AGENDA

1. Collective Bargaining Agreement with University Education Association, Duluth and Crookston Faculty (Outstate Instructional Unit 9) - Review/Action - C. Carrier/P. Dion (pp. 2-5)

2. Strategies to Enhance Undergraduate Career Services - C. Carrier/ G. Rinehart/C. Swan (p. 6)

3. Report on Survey of Probationary Faculty (COACHE) - T. Sullivan/A. Carney (pp. 7-9)

4. Consent Report - Review/Action - C. Carrier (pp. 10-11)

5. Information Items - C. Carrier (pp. 12-14)
Agenda Item: Collective Bargaining Agreement with University Education Association, Duluth and Crookston Faculty (Outstate Instructional Unit 9)

☐ 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 University Education Association (UEA) faculty on the Duluth and Crookston campuses.

Outline of Key Points/Policy Issues:

This contract will provide the terms and conditions of employment for Duluth and Crookston faculty between the date of signing and June 30, 2009. A summary of this contract, the members covered, and the associated financial impacts are attached.

Background Information:

Negotiations on this contract began in April, 2006 and concluded with a tentative agreement on May 29, 2007. The Union’s contract ratification process was completed on June 25, 2007. Board approval is required before the contract can be implemented.

President’s Recommendation for Action:

The President recommends that the Board approve the collective bargaining agreement between the University of Minnesota and UEA Duluth and Crookston faculty.
UNIVERSITY EDUCATION ASSOCIATION
PELRA UNIT 9

This unit is composed of faculty with the ranks of Professor, Associate Professor, Assistant Professor and Instructor on the Duluth and Crookston campuses. The total number of employees in this unit is approximately 440.

**ECONOMIC HIGHLIGHTS – Crookston**

During the 2006 - 2007 fiscal year, 4% of the prior year’s salary base shall be distributed as follows:
- 1% as a base salary adjustment effective June 26, 2006
- 2% as a merit adjustment for performance
- 1% from the special compensation pool for merit, retention or market adjustments

During the 2007 - 2008 fiscal year, 3% of the prior year’s salary base shall be distributed as follows:
- 1% as a base salary adjustment effective June 25, 2007
- 2% as a merit adjustment for performance

A one time lump sum payment of $400 will be made to each member upon the signing of the labor agreement.

During the 2008 - 2009 fiscal year, 3% of the prior year’s salary base shall be distributed as follows:
- 1% as a base salary adjustment effective June 23, 2008
- 2% as a merit adjustment for performance

**BASE ANNUAL PAYROLL**

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**NON-ECONOMIC HIGHLIGHTS**

Established a labor/management working group to review the tool used by students to evaluate teaching.

Established a labor/management working group to develop recommendations to address merit salary criteria

Established a labor management working group to develop recommendations to address topics on distance education.
ECONOMIC HIGHLIGHTS – Duluth

During the 2006 - 2007 fiscal year, 3% of the prior year’s salary base shall be distributed as follows:
• 2% as a base salary adjustment effective June 26, 2006
• 1% as a merit adjustment for performance

During the 2007 - 2008 fiscal year, 3% of the prior year’s salary base shall be distributed as follows:
• 2% as a base salary adjustment effective June 25, 2007
• 1% as a merit adjustment for performance

During the 2008 - 2009 fiscal year, 3% of the prior year’s salary base shall be distributed as follows:
• 2% as a base salary adjustment effective June 23, 2008
• 1% as a merit adjustment for performance

BASE ANNUAL PAYROLL $25,444,910
Recurring Cost 2006 - 2009 $ 2,359,429

NON-ECONOMIC HIGHLIGHTS

Developed guidelines for the development and delivery of courses offered through Distributed Education and/or Distance Learning

Established a labor/management working group to review the tool used by students to evaluate teaching.
REGENTS OF THE UNIVERSITY OF MINNESOTA

RESOLUTION RELATED TO
THE PROPOSED LABOR AGREEMENT WITH
UNIVERSITY EDUCATION ASSOCIATION
FOR FACULTY ON THE DULUTH AND CROOKSTON CAMPUSES
(OUTSTATE INSTRUCTIONAL UNIT 9)

WHEREAS, the parties have met and negotiated over the course of the past year 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, UEA has ratified acceptance of the agreement; and

WHEREAS, according to Board of Regents Policy: Board Operations and Agenda Guidelines, 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 11, 2007.
Agenda Item: Strategies to Enhance Undergraduate Career Services

Presenters: Vice President Carol Carrier
Gerald Rinehart, Vice Provost, Student Affairs
Craig Swan, Vice Provost and Dean for Undergraduate Education

Purpose:

This session will provide an overview of issues related to the University’s provision of career and planning services for students. Several new initiatives have been undertaken to better serve students and the employment community. Among these are 1) increased collaboration across collegiate units; and 2) enhanced technological support allowing employers to more easily access University students and students to more easily gain information on opportunities available.

Outline of Key Points/Policy Issues:

- Students and their parents are increasingly concerned about career options following graduation.
- Our students’ success following graduation is an additional measure of the quality of our programs and services. A recent survey of employers identifies strengths and weaknesses in our students’ preparation.
- The full implementation of “GoldPASS” will allow the employment community a single entry point to access students across all colleges and campuses.
- Efforts to streamline and coordinate career services have been enhanced by the University’s Strategic Positioning initiative.

Background Information:

Recently the committee received information regarding the perception of recent graduates regarding their initial experiences following graduation. This presentation extends that conversation by reviewing the career support services the University provides. Attracting, educating, and graduating outstanding students is one of the key goals of the University’s Strategic Positioning effort. Access to career services is an important element in providing an exceptional educational experience that will bring top students to the University.
Faculty, Staff, and Student Affairs Committee

Agenda Item: Report on Survey of Probationary Faculty (COACHE)

☐ review ☐ review/action ☐ action ☒ discussion

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

Purpose:

☒ policy ☒ background/context ☐ oversight ☒ strategic positioning

Outline of Key Points/Policy Issues:

The Vice Provost for Faculty and Academic Affairs presents data collected from University of Minnesota Twin Cities tenure-track faculty as part of a nation-wide research project sponsored by the Graduate School of Harvard University, as well as responses to these findings that have been implemented or planned to improve faculty life at the University of Minnesota.

The research project is called the Collaborative on Academic Careers in Higher Education (COACHE). The purpose of COACHE is to provide institutions of higher education with a broad analysis of the satisfaction level and work experiences of full-time tenure-track faculty in five thematic areas: 1) tenure; 2) nature of work; 3) policies and practices; 4) climate, culture, and collegiality; and 5) global satisfaction. In addition, tenure-track faculty were asked to identify three issues that were important to them but least effective at the University, and to select the two best and the two worst aspects of working at the University.

The presentation will provide the Faculty, Staff, and Student Affairs Committee with: 1) an overview of the perceptions of tenure-track faculty about their work environment and their satisfaction with the University of Minnesota, and 2) the University of Minnesota’s responses to the issues raised by the faculty.

Background Information:

One of the key pillars of Transforming the University is the emphasis on recruiting and retaining the best faculty across all disciplines and units. To that end, it is important that the University is attuned to the experiences of this population, to ensure that our efforts at recruitment and retention are properly focused.

Most faculty who are recruited to the University each year come as tenure-track faculty who are appointed with probationary periods of typically six years. The probationary period of tenure-track faculty has received a great deal of attention by scholars of higher education because it is the foundation of the academic career of the tenured faculty. Two such scholars, Cathy Trower and Richard Chait, at the Graduate School of Education at Harvard University, have designed a research project that is based on a comprehensive survey of tenure-track faculty at a wide range of colleges and universities across the United States. As of 2007, there are over 80 institutions of higher education that have joined the project, the Collaborative on Academic Careers in Higher Education (COACHE).
Report on the Survey of Probationary Faculty (COACHE)

One of the key pillars of Transforming the University is the emphasis on recruiting and retaining the best faculty across all disciplines and units. Most faculty who are recruited to the University each year come as tenure-track faculty who are appointed with probationary periods of typically six years. During the probationary period, they receive an annual review of their teaching, research or creative work, and service from their departments, deans, and the Office of the Senior Vice President for Academic Affairs and Provost. At the end of their probationary period, tenure-track faculty receive a comprehensive evaluation, including reviews by leading national and international scholars, with recommendations for or against tenure and promotion from their departments and deans; the Senior Vice President for academic Affairs and Provost makes a final recommendation for or against tenure and promotion to the rank of associate professor to the Board of Regents.

The probationary period of tenure-track faculty has received a great deal of attention by scholars of higher education because it is the foundation of the academic career of the tenured faculty. Two such scholars, Cathy Trower and Richard Chait, at the Graduate School of Education at Harvard University, have designed a research project that is based on a comprehensive survey of tenure-track faculty at a wide range of colleges and universities across the United States. As of 2007, there are over 80 institutions of higher education that have joined the project, the Collaborative on Academic Careers in Higher Education (COACHE). The purpose of COACHE is to provide institutions of higher education with a broad analysis of the satisfaction level and work experiences of full-time tenure-track faculty in five thematic areas: 1) tenure, 2) nature of work, 3) policies and practices, 4) climate, culture, and collegiality, and 5) global satisfaction.

The University of Minnesota joined the COACHE project in fall 2005. The Senior Vice President for Academic Affairs and Provost and the Vice Provost for Faculty and Academic Affairs sent a letter to 433 full-time, tenure-track faculty at the University of Minnesota Twin Cities (UMTC), encouraging them to participate in the COACHE survey that they would receive electronically. No participant could be identified by the University of Minnesota in the data analysis. Surveys were sent in December 2005. There were 249 responses (143 males and 106 females; 201 white faculty and 47 faculty of color; 73% were U.S. citizens, 27% were non-citizens). The mean age of the tenure-track responding faculty was 39 years. For 89% of respondents, this was their first tenure-track position; 83% responded that they had a spouse or partner and 56% had one or more children.

Data from the University of Minnesota for the five thematic areas were compared to five peer institutions who also participated in the COACHE study (Ohio State University, University of Arizona, University of Illinois at Urbana-Champaign, and University of Virginia), and to the 51 other institutions participating as of 2005. In the broadest interpretation of the results, faculty at the University of Minnesota were equal to their five peer institutions in global satisfaction with their positions; in fact, they were in the 89th percentile of satisfaction with the University of Minnesota in comparison to all COACHE institutions. However, responses were significantly below the five peer institutions for climate, culture, and collegiality. Tenure-track faculty at UMTC believe strongly that tenure is based on performance, although they are clearer about expectations of their roles as scholars than about their roles as teachers. These faculty expressed less satisfaction with their relationships with their senior colleagues and more satisfaction with their relationships with junior colleagues.

There were very few gender differences in responses for UMTC faculty in contrast to other institutions. However, women faculty did find tenure expectations at UMTC less reasonable than their male peers. In addition, all UMTC faculty were more than one standard deviation below their peer institutions and all COACHE institutions regarding issues of work-life balance; women faculty were in the 11th percentile for all institutions regarding issues of
work-life balance, a very great difference. There were even fewer differences between white faculty and faculty of color.

Tenure-track faculty identified three areas that are important but ineffective at UMTC: 1) professional assistance in obtaining externally funded grants; 2) formal mentoring programs for tenure-track faculty; and 3) childcare opportunities. These faculty noted that the best aspects of UMTC were: 1) the quality of colleagues; 2) the geographic location; 3) the support of colleagues; and 4) the sense of “fit” at UMTC. In contrast, the four poorest aspects of UMTC were: 1) compensation; 2) geographic location; 3) quality of graduate students; and 4) too much service and too many assignments in their units. Finally, tenure-track faculty were in the 73rd percentile for believing that they would come to the UMTC again if they had to do it over again.

In response to open-ended questions chosen by UMTC, tenure-track faculty wanted a better orientation as new faculty, believe that satisfaction is closely tied to the quality of their colleagues, the research facilities, and the flexibility of their work environment.

Throughout the past academic year, these data have been presented to the Twin Cities Deans, senior administrative staff, several Faculty Senate committees, the Women’s Faculty Cabinet, new tenure-track and tenured faculty, groups of department chairs, and five different open forums of faculty across the University. Along with the report of the Faculty Culture Task Force, these data have been invaluable as part of determining initiatives for faculty on the Twin Cities campus. Some key initiatives that respond to the issues raised by the COACHE data include:

• The implementation of the three-day New Faculty Orientation, which will have its second year in fall 2007. This program provides relationship building with other colleagues across the UMTC, explains and interprets University policies, and introduces the policies on promotion and tenure.
• The revision of the Regents Policy on Faculty Tenure and the individual departmental and unit criteria for promotion and tenure to improve clarity of standards and processes across the University.
• Implementation of programs within the Office of the Vice President for Research that facilitate the submission of external grants.
• A greater focus on mentoring of junior faculty, both tenure-track and clinical-track, through new programs in the Academic Health Center and across the UMTC. Departments were surveyed about their mentoring practices by a group from the President’s Emerging Leaders Program, sponsored by the Vice Provost for Faculty and Academic Affairs.
• The expansion of the Women’s Faculty Cabinet and the implementation of many new networking opportunities for women faculty during the past and upcoming academic years to determine how the UMTC might improve work-life balance issues for women faculty.
Faculty, Staff, and Student Affairs Committee

Agenda Item: Consent Report

Presenters: Vice President Carol Carrier

Purpose:

Outline of Key Points/Policy Issues:

Items for Consideration:

- Appointment of Allen S. Levine, R. Timothy Mulcahy and Andre Terzic to the Board of Directors of the Hormel Institute.

Background Information:

Board of Regents Policy: Appointments to Organizations and Boards calls for Board approval of governing board appointments.

President's Recommendation for Action:

The President recommends approval of the consent report.
Governing Board Appointments

President Robert H. Bruininks submits for Board consideration and approval the following individuals to serve on the Board of Directors of the Hormel Institute, the governing body of the Hormel Institute:

- Allen S. Levine, Ph.D is nominated as a representative of the University. Dr. Levine holds the position of Dean of the College of Food, Agricultural, and Natural Resource Sciences.

- R. Timothy Mulcahy, Ph.D is nominated as a representative of the University. Dr. Mulcahy holds the position of Vice President for Research at the University of Minnesota.

- Andre Terzic, M.D., Ph.D. is nominated as a representative of the Mayo Clinic Rochester. Dr. Terzic is Professor of Medicine and Professor of Pharmacology at the Mayo Clinic in Rochester.

The Board of Directors is made up of three (3) representatives from the University and one (1) representative each from the Hormel Foundation and from Mayo Clinic Rochester. The Board of Directors develops operational guidelines for the Hormel Institute and establishes a system for the process of selecting collaborative research projects to be undertaken by researchers from the Institute and Mayo Clinic Rochester.
Faculty, Staff, and Student Affairs Committee       July 11, 2007

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, 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
Trevor R. Ames, was appointed as the Interim Dean, College of Veterinary Medicine, effective June 18, 2007, replacing Jeff Klausner. Dr. Ames is professor and chair of the Veterinary Population Medicine Department. A member of the College of Veterinary Medicine faculty since 1981, Dr. Ames is a distinguished researcher, educator, clinician, and administrator, widely respected by colleagues and the broader community.

In selecting the interim dean, nominations were solicited from the College of Veterinary Medicine faculty and staff.

University Highlights
The National Academic Advising Association will be producing a second edition of the NACADA Advising Handbook next year, and they will be featuring the U of M’s Student Parent HELP (Higher Education for Lower income People) Center as a model program in the section on “Model Programs Surveying Special Populations.”

University of Minnesota Parking and Transportation Services (PTS) has been named as the 2007 International Parking Institute (IPI) Parking Organization of the Year. In its inaugural year, this international award is granted to the organization that best exemplifies excellence in overall parking operations. PTS shares this year’s honor with the City of Houston.

Faculty and Staff Activities and Awards
Jay N. Cohn, medicine, is the recipient of Cornell University Weill Medical College Alumni Association’s 2007 Award of Distinction for his notable achievements as a physician, scientist, and innovator. Cohn is internationally known for his contributions to the understanding of cardiovascular disease and for his leadership in designing and carrying out clinical trials to examine new treatments for heart failure.

Michael Garwood, radiology, received the 2007 Gold Medal Award at the Joint Annual Meeting of the International Society for Magnetic Resonance in Medicine and the European Society for Magnetic Resonance in Medicine and Biology. Garwood has advanced ways to non-invasively diagnose cancer and monitor response to treatment by incorporating magnetic resonance imaging with magnetic resonance spectroscopy.
Professor emeritus David Grimsrud, bioproducts and biosystems engineering, earned the 2007 Environmental Health Award from the American Society of Heating, Refrigerating and Air-Conditioning Engineers.

David Ingbar, medicine/pulmonary and critical care, has been elected president of the American Thoracic Society.

Carl Malmquist, sociology, has received the Manfred Guttmacher Award for his new book *Homicide: A Psychiatric Perspective*. Malmquist, who is also a physician and psychiatrist, offers a look at the why’s and how’s of American homicide from a psychological perspective.

Larry McKay, food science and nutrition, was awarded the IDF Elie Metchnikoff Prize in Biotechnology in recognition of the series of discoveries he made focused on mobile genetic elements in dairy lactococci.

Scott McLeod, educational policy and administration, received Cable’s Leaders in Learning Award for creating the Center for Advanced Study of Technology Leadership in Education (CASTLE), the first academic program in the country designed to create technology-savvy school leaders.

Mary Meyer, horticultural science, is the 2007 recipient of the American Society for Horticultural Science’s Outstanding Extension Educator Award. The society also named the Honeycrisp apple, developed by horticultural scientists Jim Luby and David Bedford, as Outstanding Fruit Cultivar for 2007.

Gary Schwitzer, journalism and mass communications, received a Mirror Award for excellence in media information services for his Web site, HealthNewsReview.org. This is the first year of the Mirror Awards, which drew 140 competitors from magazines, newspapers, television, cable and new media organizations, including the New York Times, the Wall Street Journal, National Public Radio, and the Washington Post.

Robert Sterner, ecology, evolution, and behavior, has been appointed to a two-year term as director of the National Science Foundation’s division of environmental biology. The division supports basic research and education in ecology and evolutionary biology.

The Minnesota Public Health Association has awarded Deborah L. Swackhamer, environmental health sciences, the Harvey G. Rogers award for 2007.

**Student Activities and Awards**

Six of the 12 finalists for the 2007 Princess Kay of the Milky Way award are CFANS students. They are: Amanda Alberg, Kaitlin Casper, Amy Esselman, Ann Miron, Molly Neil, and Erica Seitzer. The winner will be crowned in August just before the start of the Minnesota State Fair. All 12 finalists will have their likenesses sculpted in butter during the fair.