AGENDA


2. Intercollegiate Athletics Report - K. Brown/J. Maturi (pp. 3-4)

3. Board of Regents Policy: Disability Services- Review - K. Lockhart (pp. 5-7)

4. Board of Regents Policy: Employee Recruitment and Retention - Review - C. Carrier (pp. 8-10)

5. Consent Report - Review/Action - C. Carrier (pp. 11-12)

6. Information Items - C. Carrier (pp. 13-16)
Faculty, Staff, and Student Affairs Committee  
June 10, 2010

**Agenda Item:** Annual UPlan Report: Impact of Federal and State Health Care Reform Legislation on UPlan

☐ review  ☐ review/action  ☐ action  ☒ discussion

**Presenters:**
- Frank Cerra, Senior Vice President, Academic Health Center
- Stephen T. Parente, Director of the Medical Industry Leadership Institute and Associate Professor, Finance, Carlson School of Management
- Fred L. Morrison, Benefits Advisory Committee and Health Care Administrative Work Group (AWG) Member and Professor, Law School
- Cal R. Ludeman, Minnesota Department of Human Services, Commissioner

**Purpose:**
- ☒ background/context  ☐ oversight  ☐ strategic positioning

Effects of Health Reform on the UPlan

**Outline of Key Points/Policy Issues:**

- Federal Reform - High Level Summary
- State Reform - High Level Summary
- What does it mean for UPlan?

**Background Information:**

The last update on the UPlan was presented to the Board on June 11, 2009.
Faculty, Staff, and Student Affairs Committee  

June 10, 2010

**Agenda Item:**  Intercollegiate Athletics Report

☐ review  ☐ review/action  ☐ action  ☑ discussion

**Presenters:**  Vice President/Chief of Staff Kathryn Brown  
Joel Maturi, Director, Department of Intercollegiate Athletics

**Purpose:**  

☐ policy  ☐ background/context  ☑ oversight  ☐ strategic positioning

To fulfill Board of Regents Policy: *Intercollegiate Athletics – Twin Cities* provisions that Intercollegiate Athletics shall report annually to the Board of Regents on matters related to student-athlete academic progress, athletic accomplishment, department budget, and facilities.

**Outline of Key Points/Policy Issues:**

**Background Information:**

According to the *Board of Regents Calendar*, the report on Intercollegiate Athletics is delivered to the Faculty, Staff, & Student Affairs Committee on an annual basis as either an agenda item or as part of the Information Items.
Annual Intercollegiate Athletics Report
Faculty, Staff, and Student Affairs Committee
June 10, 2010

Intercollegiate Athletics truly is a window to the University that touches people and communities throughout Minnesota as well as nationally and internationally. Our mission, values, vision and strategic objectives were designed to complement those of the broader University and to provide guiding principles that are utilized on a daily basis.

<table>
<thead>
<tr>
<th>GOLDEN GOPHER GUIDING PRINCIPLES</th>
<th>STRATEGIC OBJECTIVES</th>
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<tbody>
<tr>
<td><strong>Mission</strong></td>
<td>Continuous improvement through stakeholder-centered leadership.</td>
</tr>
<tr>
<td>To serve as a window to the University, in an environment of integrity and equity, that enables student-athletes to achieve excellence in their academic and athletic pursuits.</td>
<td>Honor the educational and athletic covenant made with student-athletes.</td>
</tr>
<tr>
<td><strong>Values</strong></td>
<td>Recruit, retain, and reward people committed to the department’s guiding principles.</td>
</tr>
<tr>
<td>• A confident and humble pride.</td>
<td>• Deliver a consistent theme that celebrates the Golden Gopher ‘Collegiate Way’ message.</td>
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<tr>
<td>• Integrity in words and deeds.</td>
<td>• Bring football back to campus</td>
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<tr>
<td>• Respect for human dignity of all stakeholders.</td>
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<tr>
<td>• Loyalty built on honest and trusting relationships.</td>
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<tr>
<td><strong>Vision</strong></td>
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<tr>
<td>Become the ‘model’ Division I-A program.</td>
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</table>

The Intercollegiate Athletics Department (Athletics) has worked hard to utilize these Guiding Principles to make decisions and take actions that meet the goals and vision of the overall program. They have helped to shape our current and future focus.

**Athletically**, Minnesota is ranked fifth in the nation in the Director’s Cup that measures broad based athletics success. Several teams and individuals have won conference and NCAA championships along with multiple All-Americans and coaches of the year.

**Academically**, the Gophers have achieved their highest levels of academic success as measured by the NCAA graduation (71%) and academic performance (APR) rates. The McNamara Academic Center has been a great resource in helping students to reach academic goals. In addition, 500 student-athletes dedicated time and efforts to over 300 outreach events and activities. The Student-Athlete Advisory Committee (SAAC) won a national award for excellence in the fall.

**Financially**, Athletics has successfully navigated challenging economic times while remaining committed to a broad based program. We continually work to implement cost saving measures while maximizing productivity and revenue generation.

From a **facilities** perspective, the opening of TCF Bank Stadium last fall completed a major goal in our strategic plan and has expanded the window to provide multi-faceted opportunities to build community both in Athletics and for the entire campus.
Faculty, Staff, and Student Affairs Committee       June 10, 2010

Agenda Item: Board of Regents Policy: Disability Services
☑ review    □ review/action    □ action   □ discussion

Presenters: Kris Lockhart, Associate Vice President for Equity and Diversity

Purpose:
☑ policy    □ background/context    □ oversight   □ strategic positioning

To review amendments to Board of Regents Policy: Disability Services.

Outline of Key Points/Policy Issues:

Modifications include clarification of guiding principles and policy implementation to ensure that the policy is more consistent with other University of Minnesota policies. The new policy is on page 6 and the existing policy is on page 7 of the docket materials.

Background Information:

The Board of Regents Policy: Disability Services was adopted January 10, 1992 and amended March 8, 1996.

President's Recommendation for Action:

The President recommends that the Board adopt the amended Board of Regents Policy: Disability Services.
DISABILITY SERVICES

SECTION I. GUIDING PRINCIPLES.

The following principles shall guide the commitment of the University of Minnesota (University) to equitable access for students, faculty, staff, and guests with disabilities:

(a) The University values the richness and diversity that people with disabilities bring to the University community.

(b) The University believes access to educational, work, co-curricular, and other opportunities for people with disabilities enriches the academic and social environment for all members and guests of the University community.

(c) The University seeks to foster an inclusive community of faculty, staff, and students engaged in research, scholarship, artistic activity, teaching and learning, or community engagement.

(d) The University strives to: (1) develop curricula and educational materials; (2) design buildings and other physical spaces; and (3) select products and services that can be used by students, faculty, staff, and guests with different backgrounds, learning styles, abilities, and disabilities consistent with the concepts of universal design.

SECTION II. IMPLEMENTATION.

The University shall:

(a) provide equitable access to and opportunity in its programs, facilities, employment, and educational programs to people with documented disabilities;

(b) provide reasonable accommodations to persons with documented disabilities in accordance with applicable state and federal law; and

(c) promote and practice adopting accessible media, technology, instructional methods, building design for new and renovated facilities, and procurement practices that are inclusive to students, faculty, staff, and guests with disabilities.
DISABILITY SERVICES

Subd. 1. Commitment to Service. The Board of Regents of the University of Minnesota is committed to provide for the needs of faculty, staff and enrolled or admitted students who have with disabilities as prescribed under the Rehabilitation Act of 1973 and the Americans with Disabilities Action of 1990 (ADA).

Subd. 2. Students with Disabilities. Each campus shall make services available for any student who, through a recent assessment, can document a disability. The administration is directed to provide appropriate services, and included among them shall be:
   (1) support, counseling, and information;
   (2) academic assistance services; and
   (3) advocacy services.
Faculty, Staff, and Student Affairs Committee       June 10, 2010

Agenda Item:  Board of Regents Policy: Employee Recruitment and Retention

☑ review  ☐ review/action  ☐ action  ☐ discussion

Presenters:  Vice President Carol Carrier

Purpose:

☑ policy  ☐ background/context  ☐ oversight  ☐ strategic positioning

To review amendments to Board of Regents Policy: Employee Recruitment and Retention.

Outline of Key Points/Policy Issues:

Modification to policy includes updating the equal opportunity statement and clarifying that Section III Subd 2 is to mean University policies.

Background Information:

Board of Regents Policy: Employee Recruitment and Retention was adopted on December 8, 2006.

President's Recommendation for Action:

The President recommends that the Board adopt the amendments to Board of Regents Policy: Employee Recruitment and Retention.
SECTION I. SCOPE.

This policy describes the commitment of the University of Minnesota (University) to attracting and retaining employees who are talented, innovative, and dedicated to excellence.

SECTION II. GUIDING PRINCIPLES.

The following principles shall guide the University's recruitment and retention of employees:

(a) The University commits to equal employment opportunity for all persons without regard to race, color, creed, religion, national origin, sex gender, age, marital status, disability, public assistance status, veteran status, or sexual orientation, gender identity, or gender expression.

(b) The University seeks to recruit, hire, and retain a diverse workforce with employees whose knowledge, skills, abilities, and service orientation support the University's standards of excellence.

(c) The University strives to offer employees a compensation package that is competitive with peer institutions and other relevant labor markets.

(d) The University, in developing workplace policies, services, and programs, seeks to understand and take into account the factors that affect job satisfaction and productivity.

(e) The University fosters a positive workplace that is welcoming, inclusive, and respectful.

SECTION III. RECRUITMENT STRATEGIES.

Subd. 1. Identification of Talent. The University shall seek talented and diverse applicants through international, national, regional, local, University, or unit-wide marketing as appropriate to the position. The University shall follow a broad and flexible set of recruitment strategies as determined by (a) the nature of the position, (b) the unit in which the position resides, (c) the job market, and (d) any applicable policy directives.
Subd. 2. Compliance. The University's recruitment and hiring practices shall comply with state and federal employment law and be consistent with applicable University administrative policies, rules, and collective bargaining agreements.

SECTION IV. RETENTION OF EMPLOYEES.

The University shall demonstrate its commitment to fostering and retaining its talented workforce by:

(a) Providing role-appropriate employee introduction and job-specific training for all new employees;

(b) Providing effective preparation and support to incoming leaders;

(c) Offering competitive compensation and benefits packages;

(d) Providing the resources, physical infrastructure, and development, education, and training opportunities to help ensure success;

(e) Providing a learning environment where employees are encouraged to grow and develop professionally with opportunities for career mobility and advancement;

(f) Affording leaders and managers the ability to retain employees through compensation and other means;

(g) Providing policies within a supportive workplace that help employees effectively integrate and manage their work and personal life responsibilities;

(h) Providing development, training, and coaching opportunities for managers and supervisors to strengthen their human resources management skills;

(i) Encouraging communication between supervisors and their employees;

(j) Identifying, recognizing, and rewarding employees for their work contributing to and supporting the mission of the University;

(k) Assessing job satisfaction, turnover rates, and reasons employees decide to leave University employment; and

(l) Implementing strategies to improve job satisfaction and maintain appropriate turnover rates.
Faculty, Staff, and Student Affairs Committee

Agenda Item: Consent Report

Presenters: Vice President Carol Carrier

Purpose:

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

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.

The attached document outlines faculty who have been recently hired by departments, 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.
<table>
<thead>
<tr>
<th>College or Campus</th>
<th>Department</th>
<th>Recommendation</th>
</tr>
</thead>
<tbody>
<tr>
<td>School of Public Health</td>
<td>Division of Environmental Health Sciences</td>
<td>Associate professor with tenure</td>
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<tr>
<td>Jeffrey Mandel</td>
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<tr>
<td>College of Pharmacy</td>
<td>Department of Medicinal Chemistry</td>
<td>Professor with tenure</td>
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<tr>
<td>Barry Finzel</td>
<td>Department of Experimental and Clinical Pharmacology</td>
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<tr>
<td>Angela Birnbaum</td>
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<td>Associate professor with tenure</td>
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Faculty, Staff, and Student Affairs Committee       June 10, 2010

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.
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, rather, 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

University Highlights
University Catering was awarded silver in the 2010 Loyal E. Horton Dining Awards, presented annually by the National Association of College and University Food Services.

The University of Minnesota Twin Cities Campus received the silver designation award as a Bicycle Friendly Business from the League of American Bicyclists. The 300,000 member League promotes bicycling for fun, fitness, and transportation.

The University of Minnesota’s 2009 Solar Decathlon entry, ICON house, has been awarded one of Finance & Commerce’s Top Project awards for 2009 and will be featured in a special issue of Finance & Commerce in July 2010.

UMM’s Admissions Web site received a merit award in the 25th Annual Educational Advertising Awards competition sponsored by Higher Ed Marketing.

Parents and Colleges, a resource for parents of college bound students, has named the University of Minnesota, Morris as a Top 10 Best Value Public University in a nationwide ranking. Morris was recognized for its outstanding academic record, scholarships and financial aid, small federal debt load, and sustainability initiatives.

Two of the University of Minnesota’s campuses are included in Princeton Review’s recently released Guide to 286 Green Colleges. UMD was recognized for retrofitting 100 buildings for energy efficiency in one year and the Twin Cities campus was recognized for its Center for Sustainable Enterprise Development and the Institute on the Environment.

Printing Services won three awards in the national 2010 In-Print Competition sponsored In-Plant Printing and Mailing Association and In-plant Graphics magazine: a gold award in the offset calendar category for Extension’s 2010 gardening calendar; silver in the digital print category for Printing Services’ 2010 calendar; and silver in the combined offset/digital print category for Athletics Department’s men’s basketball season tickets.
Faculty and Staff Activities and Awards

Frank Bates, chemical engineering and materials science, was named to the American Academy of Arts and Sciences, one of the nation’s oldest and most prestigious honorary societies. Bates is one of the few scientists who are members of both the American Academy of Arts and Sciences and the National Academy of Engineering.

Blair Benner, Natural Resources Research Institute, was named Mining Professional of the Year 2010 by the Minnesota Section of the Society for Mining, Metallurgy and Exploration in recognition of his years of research in mining and minerals.

A. Gail Bier, International Education Office at UMD, has been appointed to the editorial board of the Association of International Education Administrators (AIEA). The purpose of AIEA is to advance the international dimensions of higher education.

Richard S. Bolan, Humphrey Institute, was inducted into the College of Fellows of the American Institute of Certified Planners. Bolan was instrumental in expanding the U’s master’s planning program, considered a model in urban planning education.

John Carmody and Rich Strong, both from the Center for Sustainable Building Research, received the 2010 Sustainable Saint Paul Award in the Public/Private Initiative category for helping craft the City of St. Paul’s sustainable building policy.

Dale Carpenter, law school, has been elected to the American Law Institute, an honor that is limited to 3,000 judges, lawyers, and law teachers from across the world. New members are chosen on the basis of high character, ability, and professional standing.

School of nursing faculty members Mary Chesney and Sarah Gutknecht have joined the board of the National Association of Pediatric Nurse Practitioners. Chesney is national health policy chair and Gutknecht is national certification chair.

A group from the University of Minnesota won the award for Best Research Article at the recent conference of the National Association of Pediatric Nurse Practitioners. Sharing the award are: Wendy Looman, nursing, Susan O’Conner-Von, nursing, Debra Hildebrand, Community University Health Care Center, and Gabriela Ferski.

Wei Pan, biostatistics, has been selected as a fellow of the American Statistical Association (ASA), the largest professional society for statisticians in the world. ASA fellows, nominated by their peers, are members of established reputation who have made outstanding contributions in some aspect of statistical work.

Janet Pelto, College of Continuing Education Career and Lifework Planning, received the Minnesota Career Development Association’s most prestigious award, the Jules Kerlan Outstanding Achievement Award. The award recognizes an individual’s lifetime achievement (15 years or more) in the field of career development.
Stephen Polasky, applied economics, has been elected to the National Academy of Sciences in recognition of distinguished and continuing achievements in original research. The Academy, established in 1863, is a private organization of scientists and engineers dedicated to furthering science and its use for the general welfare.

Todd Sorensen, pharmaceutical care and health, was appointed to a three-year term on the Pharmacotherapy Specialty Council of the Board of Pharmaceutical Specialties. The council manages the certification process in the pharmacotherapy specialty area.

The National Academic Advising Association has honored two UMD employees as part of its 2010 awards program. Pamela Spencer, college of liberal arts, was selected as an Outstanding Advising Certificate of Merit recipient in the Academic Advising Administrator category. Janelle Wilson, sociology/anthropology, was selected as an Outstanding Advising Award winner in the Faculty Academic Advising category.

Student Activities and Awards
Sara Wilkinson, law school class of 2010, received a second-place award from Law Students for Reproductive Justice for her paper entitled “Redefining ‘Life’ in the Mexican Abortion Debate.”

University of Minnesota, Morris computer science students took home several honors from the recent Midwest Instruction and Computing Symposium. Isaac Sjoblom and Fernando Trinciante received the Best Undergraduate Student Paper Award and a team comprised of Kevin Arhelger, Zach Smith, and Tim Snyder took first place in the programming competition in a field of 44 teams.

Iconic Advertising, a team of marketing students from the UMD Labovitz School of Business and Economics, took third place in the District 8 National Student Advertising Competition in May. The team also won the Best Media Strategy & Execution award and team member Anthony Aguirre was named Best Male Presenter. The 8th District includes universities in Minnesota, Wisconsin, and South Dakota.

The Society for Human Resource Management (SHRM), a worldwide professional organization, awarded the Superior Merit Award to the University of Minnesota, Morris SHRM Student Chapter for providing exceptional opportunities for growth and development to its members.

The Minnesota Daily was named Best All-Around Daily Student Newspaper by the Society of Professional Journalists in this year’s Mark of Excellence Award competition.