AGENDA

1. Collective Bargaining Agreement with AFSCME Local 3800 & 3801 (Clerical Unit 6) - Review/Action - C. Carrier/P. Dion (pp. 2-4)

2. Collective Bargaining Agreement with AFSCME Local 3260 (Health Care Unit 4) - Review/Action - C. Carrier/P. Dion (pp. 5-7)

3. Collective Bargaining Agreement with AFSCME Local 3937 & 3801 (Technical Unit 7) - Review/Action - C. Carrier/P. Dion (pp. 8-10)

4. Collective Bargaining Agreement with IBEW Local 292 (Radio & Broadcast Technicians, Unit 2) - Review/Action - C. Carrier/P. Dion (pp. 11-13)


6. H1N1 Preparedness - J. DeBoer/T. Cook/ E. McClure (pp. 20-21)

7. Committee Workplan 2009-10 - D. Johnson/C. Carrier (pp. 22-26)

8. Consent Report - Review/Action - C. Carrier (pp. 27-28)

9. Information Items - C. Carrier (pp. 29-33)
Agenda Item: Collective Bargaining Agreement with AFSCME Locals 3800 & 3801 (Clerical Unit 6)

☐ 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 AFSCME Clerical Unit 6, Locals 3800 and 3801.

Outline of Key Points/Policy Issues:

This contract will provide the terms and conditions of employment for employees between July 1, 2009 and June 30, 2011. A summary of the contract, the members covered, and the associated financial impacts is attached.

Background Information:

Negotiations on this contract began in May, 2009, and concluded with a tentative agreement on June 10, 2009. The Union's contract ratification process was completed on July 23, 2009. 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 AFSCME Clerical Unit 6, Locals 3800 and 3801.
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, AFSCME Locals 3800 and 3801 have ratified acceptance of this agreement; and

WHEREAS, according to Board of Regents Policy: Reservation and Delegation of Authority, 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 September 10, 2009.
This unit is composed of 8 separate classifications of Clerical workers including Office Specialists, Executive Administrative Specialists, and Principal Accounts Specialists. The total number of employees in this unit is approximately 1978.

**ECONOMIC HIGHLIGHTS**

**During the 2009-2010 no salary adjustments will be made:**

All salary ranges will be frozen. No general wage adjustment or salary progression step movement will occur for any employee.

**During the 2010-2011 fiscal year, the following salary adjustments will be made:**

Employees in all classifications shall receive a 2% salary range adjustment effective July 1, 2010

No salary progression steps will occur

**BASE ANNUAL PAYROLL**  
$70,073,420

**RECURRING COSTS 2009-2011**

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**TOTAL RECURRING COST**  
$1,401,468
Faculty, Staff, and Student Affairs Committee    September 10, 2009

Agenda Item:  Collective Bargaining Agreement with AFSCME Local 3260 (Health Care Unit 4)

☐ 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 AFSCME Health Care Unit 4 local 3260.

Outline of Key Points/Policy Issues:

This contract will provide the terms and conditions of employment for employees between the date of signing and June 30, 2011. A summary of the contract, the members covered, and the associated financial impact is attached.

Background Information:

Negotiations on this contract began on May 18, 2009 and concluded with a tentative agreement on June 9, 2009. The Union’s contract ratification process was completed on July 23, 2009. 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 AFSCME Health Care Unit 4, Local 3260.
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, AFSCME Local 3260 have ratified acceptance of this agreement; and

WHEREAS, according to Board of Regents Policy: Reservation and Delegation of Authority, 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 September 10, 2009.
AFSCME LOCAL 3260  
PELRA HEALTH CARE UNIT 4

This unit is composed of health care workers located primarily at Boynton Health Services, the Dental School, and CUHCC in such classifications as Dental Hygienists, Licensed Practical Nurses, and Nursing Assistants. The total number of employees in this unit is approximately 193.

ECONOMIC HIGHLIGHTS

During the 2009-2010 fiscal year, no salary adjustments will be made:
All salary ranges will be frozen. No general wage adjustment or salary progression step movement will occur for any employee.

During the 2010-2011 fiscal year, the following salary adjustments will be made:
Effective July 1, 2010 employees in all classifications shall receive a 2.00% salary range adjustment.
No salary progression steps will occur.

BASE ANNUAL PAYROLL $7,252,251

RECURRING COSTS 2009-2011

Base salary adjustments $145,047
Progression steps $0
TOTAL RECURRING COST $145,047
Faculty, Staff, and Student Affairs Committee  September 10, 2009

Agenda Item:  Collective Baragaining Agreement with AFSCME Locals 3937 and 3801 (Technical Unit 7)

☐ 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 AFSCME Technical Unit 7, Locals 3937 and 3801.

Outline of Key Points/Policy Issues:

The contract will provide the terms and conditions of employment for employees between the date of signing and June 30, 2011. A summary of the contract, the members covered, and the associated financial impact is attached.

Background Information:

Negotiations on this contract began on May 14, 2009 and concluded with a tentative agreement on June 11, 2009. The Union’s contract ratification process was completed on July 23, 2009. 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 AFSCME Technical Unit 7, Locals 3937 and 3801.
REGENTS OF THE UNIVERSITY OF MINNESOTA

RESOLUTION RELATED TO

THE PROPOSED LABOR AGREEMENT WITH

AFSCME LOCALS 3937 AND 3801 TECHNICAL 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, AFSCME Locals 3937 and 3801 have ratified acceptance of this agreement; and

WHEREAS, according to Board of Regents Policy: Reservation and Delegation of Authority, 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 September 10, 2009.
AFSCME LOCALS 3937 and 3801
PELRA TECHNICAL UNIT 7

This unit is composed of technical workers at all campuses and research and outreach centers with job titles such as Laboratory Technician, Veterinary Medical Technician, and Library Assistant. The total number of employees in this unit is approximately 1004.

ECONOMIC HIGHLIGHTS

During the 2009-2010 fiscal year, no salary adjustments will be made:

All salary ranges will be frozen. No general wage adjustment or salary progression step movement will occur for any employee.

During the 2010-2011 fiscal year, the following salary adjustments will be made:

Effective July 1, 2010 employees in all classifications shall receive a 2.00% salary range adjustment.

No salary progression steps will occur.

BASE ANNUAL PAYROLL $34,587,763

RECURRING COSTS 2009-2011

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Agenda Item:  Collective Bargaining Agreement with IBEW Local 292 (Radio & Broadcast Technicians, Unit 2)

☐ 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 IBEW Local 292 representing Radio and TV Broadcast Technicians.

Outline of Key Points/Policy Issues:

This contract will provide the terms and conditions of employment for employees between the date of signing and June 30, 2011. A summary of the contract, the members covered, and the associated financial impact is attached.

Background Information:

Discussions on this contract began on June 25, 2009 and concluded with a tentative agreement on July 6, 2009. The Union's contract ratification process was completed on July 9, 2009. 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 IBEW Local 292.
REGENTS OF THE UNIVERSITY OF MINNESOTA

RESOLUTION RELATED TO

THE PROPOSED LABOR AGREEMENT WITH

THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 292 PELRA Unit 2.

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

WHEREAS, the IBEW Local Union 292 has ratified acceptance of this agreement; and

WHEREAS, according to Board of Regents Policy: Reservation and Delegation of Authority, 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 September 10, 2009.
This unit is composed of Radio and TV Broadcast Technicians and Senior Radio and TV Broadcast Technicians in Video Network Services. The total number of employees in this unit is 5.

**ECONOMIC HIGHLIGHTS**

**During the 2009-2010 no salary adjustments will be made:**

All salary ranges will be frozen. No general wage adjustment or salary progression step movement will occur for any employee.

**During the 2010-2011 fiscal year, the following salary adjustments will be made:**

Employees in all classifications shall receive a 2% salary range adjustment effective July 1, 2010.

No salary progression steps will occur

**BASE ANNUAL PAYROLL**

$262,350

**RECURRING COSTS 2009-2011**

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**TOTAL RECURRING COST**

$5,247
Faculty, Staff, and Student Affairs Committee

September 10, 2009

Agenda Item: Post-Tenure Review: Update

☐ review ☐ review/action ☐ action ☒ discussion

Presenters: Senior Vice President/Provost Thomas Sullivan
Vice Provost Arlene Carney

Purpose:

☐ policy ☒ background/context ☐ oversight ☐ strategic positioning

To provide members of the Faculty, Staff, and Student Affairs Committee with an update on post-tenure review procedures and outcomes.

Outline of Key Points/Policy Issues:

• The purpose of post-tenure review is to affirm and maintain the vitality of faculty members through review and recognition of their contributions by peers and administrators.
• Post-tenure review was fully implemented in the 2000-01 academic year, according to Board of Regents Policy: Faculty Tenure and academic unit goals and expectations.
• Data from last year show that more than 99% (2,363 reviewed; 2 found by unit head and faculty committee to be below expectations) of faculty reviewed in the 2007-2008 Academic year successfully met or exceeded the goals and expectations established by their academic units.

Background Information:

Board of Regents Policy: Faculty Tenure, Section 7a; Rules and Procedures for Annual and Special Post-Tenure Review (approved by Tenure Subcommittee January 5, 1998; revised by the Tenure Subcommittee March 5, 1998). Prior discussions at March 8, 2001 and September 12, 2002 Faculty, Staff, and Student Affairs Committee.
Background: Post-tenure review is a natural part of the life course of a faculty member, beginning with the initial appointment through promotion and/or tenure and continuing throughout the career of a tenured faculty member. The post-tenure review process is an important component of the University’s commitment to faculty accountability, faculty development, and faculty renewal. This process helps ensure that the University can further acknowledge faculty contributions to their fields and to the continued promotion of excellence at this institution.

One of the most important long-term outcomes of post-tenure review has been the ability of a chair or unit administrator to discuss annual performance with each tenured faculty member following his or her own review and/or peer review from faculty. In addition to implementing the formal processes described below, a chair or unit administrator is able to counsel faculty at certain points in their careers about choices such as phased retirements. These numbers are not included in any tallies of faculty whose performance is below established departmental or unit standards. Nevertheless, this informal process plays a critically important role in working with tenured faculty at the end of their careers. The more informal channels among deans, department heads, and faculty are often the most efficient and effective means of resolving performance issues at certain times in a faculty member’s career.

History: The purpose of post-tenure review is to affirm and maintain the vitality of faculty members through review and recognition of their contributions by peers and administrators. The secondary purpose is to improve, if necessary, the performance of each tenured faculty member in the areas of teaching, research, and service. The post-tenure review process was introduced as a part of the 1997 revision of the Regents’ Policy on Faculty Tenure. It is a peer-driven process conducted at the departmental or other academic unit level, with primary oversight by the unit heads and deans. The University of Minnesota’s post-tenure review process is consistent with the standards, policies, and practices on post-tenure review as adopted by the American Association of University Professors (AAUP) in 1983 and amended by its Committee on Academic Freedom and Tenure in 1999. The AAUP recognizes post-tenure review as a system of periodic evaluation that goes beyond many traditional forms of continuous evaluations that already encourage responsible performance and academic integrity, conducted according to standards that protect academic freedom and the quality of education.

Development: The University fully implemented post-tenure review in 2000-01. The tenured faculty in each academic department developed goals and expectations regarding teaching, research or scholarly productivity, and contributions to service and outreach functions, along with the procedures they planned to use for post-tenure reviews. These post-tenure review criteria and procedures were reviewed and approved by the corresponding deans, vice presidents,
and/or chancellors. In addition, all post-tenure review documents were reviewed and approved by the vice provost for faculty and academic affairs, the vice president for human resources, and the chair of the Tenure Committee of the Faculty Senate to ensure compliance with the Tenure Committee’s rules and procedures for annual and special post-tenure review. Through this comprehensive review, we learned that most units conduct post-tenure reviews in conjunction with the annual review process for merit and compensation. Some units, however, developed separate post-tenure review processes on a rotating basis. For University Education Association (UEA) faculty at the University of Minnesota Duluth, their post-tenure review process was initiated in spring 2002 in accordance with the UEA collective bargaining agreement.

Changes as a Result of Strategic Positioning: The Senior Vice President for Academic Affairs and Provost requested that each department or unit include its Post-Tenure Review policy as part of its new revised 7.12 Statement (the departmental statement of criteria and standards of performance for tenure and/or promotion in that unit). This has allowed departments or units to revisit and potentially revise their procedures for post-tenure review in light of their new criteria and standards for promotion and/or tenure. All yet-to-be-approved 7.12 Statements will be finalized during the 2009-2010 academic year. Currently, approximately 30% of the 7.12 statements have received final approval from the Provost’s Office and are posted on the Promotion and Tenure web site of the Office of the Senior Vice President for Academic Affairs and Provost. An additional 35% are in the final stages of approval, with the remainder in some intermediate stage of revision.

Current Process Followed for Post-Tenure Review (extracted from the Regents Policy on Faculty Tenure):

Annual review: Each academic unit, through its merit review and post-tenure review process, annually reviews the performance of each faculty member in light of the goals and expectations of the academic unit established under the Faculty Tenure policy. This review is used for salary adjustment and faculty development. The faculty member is advised of the evaluation and, if appropriate, of any steps that should be taken to improve performance and will be provided assistance in that effort. If the head of the unit and the elected post-tenure review committee find a faculty member’s performance to be “substantially below the goals and expectations adopted by that unit,” they shall advise the faculty member in writing, including suggestions for improving performance, and establish a time period within which improvement should be demonstrated.

Special review: If at the end of the time period a tenured faculty member’s performance continues to be “substantially below the goals and expectations of the unit,” and there has not been a sufficient improvement of performance, the head of the academic unit and the post-tenure review committee may jointly request that the dean initiate a “special review” of that faculty member. The special peer review shall be conducted by a panel of five tenured faculty members of equal or higher rank selected to review that individual. The special review panel shall prepare a report on the teaching, scholarship, service, governance, and (when appropriate) outreach performance of the faculty member. It will also identify any supporting service or accommodation that the University should provide to enable the faculty member to improve performance. Depending on its findings, the panel may recommend one
or a combination of varying remedies to maximize the faculty member’s contribution to the mission of the University or to commence formal proceedings for termination or involuntary leave of absence under sections 10 and 14 of the Faculty Tenure policy.

**Annual surveys for post-tenure review implementation:** Annual surveys are administered to report post-tenure review outcomes and provide summary data by each college and coordinate campus. The data from annual surveys are reviewed by the vice provost for faculty and academic affairs, senior vice presidents, the vice president for human resources, other administrators and chancellors, and the Academic Freedom and Tenure Committee of the Faculty Senate. Each year, the report to the Board of Regents is for the academic year prior to the current academic year.

**Outcomes:** Annual review and post-tenure review data from the University’s most recent survey in AY 2007-2008 are consistent with the 2006-2007 review. The summary data for annual reviews of tenured faculty are presented in Appendix A. Approximately 97.5% of tenured faculty received an annual review. The remaining 2.5% consisted of those with administrative appointments, faculty on leave, faculty on phased retirement, faculty who have resigned, or faculty who were deceased during the academic year.

Survey results from AY 2007-08 indicate that more than 99% of reviewed faculty successfully met or exceeded the goals and expectations established by their academic unit. Less than one-half percent (5 out of 2,305 tenured faculty who were reviewed) had performance “substantially below the goals and expectations of the unit” as judged by the unit head; a smaller number (2 of the 5) were judged by both the unit head and the elected faculty committee to be “substantially below the goals and expectations of the unit.

The outcome data for individual faculty are presented in Appendix B. These outcomes are quite variable depending upon the specific case. One faculty member has entered into a performance improvement plan (PIP) that is still ongoing. One faculty member elected phased retirement following the successful completion of a PIP.

**Faculty Development:** Post-tenure review is primarily developmental and supported by institutional resources for professional development or change of professional direction. Resources are available for developmental guidance and support to assist faculty members to enhance their performance and address areas of need. The majority of faculty access a variety of professional development opportunities for research such as sabbaticals and other forms of leave, professional conference participation, workshops, seminars, and fellowships. For the improvement of teaching effectiveness, faculty access the services of the Center for Teaching and Learning. Faculty with performance “substantially below the goals and expectations of the unit” receive a significant investment of time and resources leading to a formal development plan that lends itself to improved performance, opportunities for reallocated efforts or career transitions, or sanctions.
Appendix A

Summary Data
Reporting of Post-Tenure Review Outcomes
For AY 2007-2008
University of Minnesota
16 Twin Cities Academic Colleges and 3 Coordinate Campuses

Number of Tenured Faculty 2,363
Number of Annual Reviews of Tenured Faculty 2,305
Percent of Tenured Faculty Reviewed 97.5%

Number of cases in which the unit head found performance to be “substantially below the goals and expectations in the unit” for post-tenure review (percent cases in parentheses) 5 (0.2%)

Number of cases in which the elected tenured faculty post-tenure review committee found performance to be “substantially below the goals and expectations in the unit” for post-tenure review (percent cases in parentheses) 3 (0.13%)

Number of cases in which both the unit head and the elected tenured faculty post-tenure review committee found performance to be “substantially below the goals and expectations in the unit” for post-tenure review (percent cases in parentheses) 2 (<.1%)
Appendix B

Outcomes for Cases of Two Faculty Identified in Post-Tenure Review as “substantially below the goals and expectations of the unit”

Professor A  Chose phased retirement instead after successfully completing a performance improvement plan in 2006-07. Phase began 7/1/07 and will end 6/30/12.

Professor B  Currently completing a performance improvement plan that will end later in 2009.
Faculty, Staff, and Student Affairs Committee  September 10, 2009

Agenda Item:  H1N1 Preparedness

No □ review  □ review/action  □ action □ discussion

Presenters:  Vice President Carol Carrier
Jill DeBoer, Department Director, AHC Office of Emergency Response
Terrence Cook, Department Director, Department of Emergency Management
Elizabeth McClure, Medical Director, AHC Office of Emergency Response

Purpose:

No □ policy  □ background/context □ oversight □ strategic positioning

On June 11, 2009, the World Health Organization raised the pandemic alert level from Phase 5 to Phase 6, indicating that an influenza pandemic is underway. The latest statistics from the Center for Disease Control and Prevention (CDC) state that a total of 7,983 hospitalizations and 522 deaths associated with the 2009 Influenza A (H1N1) virus have been reported to the CDC. The University of Minnesota has been discussing and planning for this anticipated pandemic since 2005. The University of Minnesota is prepared to respond to changing circumstances related to widespread illness and absenteeism among students, faculty, and staff and wishes to share that planning with the Board.

Outline of Key Points/Policy Issues:

Overview of the University of Minnesota Emergency Management system, including the Emergency Operations Plan and Annexes, role of the Officer of the Day, Emergency Operations Center, operational continuity planning and coordination with Coordinate Campuses.

Health emergency planning and response, including the role of the AHC, role of AVP for Public Health, planning and exercises completed to date, and the history of pandemic influenza planning on campus.

The structure and basic tenets of the University of Minnesota Pandemic Influenza Response Plan and how this plan was utilized in the spring in response to H1N1.

H1N1 status today and anticipated activity through fall and winter.

Background Information:

In 2005, the University conducted a pandemic influenza tabletop exercise to explore the unique challenges faced in the university campus setting and to further refine response roles of the University, state health department, local health departments and the University of
Minnesota Medical Center. Based upon lessons learned from that exercise, as well as federal and state pandemic influenza response guidelines, a series of planning activities were initiated from 2005 – 2008. Extensive assessments were completed in key response areas across the University through a combination of individual assignments, informal workgroups, formal task forces, and subcommittees.

All of this planning led to the creation of a comprehensive Pandemic Influenza Response Plan which has been adopted as an annex to the University’s Emergency Operations Plan (Annex R). In March 2009, principal response personnel identified in Annex R conducted a second tabletop exercise to test the plan against a severe pandemic scenario. In April 2009, those personnel implemented a response to H1N1 which, to date, appears to be highly communicable but relatively mild illness for most people.

Pandemic influenza response planning has been a coordinated effort between the AHC Office of Emergency Response and the Department of Emergency Management. These offices have coordinated the planning efforts on each of the campuses, and have specifically focused on planning issues in the following areas:

- Situational Awareness/Coordination
- Internal and External Coordination
- Communications
- Student/Staff/Faculty Health
  - Health Services
  - Housing
  - Public Health Response
  - Human Resources
- Campus Operations
  - Campus Infrastructure
  - Teaching
  - Research
  - Athletics Program
Faculty, Staff, and Student Affairs Committee  
September 10, 2009

Agenda Item: Committee Workplan 2009-10

☐ review  ☐ review/action  ☐ action  ☒ discussion

Presenters: Regent Dean Johnson
Vice President Carol Carrier

Purpose:

☐ policy  ☒ background/context  ☐ oversight  ☐ strategic positioning

An opportunity to discuss future workplan topics for the Faculty, Staff, and Student Affairs Committee.

Outline of Key Points/Policy Issues:

Discuss and identify proposed agenda items for the coming year. The Faculty, Staff, and Student Affairs Committee advises the administration on broad quality of life matters affecting students, faculty, and staff, including health, safety, insurance, retirement, and working conditions. This committee also reviews personnel-related issues and policies.

Background Information:

The Board of Regents has determined that standing committees of the Board shall establish a committee workplan for the coming year. Each year the committee engages in a preliminary conversation with the administration in preparation for development and adoption of a formal workplan for the year.
Faculty, Staff and Student Affairs Committee Workplan

RELATED TO ALL FACULTY AND STAFF -

The new retirement paradigm. There are 1.3 million baby boomers in Minnesota and 880,000 in the Twin Cities metro area. They are members of the healthiest, best educated generation in history, and they can anticipate the longest lives in history. For them, work and civic engagement, rather than traditional retirement, are emerging as the defining institutions of the "encore" stage of life, a stage that is only now coming into being as longer lives and better health open a vital period of up to two decades between "retirement age" and true old age. A panel consisting of experts from the U of M, including Dean Mary Nichols, McKnight Professor Phyllis Moen and Director Andy Gilats of the U of M LearningLife initiative will discuss the following themes: (1) emerging trends as boomers transition to a new phase, including what motivates them as they create new goals and forge new identities (2) research and programmatic initiatives, both at the University and across the country, that address this emerging trend and, (3) policy implications for large employers, such as the University, for both employees but for Minnesotans more generally.

Equity and Diversity Challenges and Opportunities at the Coordinate Campuses. This presentation will feature the chancellors from our coordinate campuses and highlight how they are implementing the University's Equity and Diversity Vision Framework.

Using Performance Management to Ensure a Productive Workforce. This year, two presentations this year will focus on practices regarding performance management of faculty and staff. The first session will describe how the post tenure review process is used to ensure that performance of tenured faculty members remains satisfactory once tenure is achieved. The annual results of this process will be presented and will include a discussion of the types of individual development plans put in place where deficiencies are identified. The second session will feature a panel of three university administrators focusing on how they use the performance management system within their units to promote a productive work place culture.

UPlan Update: Policies and reforms at both the national and state levels could have major impact on the programs offered by large employers such as the University. This session will feature several local experts to discuss how the policy changes may impact large employers and implications for our own UPlan program will be discussed.
H1N1 Presentation.

The University has a vast Emergency Operations Plan to assist us in preparing for a variety of emergency situations. One of these more likely emergencies is the pandemic influenza. The University has been planning for at least two years to prepare for widespread outbreak of influenza, and this presentation will introduce the Board to the Emergency Response system, the Health Emergency Planning and Response, and the process we have used to ensure that the university community is prepared to meet the challenge of widespread absenteeism that we will likely experience with the outbreak of a pandemic influenza.

Pathways to Success (Equity and Diversity presentation). This presentation will include data on underrepresented and marginalized students as well as information about cultural and academic services system-wide that are designed to ensure that students in these populations have the opportunity to reach their full potential to be successful scholars and leaders.

Trends in Employee Assistance: The Changing Workplace. Employees are faced with many challenges during times of economic uncertainty. Many face financial challenges with debt and family stress that impacts their work productivity and satisfaction. Having strong EAP services available is one resource that large employers, like the University, offer their employees. This session will examine some of the trends impacting the lives of our employees and how EAP services helps individuals cope.

Preparedness for Risk Situations.
There are times when employees or students exhibit signs or behaviors in the workplace that cause a concern that they may cause harm to themselves or others. The University has developed a team of people with experience in assessing such situations and consulting with faculty and staff about the likelihood of violent behavior and the precautions necessary to best avoid such occurrences. This presentation would define the offices and individuals involved in this assessment, as well as outline the resources available and the approach we take in addressing such concerns.

FACULTY -

Faculty compensation presentation. This presentation is given annually and presents the findings of the annual AAUDE faculty compensation survey which describes the ranking of our campuses on salary and total compensation relative to other peer universities with whom we compete for talent at the assistant, associate and full professor ranks as well as overall rankings.

Promotion and Tenure presentation. This annual presentation present the docket of those faculty recommended for promotions and/or tenure. The overall percentages of individuals recommended for these changes in status as well as breakdowns by gender and ethnic status are included. The report also looks at the success rate of cohorts at Minnesota versus comparison institutions.
STUDENTS -

Welcoming and Orienting Transfer Students. Last year we presented on the first Welcome Week at the University of Minnesota. At that time, the Board requested that we revisit this event, and report back on the measurements of success and increased engagement over time. In addition, this presentation will outline the efforts that we use to orient and engage transfer students in life at the University of Minnesota.

Preparing our graduates for the world of work. This session will address the challenges faced by our graduating seniors as they prepare to enter the full time work world. What are the expectations of employers and what are the opportunities and challenges that our students will face? A panel of will focus on the ways in which our colleges take the pulse of what employers are looking for and approaches that are being used to assist students to prepare for and find employment.

OTHER ITEMS

• Collective Bargaining Agreements
• Revisions to Board policies
• Appointment of Senior Administrators

Prepared August 28, 2009
Regents Faculty, Staff, and Student Affairs Workplan
Tentative Schedule for 2009 - 2010

September 2009

- 4 Collective Bargaining Agreements
- Workplan Discussion
- Post Tenure Review
- H1N1

November 2009

- New Retirement Paradigm – Mary Nichols, Prof Phyllis Moen
- Student (Welcome Week, focus on transfer students)

December 2009

- Pathways to Success: Office for Equity and Diversity Presentation
- Student Employment

February 2010

- Performance Management Panel on Best Practices
- Preparing Graduates for the World of Work

March 2010

- Trends in Employee Assistance: The Changing Workplace
- Equity and Diversity Challenges and Opportunities at the Coordinate Campuses

May 2010

- Promotion and Tenure
- Continuous Appointment
- Faculty Compensation

June 2010

- Uplan Update
- Threat assessment – preparation/training response plans
Faculty, Staff, and Student Affairs Committee  September 10, 2009

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:

• Conferral of tenure for faculty who have been hired at the University of Minnesota since June 2009.

Outline of Key Points/Policy Issues:

Item for Consideration:

• Conferral of tenure

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.

In May 2009, the Board approved 140 individuals for promotion and/or tenure. The attached document outlines faculty who have been hired by departments since June 2009, and whose colleges have voted to grant tenure upon hire. All files were reviewed by the Provost’s office following departmental and collegiate review.

President’s Recommendation for Action:

The President recommends approval of the Consent Report.
Tenured Faculty Hires Approved Effective During 2008-09 and 2009-10  
Board of Regents  
Faculty, Staff, and Student Affairs Committee  
September 10, 2009

<table>
<thead>
<tr>
<th>College or Campus</th>
<th>Department</th>
<th>Recommendation</th>
<th>Effective During Academic Year</th>
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<tr>
<td><strong>College of Biological Sciences</strong></td>
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<td>Zigang Dong</td>
<td>Ecology, Evolution, &amp; Behavior</td>
<td>Professor with tenure</td>
<td>2009-10</td>
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<td><strong>School of Dentistry</strong></td>
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<td>Sven-Ulrik Gorr</td>
<td>Diagnostic and Biological Sciences</td>
<td>Professor with tenure</td>
<td>2008-09</td>
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<td>Sheila Riggs</td>
<td>Primary Dental Care</td>
<td>Associate Professor with tenure</td>
<td>2008-09</td>
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<td><strong>College of Liberal Arts</strong></td>
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<td>Irma McClaurin</td>
<td>Anthropology</td>
<td>Associate Professor with tenure</td>
<td>2009-10</td>
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<td>Joan Tronto</td>
<td>Political Science</td>
<td>Professor with tenure</td>
<td>2009-10</td>
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<td><strong>Medical School</strong></td>
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<td>Michael Lee</td>
<td>Neuroscience</td>
<td>Professor with tenure</td>
<td>2008-09</td>
</tr>
<tr>
<td>Sabita Roy</td>
<td>Surgery</td>
<td>Professor with tenure</td>
<td>2008-09</td>
</tr>
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Faculty, Staff, and Student Affairs Committee   September 10, 2009

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:

- Personnel highlights
- 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

September 10, 2009

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 instead 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.

Personnel

None

University Highlights

University of Minnesota Extension is celebrating its centennial—100 years of providing Minnesotans with access to practical, research-based information to help improve their lives. Learn more at http://blog.lib.umn.edu/extmedia/centennial/

For the fifth year in a row, the University received a “100 Best Fleets in North America” award from Government Fleet Magazine. Of 38,000 public fleet departments in North America, the U of M was among two universities that made it into the top 100.

UMC has been selected as Otter Tail Power Company’s Campus Energy Challenge winner and will work with Otter Tail in a first-of-its-kind program to reduce electric energy consumption on campus by as much as 15 percent.

Forbes Magazine named UMM to its America’s Best College Buys list, with a rank of 78 in the top 100. UMM was the only Minnesota school to make the list. UMM was also recently named to the 2010 Fiske Guide to Colleges, a resource book that profiles 330 of the “best and most interesting colleges and universities in the U.S. and Canada.”

For the 12th consecutive year, UMC has been named by U.S. News and World Report as one of the top four public baccalaureate colleges in its category in the Midwest. UMC was also selected by The Princeton Review, an education services company, as one of 158 institutions it profiles as “Best in the Midwest.”

Faculty and Staff Activities and Awards

The Association of Public and Land-grant Universities recognized William Angell, design, housing, and apparel, with its 2009 Excellence in Extension Award for the North Central Region for his work in radon mitigation. Angell, director of the U’s Midwest Universities Radon Consortium, was also elected to the Board of Directors of the United Kingdom’s Radon Council, the independent regulatory body for the UK’s radon industry.
The American College of Real Estate Lawyers has appointed Ann M. Burkhart, law school, to serve as its representative to the Uniform Law Commission’s Joint Editorial Board for Uniform Real Property Acts.

Matthew Burns, educational psychology, was inducted into the Society for the Study of School Psychology, which promotes and recognizes scholarship and research in the field.

An article by Patrick Gleason, pharmaceutical care and health, and Catherine Starner, experimental and clinical pharmacology, received the *Journal of Managed Care Pharmacy* Award for Excellence for the best article published in JMCP during 2008.

*The Road Back to Sweetgrass*, a collection of fictional prose by UMD professor Linda LeGarde Grover, American Indian studies, is the winner of the 2008 First Book Awards competition in prose from the Native Writers’ Circle of the Americas.

Julie Jacko, institute for health informatics, has been appointed to serve on the Minnesota e-Health Advisory Committee to represent academics and clinical research.

Laura Kalambokidis, applied economics, received this year’s Distinguished Extension/Outreach Program Award for an Individual with Less than 10 Years’ Experience from the Agricultural and Applied Economics Association.

Ellen Kennedy, center for holocaust and genocide studies, has received the Anne Frank Center USA’s Outstanding Citizen Award. Kennedy is honored for her work raising awareness and enabling advocacy about recent genocides, especially in Darfur, Sudan.

Ruthann Manlet, facilities management, has been awarded a 2009 Association of Physical Plant Administrators Pacesetter Award. Manlet was recognized for promoting top-notch conference programs and bringing a new level of excitement to the group.

Pat McGovern, environmental health sciences, was appointed to the National Children’s Study Executive Steering Committee. The study will be the largest long-term study of environmental and genetic influences on children’s health ever conducted in the U.S.

A recent article in *Journal of Marketing* ranked the top 50 most prolific scholars in the leading marketing journals. Three U of M professors in marketing and logistics management made the list for having the most articles published between 1982 and 2006: Joan Meyers-Levy, 19 articles; George John, 17, and Deborah Roedder John, 16 articles.

Carl A. Osborne, veterinary clinical sciences, received the 2009 European Society of Veterinary Nephrology and Urology Award, based on a lifetime of contributions to teaching, research, and service.

Michael T. Osterholm, environmental health sciences, was elected to membership in the Council on Foreign Relations, an organization whose diverse membership of prominent
thinkers debate major issues with senior government officials, members of Congress, and global leaders.

William Riley, health policy and management, has been elected as the vice chair of the Public Health Accreditation Board, which is developing a national voluntary accreditation program for state, local, territorial, and tribal public health departments.

Michael Rohrer, oral pathology, was elected to a four-year term as North American councilor for the International Association of Oral Pathologists. The organization’s mission is to improve the quality and safety of healthcare worldwide through the advancement of patient care, education, and research in oral and maxillofacial pathology.

Mobilization, Participation, and Democracy in America, a book written by vice president for scholarly and cultural affairs Steven Rosenstone and John Mark Hansen, has been selected to receive the American Political Science Association’s section on Elections, Public Opinion, and Voting Behavior Philip E. Converse Award for an outstanding book published at least five years ago.

Karen Seashore, educational policy and administration, will receive the Roald F. Campbell Lifetime Achievement Award from the University Council for Educational Administration. The award recognizes a senior professor whose professional life has been characterized by extraordinary commitment, excellence, leadership, productivity, generosity, and service.

Randy Seifert, UMD pharmacy program, received the Harold R. Popp Award from the Minnesota Pharmacists Association for his efforts to establish medication therapy management practices and benefits in the Duluth area.

Robert A. Stein, law school, was elected to a two-year term as president of the Uniform Law Commission (ULC). As President, Stein will guide the ULC in its current work on legislation to serve military and overseas civilian absentee voters and revision of the Model State Administrative Procedures Act and the Uniform Law on Notarial Acts.

Mary Story, epidemiology, will receive the Medallion Award from the American Dietetic Association (ADA) in recognition of her outstanding service and leadership to ADA and the dietetics profession.

David Stras, law school, has been appointed to the executive committee of the litigation practice group of the Federalist Society for Law and Public Policy Studies.

Timothy Stratton, UMD pharmacy program, has been elected president of the Minnesota Rural Health Association for 2009-2010.

Deb Swackhamer, water resources center, has been named president-elect of the National Institutes of Water Resources. As president, Swackhamer will oversee the network of 54 water resources centers located in land grant institutions across the country, as well as the
agency’s efforts to coordinate and promote the training and research activities of water quality professionals and researchers in the United States and around the world.

Larry Weaver, professor and dean emeritus of pharmacy, was recently inducted into the National Organization for Rare Diseases “Rare Disease Hall of Fame.” He was recognized for his work to pass the Orphan Drug Act, which helped make therapies available to patients worldwide who suffer from rare diseases, as well as for his development and commercialization of therapies for rare disorders.

**Student Activities and Awards**

Public Health student Liz Hackenmueller received the 2009 Student Achievement Award from the Minnesota Public Health Association. The award is given to a public health graduate student who has demonstrated leadership skills in the contribution to the promotion of the health of individuals, families, and the community.

CFANS students David Hayes and Amber Besch are the first and second runners-up, respectively, in the annual Minnesota Pork Ambassadors competition sponsored by the Minnesota Pork Board.

Second-year dental student Heather Horton was elected councilor in the American Association for Dental Research National Student Research Group (NSRG). The NSRG is a student-run organization whose main purpose is to foster an environment in every dental school which encourages students to enrich their education through research.

Agricultural education major Caitlin Kasper recently was chosen as one of 20 National Collegiate Agricultural Ambassadors and will spend the next year promoting agricultural awareness to school and community groups in Minnesota.

Charu Mathur, doctoral student in epidemiology and community health, received overall First Prize for her poster “Transitions in Cigarette Smoking among Adolescents” at the 42nd Annual Meeting of the Society for Epidemiological Research.

Three student interns with UMC’s facilities and operations grounds crew this summer earned ribbons at the Polk County Fair for submissions of flowers from UMC’s grounds: Yvonne Valgen, first place shrub rose, which also earned best overall rose award, and third place columbine; Kenny Mendez, third place coreopsis, third place daylily, third place marigold; and Keunyung Kim second place hosta, third place shrub rose.

UMM students were selected to produce a sustainability video for Apple, Inc., and the American College and University Presidents’ Climate Commitment initiative. The Morris campus was one of only five institutions nationwide chosen for the film project.