UNIVERSITY OF MINNESOTA
BOARD OF REGENTS
Faculty, Staff and Student Affairs Committee

Wednesday, July 8, 2009
10:00 – 11:00 a.m.

600 McNamara Alumni Center, East Committee Room

Committee Members
Dean Johnson, Chair
Dallas Bohnsack, Vice Chair
Anthony Baraga
Linda Cohen
David Larson
Maureen Ramirez

Student Representatives
Sarah Shook
Lauren Snively

A G E N D A


2. Board of Regents Policy: Intercollegiate Athletics - Twin Cities Campus - Action - K. Brown (pp. 8-11)

3. Collective Bargaining Agreement with Teamsters Local 320 - Review/Action - C. Carrier/P. Dion (pp. 12-14)

4. Committee 2009-2010 Workplan Discussion - D. Johnson/C. Carrier (p. 15)

5. Consent Report - Review/Action - C. Carrier (p. 16)

6. Information Items - C. Carrier (pp. 17-20)
Faculty, Staff, and Student Affairs Committee

July 8, 2009

Agenda Item: Board of Regents Policy: Diversity, Equal Employment Opportunity, and Affirmative Action

☐ review  ☐ review/action  ☒ action  ☐ discussion

Presenters: Vice President and Vice Provost Nancy Barcelo
Associate Vice President Kristin Nering Lockhart

Purpose:

☒ policy  ☐ background/context  ☐ oversight  ☐ strategic positioning


Outline of Key Points/Policy Issues:

1. The existing two policies, (“Diversity, Equal Employment Opportunity, and Affirmative Action” and “Equal Opportunity”) would be merged into one proposed Board policy consistent with the University’s Equity and Diversity Vision Framework and eliminate confusion caused by the existence of a separate “Equal Opportunity” policy.

2. The revised Board policy also expands the list of protected categories to include “gender identity and gender expression” a revision that is consistent with most other schools in the Big Ten and hundreds of other colleges and Universities across the country.

3. The proposed Board policy also clarifies its aspiration to create a University environment free from ageism and homophobia in addition to racism, sexism, and other forms of prejudice, intolerance and harassment.

4. The proposed Board policy affirmatively states the University’s obligation and commitment to visitors to the University of Minnesota as well as students, staff and faculty.

Background Information:

The new policy can be found on pages 3-4 of the docket materials. The old policy can be found on pages 5-6. The amended policy would also supersede Board of Regents Policy: Equal Opportunity (p. 7). The amended policy was reviewed by the Faculty, Staff, & Student Affairs Committee on June 11, 2009.


President’s Recommendation for Action:

The President recommends that the Board of Regents adopt the proposed amendments to Board of Regents Policy: Diversity, Equal Employment Opportunity, and Affirmative Action.
EQUITY, DIVERSITY, EQUAL OPPORTUNITY, AND AFFIRMATIVE ACTION

SECTION I. GUIDING PRINCIPLES.

The following principles shall guide the commitment of the University of Minnesota (University) to equity, diversity, equal opportunity, and affirmative action:

(a) Consistent with its academic mission and standards, the University is committed to achieving excellence through equity and diversity.

(b) A diverse student body enhances the academic and social environment for all students and prepares students to thrive in an increasingly diverse workforce and society.

(c) Equal educational access is critical to preparing students for the responsibilities of citizenship and civic leadership in a heterogeneous society.

(d) As a community of faculty, staff, and students engaged in research, scholarship, artistic activity, teaching and learning, or the activities that support them, the University seeks to foster an environment that is diverse, humane, and hospitable.

(e) In partnership with community groups, the University is committed to serving the state, the nation, and the world through its outreach and public service.

SECTION II. IMPLEMENTATION.

The University shall:

(a) provide equal access to and opportunity in its programs, facilities, and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status, sexual orientation, gender identity, or gender expression;

(b) advocate and practice affirmative action consistent with law, including the use of recruiting and search processes to enhance participation of racial minorities, women, persons with disabilities, and protected veterans;
(c) establish and nurture an environment for faculty, staff, students, and visitors that actively acknowledges and values equity and diversity and is free from racism, sexism, ageism, homophobia, and other forms or prejudice, intolerance, or harassment;

(d) provide equal educational access to members of underrepresented groups and develop affirmative action admission programs, where appropriate, to achieve the University’s educational mission; and

(e) promote and support equity and diversity through its academic programs, its employment policies and practices, its delivery of services, and the purchase of goods, materials, and services for its programs and facilities from businesses of the diverse communities it serves.

SECTION III. MONITORING.

The president or delegate shall set performance goals consistent with this policy and law; remedy any discriminatory practice that deviates from this policy; and assess and reward the performance of individuals and units using the University's critical measures for the equity and diversity performance goals as part of the University's planning and budgeting process.
Subd. 1. Commitment of Purpose. Consistent with its academic mission and standards, the University of Minnesota is committed to achieving excellence through diversity. As a community of faculty, staff, and students engaged in research, scholarship, artistic activity, teaching and learning, or activities which support them, the University fosters an environment that is diverse, humane, and hospitable. As an institution, the University is a global enterprise which serves the state, the nation, and the world through its outreach and public service, and in partnership with community groups.

Subd. 2. Goals. The University shall seek to:
(1) provide equal access and opportunity to its programs, facilities, and employment without regard to race, color, creed, religion, national origin, sex, age, marital status, disability, public assistance status, veteran status or sexual orientation;
(2) advocate and practice affirmative action including the use of recruiting and search processes to enhance participation of racial minorities, women, persons with a disability, and Vietnam era veterans;
(3) establish and nurture an environment that actively acknowledges and values diversity and is free from racism, sexism, and other forms of prejudice, intolerance or harassment, for men and women, faculty, staff, and students from varying racial, religious, and ethnic backgrounds, and of varying sexual orientations, as well as people with disabilities; and
(4) provide equal educational access to members of under-represented groups, and develop affirmative action admission programs where appropriate to achieve this goal.

Subd. 3. Promotion and Support. The University will promote and support diversity through its academic programs, its employment policies and practices, and the purchase of goods, materials, and services for its programs and facilities from businesses of the diverse communities it serves.

Subd. 4. Performance Goals. Administrative officers are directed to set performance goals consistent with this policy and the law, and energetically continue to implement the necessary programs and affirmative action administrative procedures for the achievement of these goals; to remedy any discriminatory practice which deviates from this policy; and to assess and reward the performance of individuals and units
using the University’s critical measures for the diversity performance goals as part of the University’s planning and budgeting process.
EQUAL OPPORTUNITY

The University of Minnesota is committed to the policy that all persons shall have equal access to its programs, facilities, and employment without regard to race, color, creed, religion, national origin, sex, age, marital status, disability, public assistance status, veteran status, or sexual orientation.
Faculty, Staff, and Student Affairs Committee

July 8, 2009

Agenda Item: Board of Regents Policy: Intercollegiate Athletics - Twin Cities Campus

☐ review ☐ review/action ☒ action ☐ discussion

Presenters: Vice President/Chief of Staff Kathryn Brown

Purpose:

☒ policy ☐ background/context ☐ oversight ☐ strategic positioning

To review proposed amendments to Board of Regents Policy: Intercollegiate Athletics - Twin Cities Campus, which provides the framework for the implementation of intercollegiate athletic programs on the University of Minnesota Twin Cities campus.

Outline of Key Points/Policy Issues:

The proposed amendments include minor changes that update the policy, clarify language, and reflect current practice. The amendments are a result of the regular review process for all Board of Regents policies.

Background Information:

Board of Regents Policy: Intercollegiate Athletics: Twin Cities Campus was adopted June 12, 1992, and last amended in 2005 as part of the overall comprehensive review of all Board of Regents policies.

The policy amendments were reviewed by the Faculty, Staff, & Student Affairs Committee on June 11, 2009.

President’s Recommendation for Action:

The President recommends that the Board of Regents adopt amendments to Board of Regents Policy: Intercollegiate Athletics - Twin Cities Campus.
SECTION I. SCOPE.

This policy applies to the Department of Intercollegiate Athletics (Intercollegiate Athletics) on the Twin Cities campus of the University of Minnesota (University).

SECTION II. GUIDING PRINCIPLES.

The University shall administer implement Intercollegiate Athletics in a manner consistent with the following guiding principles:

(a) Intercollegiate Athletics shall have a mission that aligns consistent with the mission of the University, emphasizing the pursuit of academic and athletic excellence while honoring the highest commitment to integrity.

(b) Intercollegiate Athletics shall serve the well being of student-athletes by promoting academic and athletic accomplishment, supporting and encouraging their graduation, and supporting their development as individuals in an educational setting.

(c) Student-athletes shall be held to the same academic and social standards, shall receive the same fair and equitable treatment, and shall be afforded the same opportunities to enjoy a well-balanced experience as all students at the University.

(d) Student-athletes shall meet all appropriate academic standards for admission to the University and for continued progress toward a degree.

(e) Participation in intercollegiate athletics is a privilege, not a right, and student-athletes are expected to adhere to National Collegiate Athletic Association (NCAA), conference, University, department, and team rules.

(f) The University’s intercollegiate athletics programs shall conform to institutional rules and those of the NCAA, Big Ten Conference, Western Collegiate Hockey Association, and other appropriate governing bodies.

(g) The University shall provide equal opportunity in intercollegiate athletics and promote equitable treatment of all sports in a manner consistent with all Board of Regents (Board) and University policies and all applicable Title IX requirements.
h) The University shall honestly and responsibly recruit student-athletes who can benefit from a University education and who can contribute to the University as members of its academic and athletic programs.

(i) The University shall promote a culture that integrates Intercollegiate Athletics into the broader campus community mainstream.

(j) The University welcomes the support of, and involvement by, alumni, booster groups, and others who help serve the outreach mission of Intercollegiate Athletics, provided their activities conform with all applicable law, NCAA and conference rules, and University policy and with oversight by appropriate University personnel.

(k) Intercollegiate Athletics shall work cooperatively with all departments of the University to promote the best interests of the athletic programs, the University, and the University community.

(l) Intercollegiate Athletics shall administer its budgetary, financial, and managerial affairs with transparency and shall comply with the uniform business and audit standards of the University.

(m) Intercollegiate Athletics shall serve as a window ambassador to the University with the purpose of fostering institutional pride and goodwill for the state through academic and athletic accomplishment, while providing opportunities to unite the University’s faculty, staff, students, and alumni, and citizens of the State of Minnesota.

SECTION III. IMPLEMENTATION.

Subd. 1. Competition Level. Intercollegiate Athletics shall participate at the NCAA Division I level of competition.

Subd. 2. Compliance. In all areas of Intercollegiate Athletics, the University shall comply with the letter and spirit of all institutional policies and procedures, conference and NCAA rules and regulations, and civil laws.

Subd. 3. Academic Counseling and Compliance Administration. To avoid conflicts of interest, academic counseling and athletics compliance shall work cooperatively with Intercollegiate Athletics, but shall be independent of and have a separate reporting relationship from Intercollegiate Athletics.
Subd. 4. Reporting. The president or delegate Intercollegiate Athletics shall submit a report annually to the Board on matters related to student-athlete academic progress, athletic accomplishment, department budget, and facilities.

SECTION IV. DELEGATION OF AUTHORITY.

The president shall be responsible for the control and oversight of Intercollegiate Athletics. The president or delegate shall administer all day-to-day operational aspects of Intercollegiate Athletics, to effect appropriate institutional control, with active participation, consultation, and oversight by the faculty athletics representatives and faculty governance on matters involving student-athlete welfare, academic performance and integrity, and athletic policy and compliance.
Faculty, Staff, and Student Affairs Committee

July 8, 2009

Agenda Item: Collective Bargaining Agreement with Teamsters Local 320

☑ review/action  ☐ action  ☐ discussion

Presenters: Vice President Carol Carrier
Patti Dion, Director of Employee Relations

Purpose:

☑ oversight  ☐ strategic positioning

Review and act on a collective bargaining agreement between the University of Minnesota and Teamsters Local 320 on behalf of service, maintenance and labor employees.

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 are attached.

Background Information:

Negotiations on this contract began in April, 2009 and concluded with a tentative agreement on June 11, 2009. The Union's contract ratification process was completed on June 26, 2009. Board of Regents 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 Teamsters Local 320.
REGENTS OF THE UNIVERSITY OF MINNESOTA

RESOLUTION RELATED TO
THE PROPOSED LABOR AGREEMENT WITH
THE TEAMSTERS LOCAL 320

WHEREAS, the parties have met and negotiated over the course of the past two months and have reached agreement regarding terms and conditions of employment regarding the employees of this bargaining unit (a complete copy of which is available in the Board of Regents Office); and

WHEREAS, the Teamsters Local Union 320 have ratified acceptance of the agreement; and

WHEREAS, according to the 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 July 9, 2009
TEAMSTERS LOCAL 320  
PELRA UNIT 3

This unit is composed of the service, maintenance and labor employees at all campuses and research and outreach centers. The total number of employees in this unit is approximately 1500. Classifications include Building and Grounds Workers, Mechanics, Food Service Workers and Farm Animal Attendants.

ECONOMIC SETTLEMENT

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 $53,882,418

RECURRING COSTS 2007-2009

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NON-ECONOMIC HIGHLIGHTS

Implement classification changes which were recommended as the result of a 9 month classification study. The study focused on four job families, Stores Clerks, Mechanics, Operating Engineers and Farm Animal and Farm Equipment Operators. The changes include deleting unused classifications, combining several classifications into one class.

Establish a process to review the assigning of unscheduled work to part time employees at the Morris and Crookston campus.
Faculty, Staff, and Student Affairs Committee  July 8, 2009

Agenda Item:  Committee 2009-10 Workplan Discussion

☐ 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  
July 8, 2009

Agenda Item: Consent Report

☐ review  ☒ review/action  ☐ action  ☐ discussion

Presenters: Vice President Carol Carrier

Purpose:

☐ policy  ☐ background/context  ☒ oversight  ☐ strategic positioning

To seek approval of senior administrative appointments and institutional appointments to other boards, agencies, or organizations as required by Board of Regents Policy: Reservation and Delegation of Authority.

Outline of Key Points/Policy Issues:

No Consent Report is anticipated this month for the Faculty, Staff, and Student Affairs Committee.

Background Information:

Board of Regents Policy: Board Operations and Agenda Guidelines calls for items, such as senior administrative appointments, bargaining unit contract approvals, and appointments of certain trustees and board members, to be brought before the Faculty, Staff, and Student Affairs Committee for action.
Faculty, Staff, and Student Affairs Committee  

July 8, 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.
This report does not capture and record a complete listing of the significant awards and activities of the University community, but 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**
As part of restructuring within the Academic Health Center, Frank Cerra was appointed to the combined position of senior vice president for health sciences and dean of the medical school. Mark Paller, who has served as the AHC’s assistant vice president for research since 1999, was appointed executive vice dean for the medical school.

Vice President for Research Tim Mulcahy was appointed interim vice provost and dean of graduate education, effective July 1, 2009. Senior Vice President for Academic Affairs and Provost Sullivan will conduct an internal search for this position over the summer, in anticipation of appointing the new vice provost and dean of graduate education during the fall semester. Vice President Mulcahy will retain all responsibilities of the Vice President for Research while serving in this interim capacity, and will assure a high level of leadership continuity for graduate and professional education during this critical transition period.

**University Highlights**
The University of Minnesota Solar Vehicle Project team took first place in the 2009 Formula Sun Grand Prix, competing against ten other solar car teams from across the country. With its latest solar-powered car, Centaurus, the team of engineering students from the university’s institute of technology completed 487 laps—94 more laps than second-place finisher University of Kentucky. The University of Minnesota team also ran the fastest lap at two minutes and 20 seconds.

The University of Minnesota Twin Cities is a recipient of the 2009 Senator Paul Simon Award for Campus Internationalization. Named for the late Senator Paul Simon, this award recognizes outstanding and innovative efforts in campus internationalization. Senator Simon was a strong supporter of international education throughout his life, advocating for exchanges through his position on various Senate committees. The U of M is one of five universities honored in 2009 and just the 10th public research institution to win the award over the past nine years. The award is sponsored by NAFSA: Association of International Educators, the world's largest nonprofit association dedicated to international education. Senior Vice President Robert Jones accepted the award on behalf
of the University at a special ceremony during the NAFSA annual conference in Los Angeles on May 29.

The Carlson School received a Global Leadership award at the Lenovo Think Tank ’09 event at the University of North Carolina in June. The award, one of only three given, was for the Carlson School’s innovation with international programs and with the organization and growth of the MBA and undergraduate laptop programs.

The Cloquet Forestry Center is celebrating its centennial this year. Established in 1909, the center is the longest continuously operating forestry field station of its kind in the United States.

Faculty and Staff Activities and Awards
The American Bar Association’s Section of Labor and Employment Law selected Laura J. Cooper, law school, and law alumnus Stephen Befort (’74) as co-editors of The Labor Lawyer. The two will edit collaboratively with a team of students, currently led by law school student Jack Sullivan, editor-in-chief. The journal’s mission is to meet the practical needs of attorneys, judges, and administrators working in labor and employment law by providing balanced discussions of developments in the field and the broader policy issues that underlie these developments.

Cooper was also elected to a three-year term on the National Academy of Arbitrators’ Board of Directors. The Academy provides professional education for arbitrators and advocates, promotes research on workplace dispute resolution, and articulates ethics and guidelines for fair procedures in labor and employment arbitration.

Nihar Jindal and graduate student Niranjay Ravindran, both from electrical and computer engineering, were awarded the 2009 Leonard G. Abraham Prize for best paper for the Institute of Electrical and Electronics Engineers Journal on Selected Areas in Communications.

Irma McClaurin, urban research and outreach/engagement center, has been named to the Committee of Scholars for Ms. Magazine. The committee advises the magazine on ways to translate academic scholarship for public audiences.

Paul (PZ) Myers, biology professor at UMM, was named 2009 Humanist of the Year by the American Humanist Association. Myers is author of the science blog, Pharyngula, which covers culture, politics, religion, and the evolution/intelligent design debate.

Michael Sommers, theatre arts and dance, has been awarded the 2009 Enduring Vision Award from the Bush Foundation. Up to three awards are given annually to artists in Minnesota, North Dakota, and South Dakota who have at least 25 years of experience as working artists.

Mark Umbreit, social work, received the John W. Byrd Pioneer Award at the National Conference on Restorative Justice in May. The award recognizes sustained and important
contributions to research, education or practice in restorative and/or community justice. Umbreit also received a Peacemaking Award from the Montana Community Mediation Program in April.

Steve Yussen, institute of child development, has been named editor of *Education Researcher*, published by the American Educational Research Association. Joining him as associate editors are Deborah Dillon, curriculum and instruction, and Michael Harwell, educational psychology.

College of Food, Agricultural, and Natural Resources Sciences alumni and communications staffs won four awards at the 2009 National Agricultural Alumni and Development Association conference: first-place awards for event promotion materials and alumni society programming and second-place awards for print publications (Solutions magazine) and alumni events (Classes Without Quizzes).

**Students Activities and Awards**

Fay Cleaveland, graduate student in urban and regional planning, took second place in the 2009 APA Transportation Planning Division Student Paper Competition for “Complete Streets: A New Political Tool for Non-motorized Transportation.”

The University of Minnesota chapter of the American Student Dental Association (ASDA) was named 2009 Ideal ASDA Chapter for Professionalism & Ethics, was awarded “2009 Best Website Content,” and was recognized with a 2009 Honorable mention for “Ideal ASDA Chapter for Fundraising” and “Ideal ASDA Chapter for Organized Dentistry.”

Food science and nutrition students won several awards at the recent Institute of Food Technologists Student Association Annual Meeting & Food Expo: first place, Food Solutions for Developing Countries; first place, Healthy Foods for Kids; second place, Chapter of the Year, fourth place, Product Development; and Most Improved Chapter.

A team from the University of Minnesota—Linda Aarons, Trevor Anderson, Andy Erikson, and Bradford Paik—won the stand up comedy competition in the 2nd Annual Rooftop Comedy National College Comedy Competition and were named “The Country’s Funniest College Students.”