

**UNIVERSITY OF MINNESOTA**

**BOARD OF REGENTS**

**Faculty, Staff and Student Affairs Committee**

**November 8, 2001**

A meeting of the Faculty, Staff and Student Affairs Committee of the Board of Regents was held on Thursday, November 8, 2001 at 3:15 p.m. in the East Committee Room, 600 McNamara Alumni Center.

Regents present: David Metzen, presiding; Robert Bergland, Dallas Bohnsack, William Hogan, Richard McNamara, and Maureen Reed.

Staff present: Chancellors Donald Sargeant and Samuel Schuman; Senior Vice President Frank Cerra; Vice Presidents Tonya Moten Brown, Carol Carrier, Robert Jones, Christine Maziar; Executive Director Ann Cieslak; Provost David Carl; Associate Vice Presidents Gerald Fischer, Gail Klatt, Robert Kvavik, and Donna Peterson.

Student Representatives present: Christina Frazier and Nicholas Maxwell.

**COLLECTIVE BARGAINING AGREEMENTS WITH AFSCME**

- A) AFSCME LOCAL 3260 (HEALTH CARE UNIT 4)**
- B) AFSCME LOCALS 3800 AND 3801 (CLERICAL UNIT 6)**
- C) AFSCME LOCALS 3937 AND 3801 (TECHNICAL UNIT 7)**

Vice President Carrier reported that three collective bargaining agreements had been ratified by the respective employee units. She introduced Patti Dion, Director of Employee Relations, who described the negotiation process and presented the highlights of the agreements, as detailed in the docket materials.

Regent Metzen informed the committee that the Board had received several hundred letters from union members regarding the proposed collective bargaining agreements. Regents Bergland and Metzen congratulated the negotiators from both sides and acknowledged the difficult choices that had to be made.

A motion was made and seconded, and the committee voted unanimously to recommend approval of the collective bargaining agreement between the University of Minnesota and AFSCME Local 3260 (Health Care Unit 4).

A motion was made and seconded, and the committee voted unanimously to recommend approval of the collective bargaining agreement between the University of Minnesota and AFSCME Locals 3800 and 3801 (Clerical Unit 6).

A motion was made and seconded, and the committee voted unanimously to recommend approval of the collective bargaining agreement between the University of Minnesota and AFSCME Locals 3937 and 3801 (Technical Unit 7).

**CONSENT REPORT**

Vice President Carrier reported there were no items in the Consent Report this month.

### **PAPERLESS FINANCIAL AID PROCESS: PROGRESS REPORT**

Vice President Carrier introduced Vice Provost Craig Swan and Associate Vice President Kvavik who presented an overview of the topic and noted the challenges inherent in changing the financial aid and billing process. Despite these challenges, the University successfully implemented a paperless financial aid process, and is now a national model in the distribution of financial aid. As a result of the new paperless system, there are 1 million fewer pieces of paper processed by hand, allowing financial aid staff more time to assist students.

Swan indicated that the number of complaints about financial aid and billing have dropped tremendously. He specifically credited the Director of Student Finance, Nancy Sinsabaugh, for her efforts and noted that collaboration of staff across the University was needed to achieve success.

### **GRADUATE AND PROFESSIONAL STUDENT ISSUES**

Vice President Carrier introduced Vice President Maziar who provided an overview of the topic and introduced Philip Cole, President of the Graduate and Professional Student Assembly, and Melinda Jackson, President of the Council of Graduate Students.

Maziar presented a number of statistics regarding graduate and professional students at the University, including enrollment, geographic representation, time to degree, and debt levels for Ph.D. students. She also outlined a number of policy questions for the Board to consider. A copy of the presentation is on file in the Board Office.

Maziar noted the following:

- in order to increase the number of underrepresented students, the University needs to recruit more students beyond the Midwest,
- although admitted, some of the brightest graduate and professional students do not enroll at the University, and
- the debt level for graduate and professional students, while comparable to peer institutions, is at a higher level than previous years.

Jackson and Cole commented on the impact of the lack of affordable housing on graduate and professional students and discussed current efforts to address graduate and professional student concerns. They also reported on an upcoming graduate and professional student survey that will cover a number of topics, including financial support, housing and transportation, as well as satisfaction levels for graduate assistants. Maziar noted that she will ensure follow-up on the issues raised by the survey. Members of the committee and presenters mentioned a number of possible solutions to the affordable housing problem.

Maziar stated that a strong student governance structure is key to communicating the concerns of graduate and professional students to administrators. Cole indicated that graduate and professional student leaders would work with the administration and the Board to address their concerns.

### **STUDENT ATHLETES: ACADEMIC PROGRESS REPORT**

Vice President Carrier introduced Vice Provost Craig Swan and Carol Gruber, Director of Academic Counseling and Student Services who led the discussion. Swan noted that Tom Moe, Director of Men's Intercollegiate Athletics (MICA) and Chris Voelz, Director of Women's Intercollegiate Athletics (WICA) were present to answer questions.

Gruber presented recent data on the academic progress of student athletes, a copy of which is on file in the Board Office,

and highlighted the following:

- when compared to the term grade point average (GPA) for all undergraduates, the term GPA for male student athletes is significantly lower and the term GPA for female student athletes is significantly higher;
- the six year graduation rate and the average spring 2001 GPA is significantly lower for the high profile men's sports (i.e., basketball, football, wrestling and hockey) than for other sports, and for undergraduates as a whole;
- forty-one percent of student athletes had a cumulative GPA above a 3.0 in spring 2001; and,
- most student athletes who leave the University before graduating are not in academic difficulty.

Gruber discussed a number of new initiatives to assist student athletes, including those aimed at first-year student athletes and noted that the academic progress of non-tendered student athletes (those who were not initially offered athletic scholarships to attend the University) is also monitored.

Voelz commented that while pleased with the consistent academic success of female student athletes, she has challenged WICA coaches to move from eighth in the Big Ten to third or fourth with regard to graduation rates. Moe stated that graduation rates and the cumulative GPA for MICA and the University as a whole should be higher, but noted significant improvement in graduation rates over the past ten years in basketball, football, and hockey.

The committee engaged in a lengthy discussion regarding proposed initiatives to improve graduation rates for all students, grade point averages, graduation rate targets, and the benefits and problems associated with allowing first-year students to compete in intercollegiate athletic events.

Regent Metzen stated that the University's goal should be helping students obtain a degree, not keeping them eligible to play. He supported Moe's goal of 100 percent graduation rate for those with four years of eligibility to compete, and observed that given the assistance provided to student athletes, their graduation rates should be higher than those for the general student body.

Reed concurred and added that there must be improvement in the academic success of student athletes and requested that a timeline with aggressive goals be established to improve the situation.

## **INFORMATION ITEMS**

Vice President Carrier reported that there were no Information Items this month.

Meeting adjourned at 5:20 p.m.

**ANN D. CIESLAK**  
**Executive Director and**  
**Corporate Secretary**

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Last modified on September 7, 2005