoint specific problems and their root causes; 4) to identify and select innovative solutions; 5) to implement solutions; and 5) to control the improvements over the long-term.

Each TLP team leader leads a process improvement project team from initiation through completed implementation and control. Projects are scoped to accomplish improved results that more effectively and more frequently meet faculty, student or staff expectations within a 5-7 month timeframe.

Twin Cities TLP projects included New Employee Orientation, Boynton's External Consultant Referral process, and system-wide policy management. Projects explored by the UMD cohorts have focused on improving student retention.

Coach/Mentor

Each TLP team leader is assigned an executive project sponsor that is in a political and financial leadership role within the project area as well as a coach/mentor from OSCI (Matt Larson or Scott Martens). Both roles provide guidance and assistance to the team leader throughout the project. TLP team leader cohort members also coach each other throughout the experience and cross-pollinate ideas, best practices, and application techniques.



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty, Staff, and Student Affairs Committee

April 10, 2008

Agenda Item: Consent Report

review review/action action discussion

Presenters: Vice President Carol Carrier

Purpose:

policy background/context oversight strategic positioning

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

- Appointment of Senior Administrator

Outline of Key Points/Policy Issues:

Item for Consideration:

- Appointment of Cheryl Contant as Vice Chancellor for Academic Affairs and Dean, University of Minnesota Morris, effective August 1, 2008.

Background Information:

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

President's Recommendation for Action:

The President recommends approval of the Consent Report.

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty, Staff, and Student Affairs Committee

Consent Report

April 10, 2008

Personnel Appointment

Cheryl Contant

Pending approval by the Board of Regents, Cheryl Contant will be appointed to the position of vice chancellor for academic affairs and dean, University of Minnesota Morris (UMM), effective August 1, 2008.

She has been professor and director of the city and regional planning program in the Georgia Institute of Technology's College of Architecture since 1999. She holds a Ph.D. in civil engineering and a master's degree in environmental engineering, both from Stanford University.

The vice chancellor for academic affairs (VCAA) and dean reports to the chancellor and provides overall leadership for UMM's academic endeavors and is the chief academic officer and ranking administrator on campus in the chancellor's absence. The VCAA and dean convenes and provides leadership for the chairpersons of the four academic divisions and other academic support unit heads on the Morris campus. Duties include but are not limited to, working with academic administrators throughout the University of Minnesota system, overseeing the hiring, review and promotion of faculty, faculty development, and providing leadership for the campus on general academic planning and curricular development.

ACADEMIC PERSONNEL ACTIONS

<u>Name</u>	<u>Rank</u>	<u>Unit</u>	<u>Effective Date</u>
Cheryl Contant	Vice Chancellor and Dean	UMM Academic Affairs	August 1, 2008

Vice Chancellor and Dean Contant's appointment shall be an A-term (12-month), K-type academic administrative appointment. The 2008-2009 salary shall be set at \$140,000.



**UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Faculty, Staff, and Student Affairs Committee

April 10, 2008

Agenda Item: Information Items

review review/action action discussion

Presenters: Vice President Carol Carrier

Purpose:

policy background/context oversight strategic positioning

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

Outline of Key Points/Policy Issues:

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

Background Information:

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

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

April 10, 2008

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

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

Highlights

McNamara Alumni Center has been named best meeting venue in Minnesota by *Minnesota Meetings + Events* magazine. In 2007, the venue hosted 489 meetings.

The School of Architecture in the College of Design is one of six schools to win the American Institute of Architects Education Award for its new curriculum, “An Incomplete Curriculum for Transformation.”

UMM and UMTC are ranked among the top 100 colleges nationally as a best value for both in-state and out-of-state students in the 2008 Kiplinger *100 Best Values in Public Colleges* survey. They are the only schools in Minnesota to make the list.

The University ranks ninth among the country’s largest colleges and universities in the number of graduates enrolling in the Peace Corps and has become the 18th largest producer of volunteers of all time.

The U.S. Department of Energy has chosen the University of Minnesota as one of only 20 teams to compete in the 2009 Solar Decathlon, which brings together student teams from the United States, Europe, and Canada to compete in designing, building, and operating energy-efficient, solar-powered houses. The teams will assemble their homes on the National Mall in Washington, D.C., next fall.

The University of Minnesota’s graduate programs in American studies and geophysics were each ranked second in their disciplines – the highest ranking of any public university – in the 2007 Faculty Scholarly Productivity Index.

The 2008 America’s Best Architecture Schools by *Design Intelligence*, a leading publication in the design industry, ranks the University of Minnesota in second place in sustainable design practices and principles (tied with Kansas State and Oregon).

Proposed Amendments to the Senate Judicial Committee Rules of Procedures

Rule 16.3 of Board of Regents Policy: *Faculty Tenure* provides that: *The senior vice president for academic affairs and provost and the Tenure Committee may ... jointly approve the procedures proposed by the Judicial Committee under Section 13.2. Such procedures must be reported to the Faculty Senate and the Board of Regents before they go into effect.*

To prepare to present the Senate Judicial Committee Rules of Procedure to the Board of Regents, the rules of procedure were revised in their entirety by the Senate Judicial Committee, and then reviewed by the Office of the General Counsel.

The Senate Judicial Committee Rules of Procedure govern how the Senate Judicial Committee hears individual cases. The Senate Judicial Committee reviewed its Rules of Procedure in concert with the changes in the tenure code. There is a long history to the Rules of Procedure, and they had accumulated a lot of revisions and additions. The Senate Judicial Committee engaged in a systematic revision by stripping down the language, eliminating comments, expanding the definitions, and cutting the number of words by half.

There are only a few significant changes:

- The time periods for or between each step in the process have been reduced to expedite cases.
- An error has been corrected regarding burden of proof, (in old Rule 17 [i]) in cases of “reasonableness of a reassignment pursuant to Section 12 of the Tenure Code.” New Rule 15 (i) places the burden on the Complainant not the Respondent (University), consistent with final Senate action on June 5, 1997.
- A Complainant may elect to have one “advisor” (new Rule 5 [b]), not two (old Rule 6 [c]).
- An “attorney” is defined (in new Rule 2, clarifying old Rule 6 [b, c, and comment]) as “an individual who has a law degree.”

These revisions has been accepted by the Senate Judicial Committee and jointly approved by the Senior Vice President for Academic Affairs and Provost and the Academic Freedom and Tenure Committee. The amendments will be reported for information to the Faculty Senate on April 3, 2008. They are now presented to the Board of Regents for information.

For your information, the current Rules of Procedure are available on the web at:

<http://www1.umn.edu/usenate/judicial/rulesofprocedure.pdf>

and the revised Rules of Procedure are available on the web at:

<http://www1.umn.edu/usenate/judicial/revisedsjcrules.pdf>

Faculty and Staff Activities and Awards

Janet Abrams, Design Institute, and Peter Hall, formerly of the Design Institute, received an award for Design Distinction in the graphics category in the 53rd Annual Design Review in *The International Design (ID) Magazine*.

UMD marketing professors Praveen Aggarwal, Linda Rochford, and Rajiv Vaidyanathan received the Outstanding Article of the Year Award from the *Journal of Marketing Education*. Their article was chosen from 25 articles the journal ran last year.

John Archer, cultural studies and comparative literature, received the 2007 Alice Davis Hitchcock Award from the Society of Architectural Historians for his book, *Architecture and Suburbia: From English Villa to American Dream House*.

Humphrey Institute of Public Affairs dean J. Brian Atwood received the Dr. Jean Mayer Award for Global Leadership from the Institute for Global Leadership at Tufts University.

Bonnie Bata-Jones, nursing, received three achievement awards upon her retirement from the U.S. Army as a lieutenant colonel: the United States of America Meritorious Service Medal, the Department of the Army Certificate of Achievement, and the Army Commendation Medal. She served 24 years in the Army Reserves.

English faculty Charles Baxter and Patricia Hampl are finalists for 2008 Minnesota Book Awards: Baxter in the general nonfiction category for *The Art of Subtext: Beyond Plot* and Hampl in memoir and creative nonfiction for *The Florist's Daughter*.

John Bryson, Humphrey Institute, has been selected to receive the Charles H. Levine Memorial Award for Excellence in Public Administration, given jointly by the American Society for Public Administration and the National Association of Schools of Public Affairs.

Joanne Disch, nursing, has been appointed to the board of directors for the National Center for Healthcare Leadership, an organization that seeks to improve healthcare management and health system performance.

Gayle "GG" Golden, school of journalism and mass communication, received a 2007 Minnesota Magazine and Publications Association Best Feature Story Silver Award for "The Short Life and Sudden Death of Germain Vigean."

Sociology professors Doug Hartmann and Chris Uggen are the new co-editors of *Contexts*, the award-winning journal of the American Sociological Association.

Harriett Copher Haynes, University counseling and consulting services, has been named president-elect of the Minnesota Psychological Association.

Louis Janus, Center for Advanced Research on Language Acquisition, was reelected to serve another three-year term as president of the Norwegian Researchers and Teachers Association of North America.

Merrie Kaas, nursing, received the 2007 Best Practices in the Treatment of Schizophrenia award from the American Psychiatric Nurses Association.

John Lamb, soil, water, and climate, has been named a Fellow of the American Society of Agronomy.

John Loegering, UMC natural resources, received a Service to Chapter Award for his contributions as webmaster and newsletter editor to the Minnesota Chapter of The Wildlife Society. He was also elected the 2008 president-elect of the group.

Horace Loh, pharmacology, received the 2007 International Narcotics Research Conference Founders Lecture Award, which honors individuals who have made a sustained and substantial contribution to opioid research.

Russell Luepker, epidemiology, was named the American Heart Association 2007 Seasoned Advocate of the Year.

Law School professor John Matheson and law alumni Andrew Friedman, Philip Garon, and Dan Robinson received the National Burton Award from the Library of Congress and the Law Library of Congress for effective legal writing through plain, clear language.

Guerino Mazzola, music and collaborative arts, has been elected president of the Society for Mathematics and Computation in Music. The society serves as an international forum in the transdisciplinary field between music, mathematics, and computation.

Sergio A. Molina, bioproducts/biosystems engineering, won the 2007 Best Doctoral Dissertation Award from the Organizations and the Natural Environment (ONE) Division of the Academy of Management.

School of nursing faculty Christine Mueller and Linda Olson-Keller were inducted into the American Academy of Nursing.

Duane Nelson, biochemistry, molecular biology, and biophysics, has been appointed chair of the member relations and communications committee of the Central Association of College and University Business Officers.

Deborah Powell, medical school dean and assistant vice president for clinical sciences, was presented with the Distinguished Service Award of the Association of Pathology Chairs. She is the first woman to receive the award.

Kathy Saltzman Romey, school of music, and the Minnesota Chorale and Minnesota Orchestra received a Grammy nomination for best orchestral performance for a recording of Beethoven's Symphony No. 9.

Matt Rossi, UMD catering manager, placed fifth in the 25th Anniversary John Beargrease Sled Dog Marathon in Duluth.

Jodi Sandfort, Humphrey Institute, and Humphrey graduate student Timothy Dykstal received first place for their teaching case in the Maxwell School Collaborative Governance Initiative Competition at Syracuse University.

Deb Swackhamer, environmental health sciences, has been named a Fellow in the Royal Society of Chemistry, the largest organization in Europe devoted to advancing the chemical sciences. She also received the Harvey G. Rogers Environmental Health Leadership Award from the Minnesota Public Health Association for her contributions to preserving the environment of Minnesota and protecting the health of its people.

Marc Swackhamer, architecture, and Blair Satterfield, Rice University and slvDESIGN, received the Best in Category Award in the environments category for their project “Drape Wall + House” in the 53rd Annual Design Review in *The International Design (ID) Magazine*.

Food Alliance Midwest honored University Dining Services’ executive chef Ray Thering with its annual Keeper of the Vision for a Sustainable Future award. Each year, the nonprofit organization recognizes one farmer and one market partner for their leadership in helping to develop sustainably grown foods and the demand for them.

Kathleen Vohs, marketing/logistics management, has been named one of the five 2008 SAGE Young Scholars. The award – new this year – is granted by the Foundation for Social and Personality Psychology and SAGE Publications to recognize outstanding early career researchers in personality and social psychology.

Bonnie Westra, nursing, was appointed to the Advisory Committee of the Minnesota e-Health Initiative, the goal of which is to improve health care quality, increase patient safety, reduce health care costs, and improve public health by accelerating the use of health information technology in Minnesota.

George Wilcox, neuroscience, received the Frederick W.L. Kerr Basic Science Research Award, honoring individual excellence and achievements in clinical pain scholarship.

The Minnesota Veterinary Medical Association honored several College of Veterinary Medicine faculty members and staff in February: Carl Osborne (Veterinarian of the Year Award), Pat Redig (Outstanding Faculty of the College of Veterinary Medicine), Joni Scheftel (Distinguished Service Award), and Lisa Berg (President’s Award).

Several faculty and students in clothing design were award winners at the International Textiles and Apparel Conference: Lectra Innovation Award for Faculty Research (Elizabeth Bye, Karen LaBat, Ellen McKinney, Dong-Eun Kim); Consumer Behavior, Best Paper (Jae-Eun Kim, Hueon Jeong Cho, Kim Johnson), Award for Best Sustainable Design (Wesley Martin); Undergraduate Best Paper (Ashley Lademann).

Student Activities and Awards

Nursing doctoral student Darlene Bjorklund was named a scholar in the American Academy of Nursing's Building Academic Geriatric Nursing Capacity program.

UMD theatre department student Martha Gagliardi is one of two winners of the Irene Ryan Scholarship audition held as part of the Kennedy Center American College Theater Festival. She will compete for the national prize in Washington, D.C., in April.

Civil engineering junior Rachel Gaulke built a 1/200th-scale model of the former I-35W bridge for National Transportation Safety Board (NTSB) engineers to use in presentations about the bridge collapse and its causes. NTSB contracted the University of Minnesota to produce the model because of its familiarity with the bridge.

Katie Gruner, graduate student in public health, has won the Wisconsin Public Health Association's New Public Health Worker award. She was recognized for helping to create the Off-Reservation Native American Wellness Initiative with the American Indian Center of the Fox Valley.

UMC student Jessica Holmes, who is double majoring in wildlife management and natural resources aviation, received the Fedeler Scholarship Award for Professionalism from the Minnesota Chapter of the Wildlife Society. The chapter also recognized Mary Jo Geldert, a 2007 UMC graduate, with the Student Conservationist Award, the top award presented to students.

CLA undergraduate Amber Ruel is representing Minnesota in the Frank Newman Leadership Award competition based on her dedication to preserving the Ojibwe language and her commitment to public engagement.

Yongmao Feng, Nicholas Kilduff, and Jia Liu, masters students in human resources and industrial relations, defeated 100 U.S. and Canadian teams to win the North American zone of the L'Oreal e-Strat Challenge finals. The purpose of the competition was to create a virtual launch of a new cosmetic.

Humphrey graduate students Reuben Collins, Mike Luke, Steve Peterson, and Kevin Yerdon received the Student Planning Award from the Minnesota Chapter of the American Planning Association.

For the ninth time, the UMM Cougars women's soccer team has earned the Team Academic Award from the National Soccer Coaches Association of America. To be eligible, a team must have a cumulative GPA of 3.0 or higher.