

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty, Staff and Student Affairs Committee

October 7, 2004

A meeting of the Faculty, Staff and Student Affairs Committee of the Board of Regents was held on Thursday, October 7, 2004, at 9:00 a.m. in Ballroom A, Kirby Student Center, on the University of Minnesota Duluth campus.

Regents present: Patricia Simmons, presiding; Peter Bell, Frank Berman, Richard McNamara, David Metzen, and Lakeesha Ransom.

Staff present: Senior Vice President Robert Jones; Chancellors Velmer Burton, Kathryn Martin, and Samuel Schuman; Vice Presidents Kathryn Brown and Carol Carrier; Executive Director Ann Cieslak; Provost David Carl; and Associate Vice President Avelino Mills-Novoa.

Student Representatives: Johanna Farmer and Nathan Wanderman.

COMMITTEE WORKPLAN, 2004-05

Regent Simmons presented the proposed committee workplan for 2004-2005 in accordance with Board of Regents Policy: *Board Operations and Agenda Guidelines*. Committee members made additional suggestions for agenda items. Vice President Carrier pointed out that the committee will be reviewing several Board of Regents policies that are not listed as part of the workplan. The committee expressed its support for the workplan.

**STUDENT EXPERIENCE: RESULTS FROM GRADUATING SENIORS SURVEY –
COORDINATE CAMPUSES**

Representatives from three coordinate campuses presented the committee with information from the 2004 graduating seniors survey, as detailed in the docket materials. The presenters were: Vice Chancellors Bruce Gildseth and Vince Magnuson and student aide Chris Verhaeghe, Duluth; Chancellor Schuman and Vice Chancellor Sandy Olson-Loy, Morris; and Chancellor Burton and Interim Associate Vice Chancellor Richard Nelson, Crookston. The presentations included information regarding the satisfaction levels of graduating seniors, student opinion of instruction and advising, and campus efforts to improve student satisfaction. The following statistics were highlighted during the presentation:

- Duluth draws fewer regional students as 12% of current students are from Northeast Minnesota and 45% are from the Twin Cities metropolitan area;
- Morris had the highest percentage (70.8%) of students graduating in four years or less and the highest general student satisfaction rate among the four University campuses;
- Crookston students reported the most active student advising program and the highest satisfaction rate with the quality of instruction in the physical and biological sciences and mathematical thinking among the four University campuses.

Responding to a question from Regent Berman, Schuman stated that higher need-based aid for students at Morris is likely the result of the school's location attracting more lower-income students. Nelson indicated that the same is true for Crookston.

In response to a question from Regent Metzen, campus representatives discussed the challenges in accurately capturing the reasons why students leave college prior to completion of their degrees.

The committee requested that future presentations provide more uniformity of information for the campuses by either examining an individual campus' results over time or comparing the campuses to each other.

LEADING FOR RESULTS: ONE STRATEGY FOR IMPROVING STAFF RETENTION & PRODUCTIVITY WITH AN AGING WORKFORCE

Vice President Carrier introduced Associate Vice President for Multicultural Affairs Avelino Mills-Novoa, and Roberta Cordano and David Fuecker, Director and Associate Director, respectively, of the Office of Disability Services. The presenters described the Integrated Return to Work/Work Retention (IRTW/WR) program, as detailed in the docket materials.

Mills-Novoa explained that the goal of the IRTW/WR program is to manage loss time at the University more effectively. Specific goals include reducing benefits usage and litigation costs, aligning University resources and services that deal with loss time, and providing greater support to employees experiencing loss time injury, illness, or disability so they may return to work at the earliest medically-suited point. Cordano noted that the program will focus on assisting employees who are taking more than five sick days a year, as they account for 90.2% of University funds spent on sick time.

In response to a question from Regent Simmons, Fuecker commented that the IRTW/WR program's neutrality and administrative separation from human resources is intended to result in a sense of trust among employees. In response to a question from Regent Bell, Cordano observed that tracking the effectiveness of the program in returning an employee to work is challenging. Simmons noted that examining the data over time should provide answers as to which types of interventions are most effective.

CONSENT REPORT

A motion was made and seconded, and the committee voted unanimously to recommend approval of the Consent Report, which contained the following items, as detailed in the docket materials.

- Appointment of the following members to the University of Minnesota Rochester Center Advisory Committee through June 30, 2005:
 - Arnold W. Bigbee
 - J.D. Clausen
 - Joseph A. Gibilisco
 - Marsha Hall
 - Carol Kamper
 - Ancy L. Morse
 - Marilyn D. Stewart
 - Don Sudor
 - George B. Thompson

INFORMATION ITEMS

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

The meeting adjourned at 10:40 a.m.

ANN D. CIESLAK
Executive Director and
Corporate Secretary