

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty, Staff and Student Affairs Committee

June 8, 2006

A meeting of the Faculty, Staff and Student Affairs Committee of the Board of Regents was held on Thursday, June 8, 2006 at 3:00 p.m. in the East Committee Room, 600 McNamara Alumni Center.

Regents present: Dallas Bohnsack, presiding; Clyde Allen, Cynthia Leshner, and Patricia Simmons.

Staff present: Chancellor Samuel Schuman; Senior Vice President and Provost Thomas Sullivan; Senior Vice Presidents Frank Cerra and Robert Jones; Vice Presidents Kathryn Brown, Carol Carrier and Timothy Mulcahy; General Counsel Mark Rotenberg; Executive Director Ann Cieslak; Provost David Carl and Associate Vice President Richard Bianco.

Student Representatives: Desiree Price and Luke Neuville.

Regent Bohnsack welcomed newly-appointed Student Representatives Desiree Price and Luke Neuville to the committee.

COLLECTIVE BARGAINING AGREEMENT WITH UNIVERSITY EDUCATION ASSOCIATION, CROOKSTON FACULTY

Vice President Carol Carrier introduced Patti Dion, Director of Employee Relations, to present the proposed collective bargaining agreement with the faculty at the Crookston campus, as detailed in the docket materials. Dion reported that the contract provides the terms and conditions of employment between the signing date and June 30, 2006.

The contract is short term as the University Education Association (UEA) is currently negotiating a contract that will cover the faculty of both Crookston and Duluth. A new three-year contract is anticipated for 2006-2009.

A motion was made and seconded, and the committee voted unanimously to recommend approval of the collective bargaining agreement UEA Crookston Faculty.

**BOARD OF REGENTS POLICY:
OUTSIDE CONSULTING AND OTHER COMMITMENTS**

Senior Vice President and Provost Sullivan introduced General Counsel Rotenberg and Associate Vice President Richard Bianco to present proposed Board of Regents Policy: *Outside Consulting and Other Commitments*. Bianco reported that the new policy, if approved, will supersede the following policies:

- Board of Regents Policy: *Outside Consulting, Service Activities, and Other Work*;

- Board of Regents Policy: *Outside Affiliations; Intercollegiate Athletics and Staff*; and
- Board of Regents Policy: *Outside Affiliations*.

Bianco explained that the proposed policy consolidates in one place the key components of the three policies. It moves procedural information from the existing policies to administrative policies and procedures, as detailed in the docket materials. He summarized the following substantive changes:

- Outside consulting is limited to full time employees only. Requests for outside consultation will be reviewed on an annual basis and will be re-submitted on an annual basis.
- Outside commitments cannot compete with coursework or services offered by the University.
- Athletic staff may use the University marks and names for on-campus summer camps or clinics with the permission of the athletic director.

In response to questions by Regent Simmons, Rotenberg clarified that intellectual property developed at the University is protected and the proposed changes will not alter its status. He noted that intellectual property developed by a University employee during an outside commitment would be held by the external organization.

The item will return for action at a future meeting of the committee.

BOARD OF REGENTS POLICY: CONFLICT RESOLUTION PROCESS FOR STUDENT ACADEMIC COMPLAINTS

Vice Provost for Undergraduate Education Craig Swan presented the proposed Board of Regents Policy: *Conflict Resolution Process For Student Academic Complaints*. If approved the policy will supercede Board of Regents Policy: *Student Academic Grievance*. The proposed policy was reformatted into Board style and moves procedural information from the existing policies to administrative policies and procedures, as detailed in the docket materials.

In response to a question from Regent Bohnsack, Swan commented that the proposed policy is based on the notion that most conflicts can be addressed in an informal process.

The policy will return to the committee for action at a future meeting.

UPLAN HEALTH CARE REPORT

Senior Vice President Cerra and Dann Chapman, Director of Employee Benefits, updated the committee on the University's Health Care Plan (UPlan) and provided cost projections for 2007, as detailed in the docket materials. Chapman reported on the following:

- The total cost of the UPlan is expected to rise by 9.3% in 2007.
- The projected savings of the new single pharmacy benefit are at least \$1.5 million for 2006.
- Although service problems with the pharmacy benefit manager have significantly detracted from early financial success, a re-evaluation of the vendor's ability to deliver expected service has shown satisfactory results.
- A return of investment report on the wellness program is expected in 2007.

In response to questions, Cerra observed that while only eleven percent of employees use University provided care, there is an effort to utilize University resources to minimize UPlan costs.

POST TENURE REVIEW: UPDATE

Senior Vice President and Provost Sullivan and Arlene Carney, Vice Provost for Faculty and Academic Affairs provided the committee with an annual update on the process for Post Tenure Review. Sullivan stressed the importance of maintaining University standards during this process, and added that all colleges and departments in the University would be receiving a request to revisit all standards of review in order to ensure that these standards are met. The data from the 2004-05 academic year are as follows:

- 95.2% of tenured faculty were reviewed;
- 99.5% of reviewed faculty met the goals established by their academic unit.

In response to a question by Regent Simmons, Sullivan explained that in most cases the dean or department head of a particular unit will work individually with the faculty in question to develop a plan to bring his or her performance levels up to standard. Most faculty are either counseled out or counseled to success.

CONSENT REPORT

A motion was made and seconded, and the committee voted unanimously to recommend approval of the Consent Report, including:

- Change in appointment of Dr. Charles Muscoplat from Vice President for Agricultural Policy and Dean of Agricultural Food and Environmental Sciences to Vice President for Statewide Strategic Resource Development effective July 1, 2006.
- The appointment of Darlyne Bailey as the new Dean of the College of Education and Human Development effective October 1, 2006.
- Change in appointment of Craig Swan from Vice Provost of Undergraduate Education to Vice Provost and Dean of Undergraduate Education effective July 1, 2006.
- Promotion of Dr. Judith Buchanan from associate professor with tenure to tenure professor with in the School of Dentistry effective 2006-2007 fiscal year.

INFORMATION ITEMS

Vice President Carrier referred the committee to the Information Items contained in the docket.

The meeting adjourned at 4:53 p.m.

ANN D. CIESLAK
Executive Director and
Corporate Secretary