

Year 2001-02

**UNIVERSITY OF MINNESOTA**

**BOARD OF REGENTS**

**Faculty, Staff and Student Affairs Committee**

**June 13, 2002**

A meeting of the Faculty, Staff and Student Affairs Committee of the Board of Regents was held on Thursday, June 13, 2002 at 2:45 p.m. in the East Committee Room, 600 McNamara Alumni Center.

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

Staff present: Executive Vice President and Provost Robert Bruininks; Senior Vice President Frank Cerra; Vice Presidents Carol Carrier and Robert Jones; General Counsel Mark Rotenberg; Executive Director Ann Cieslak; Provost David Carl; and Associate Vice Presidents Laurie Scheich and Steve Spehn.

Student Representatives: Gretta Hanson and Nick Cecconi.

**CONSENT REPORT**

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

- Jack Bowman as Dean of the School of Fine Arts at the University of Minnesota Duluth, effective July 1, 2002; and
- Alex M. Johnson, Jr. as Dean of the University of Minnesota Law School, effective July 1, 2002.

**COLLECTIVE BARGAINING AGREEMENT: MINNESOTA STATE  
BUILDING AND CONSTRUCTION TRADES COUNCIL**

Vice President Carrier reported that a collective bargaining agreement between the University and the Minnesota State Building and Construction Trades Council has been reached and ratified by the council. She introduced Patti Dion, Director of Employee Relations, who presented the highlights of the agreement as contained in the docket materials. Dion noted that this agreement is an umbrella agreement covering 19 different union locals. The employees covered by this agreement are not part of the University's employee benefits program, but receive health care and retirement benefits through separately negotiated contracts with their respective unions.

A motion was made and seconded and the committee voted unanimously to recommend approval of the Collective Bargaining Agreement with the Minnesota State Building and Construction Trades Council.

**BOARD OF REGENTS POLICY: *GRIEVANCE PROCEDURE***

Vice President Carrier introduced Elizabeth Wroblewski, Deputy Chief of Staff, and Mark Rotenberg, General Counsel to present the topic. Carrier noted that the proposed revisions to the Board of Regents Policy: *Grievance Procedure* have been endorsed by all relevant parties.

Wroblewski briefly described the University's grievance process and the policy's history. She summarized the proposed revisions as presented in the docket materials. These revisions include changing the name of the policy to the Board of Regents Policy: *Grievance Process*, removing the procedures from the Board policy and placing them in a document titled "Administrative Procedures for the Board of Regents Policy: *Grievance Process*," and allowing emeritus faculty to file grievances under specific circumstances.

Rotenberg summarized the conditions under which emeritus faculty could file a grievance. These conditions include grieving a violation that occurred prior to becoming an emeritus faculty and grieving a violation of a written contract that was entered into while the emeritus faculty member was still a University employee.

The revised policy will be presented for action at the July 2002 Board meeting.

## **EMPLOYEE HEALTH CARE BENEFITS UPDATE**

Vice President Carrier introduced Senior Vice President Frank Cerra and Dann Chapman, Interim Director, Health Programs to present the topic. Regent Reed recused herself from the discussion due to a conflict of interest and left the meeting. Cerra and Chapman updated the committee on the status of the UPlan (the University's new employee health care plan), efforts to improve employee health, and the requests for proposals (RFP) process for dental, life insurance and retiree medical benefits. A copy of the presentation is on file in the Board Office.

Cerra reviewed the background that led to the Board's decision to self-insure for the University's health care benefits and commented on the status of the current plan. He noted the following:

- The University offers employees the widest array of health care options of any employer in the nation.
- The new plan includes a reserve fund that will be used to pay claims and potential cost-overruns. This fund is sufficient to meet the University's current needs and is within the acceptable range for self-insured plans.
- In the first quarter, premium costs are close to the amounts budgeted and expenses are lower than expected.
- The University plans to issue an RFP to identify a vendor to help develop and provide wellness programs for employees.

Chapman updated the committee on the status of the RFP for dental, life insurance and retiree medical benefits. Several carriers had been chosen and contracts will be presented in the fall for approval. The RFP results will lead to a lower cost life insurance plan with savings used to offset an increase in dental insurance costs. He also reported a tentative agreement between the University and collective bargaining units whereby union members would be covered by the University's new dental, life insurance, and retiree medical plans, rather than remain part of the state's plan. This agreement is pending ratification by the membership of the various collective bargaining units.

Regent Reed returned to the meeting.

## **RESIDENTIAL LIFE: TWIN CITIES CAMPUS**

Vice President Carrier introduced Mary Ann Ryan, Director of Housing and Residential Life, Twin Cities campus. Ms. Ryan presented the committee with an overview of the residential life programs on the Twin Cities campus and highlighted academic, service, and technology initiatives. She noted the following:

- Residential capacity has increased 38 percent since 1995.
- Approximately 75 percent of first-year students live on campus.
- Smoking in all residence halls and apartments is now prohibited.
- Safety rails are required on all lofts.
- While retention is improving, many students choose to live in new private developments located near the University after their freshman year.
- Students request improved dining options and new room furnishings (e.g., furniture, carpet, etc.).

In response to a question from Student Representative Hanson, Ryan stated that at the time that cable was being installed, every residence hall council opposed including the cost of cable in the room rates for all residents. She added that the decision may be revisited in the future.

Regent Bohnsack acknowledged that Ryan was leaving the University at the end of June and thanked her for service to the University and its students.

## **INFORMATION ITEMS**

Vice President Carrier noted several Information Items in the docket materials.

The meeting adjourned at 4:15 p.m.

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

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