UNIVERSITY OF MINNESOTA
BOARD OF REGENTS
Faculty, Staff and Student Affairs Committee
Wednesday, July 6, 2011
10:15 – 11:00 a.m.
600 McNamara Alumni Center, West Committee Room

Committee Members
Patricia Simmons, Chair
Richard Beeson, Vice Chair
Linda Cohen
David McMillan
Maureen Ramirez
Steve Sviggum

Student Representatives
Daniel Bellis
Abdul Omari

A G E N D A

1. Resolution: Faculty Retirement Plan Contribution Changes for New Employees - Action - K. Brown/J. Singer (pp. 2-4)

2. Advancing Faculty Diversity: Recruitment, Research & Teaching - K. Brown/R. Jones/L. Mendoza (p. 5)

3. 2011-12 Committee Work Plan Preliminary Discussion - P. Simmons/K. Brown (p. 6)

4. Consent Report - Review/Action - K. Brown (pp. 7-9)

5. Information Items - K. Brown (pp. 10-15)
Faculty, Staff, and Student Affairs Committee July 6, 2011

Agenda Item: Resolution: Faculty Retirement Plan Contribution Changes for New Employees

☐ review  ☐ review/action  x action  ☐ discussion

Presenters: Vice President Kathryn Brown
Jackie Singer, Director of Retirement Programs

Purpose:

☐ policy  ☐ background/context  x oversight  x strategic positioning

Pursuant to Article 1, Section XI, Subd 3 of the Board of Regents Policy: Reservation and Delegation of Authority, the Board reserves to itself the authority to approve amendments to plans sponsored by the University and governed by formal plan documents, where those amendments cause a cost impact of more than $250,000.

Outline of Key Points/Policy Issues:

The University has maintained the current contribution levels in the Faculty Retirement Plan since July 1, 1992. Faculty and Academic Staff contribute 2.5% and the University contributes 13% of salary on a biweekly basis to the plan. After much consultation and discussion, we recommend changing to a 5.5% faculty and academic staff contribution and a 10% University contribution for eligible new hires on or after January 2, 2012.

This change positions the University for a cost avoidance ranging from an estimated $3 million in the first twelve months of implementation to over $10 million by the fourth year, depending upon turnover.
**Background Information:**

A review of the retirement plans of our peer research institutions reveals that while our overall contribution level of 15.5% is competitive, the University’s contribution of 13% is somewhat higher than those of our peer institutions, ranking the second highest of eleven institutions. While we acknowledge the importance of retirement plan contributions in the overall compensation package provided to our academic employees, reducing University contributions for new employees provides colleges and units the opportunity to recalibrate the balance between cash salary and nontaxable benefits on an ongoing basis.

**President's Recommendation for Action:**

The President recommends approval of this resolution.
RESOLUTION RELATED TO
Amendment of the Faculty Retirement Plan Contribution Rates

WHEREAS, the University of Minnesota adopted the University of Minnesota Faculty Retirement Plan (the “Plan”), established July 1, 1989, which Plan was most recently amended and restated effective January 1, 2008; and

WHEREAS, through the Board of Regents policy: Reservation and Delegation of Authority, the Board has reserved to itself the authority to approve amendments to plans sponsored by the university and governed by formal plan documents which have a cost impact in excess of $250,000; and

WHEREAS, a change to the Plan’s contribution rates has a cost impact in excess of $250,000.

NOW, THEREFORE, BE IT RESOLVED, that on recommendation of the President, the Board of Regents approves the amendment of the University of Minnesota Faculty Retirement Plan to change the Plan’s contribution rate from a 2.5% employee contribution and a 13% University contribution to a 5.5% employee contribution and a 10% University contribution for all new academic employees hired or rehired on or after January 2, 2012, and authorizes the President or delegate to amend plan documents accordingly.

FURTHER RESOLVED, that the University contribution described above shall be “picked up” within the meaning of Internal Revenue Code § 414(h)(2).
Faculty, Staff, and Student Affairs Committee July 6, 2011

Agenda Item: Advancing Faculty Diversity: Recruitment, Research, and Teaching

☐ review  ☐ review/action  ☐ action  ☒ discussion

Presenters: Vice President Kathryn Brown
Senior Vice President Robert Jones
Associate Vice Provost Louis Mendoza

Purpose:

☐ policy  ☒ background/context  ☐ oversight  ☒ strategic positioning

To provide the Board information about the University’s work to support diverse faculty in their research, teaching and service and to seek guidance as the Office for Equity and Diversity finalizes its plan for Phase III of implementation of the University's Equity and Diversity Vision Framework.

Outline of Key Points/Policy Issues:

1. The University's Equity and Diversity Vision Framework faculty priorities
2. Challenges faced in actualizing the University's vision
3. Resources to meet challenges developed through IDEA (the Institute for Diversity, Equity and Advocacy)
4. Involvement of faculty beyond the Office for Equity and Diversity
5. Feedback about planned strategies and areas of focus

Background Information:

On December 9, 2010, the Faculty, Staff, and Student Affairs Committee provided input as to the Office for Equity and Diversity’s (OED) conceptual plan for the third phase of implementation of the University's Equity and Diversity Vision Framework. The Committee asked for additional information about how the University's work to support diverse faculty has been, and will continue to be, deepened in the University’s implementation efforts. This presentation will provide this additional information as well as the opportunity for the Board to provide input into the strategies being developed, and resources planned to be realigned to support these strategies.
Faculty, Staff, and Student Affairs Committee        July 6, 2011

Agenda Item: Committee 2011-12 Workplan Discussion

☐ review    ☐ review/action    ☐ action    ☒ discussion

Presenters: Regent Patricia Simmons
            Vice President Kathryn Brown

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 6, 2011

Agenda Item: Consent Report

☐ review   ☑ review/action   ☐ action   ☐ discussion

Presenters: Vice President Kathryn Brown

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

Outline of Key Points/Policy Issues:

• Conferral of tenure

Background Information:

Board of Regents Policy: Reservation and Delegation of Authority calls for items, such as proposed changes to retirement provisions, 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.

President’s Recommendation for Action:

The President recommends approval of the Consent Report.
Faculty, Staff, and Student Affairs Committee

July 6, 2011

College of Pharmacy
Carrie Haskell-Luevano
Professor with tenure
Department of Medicinal Chemistry

Professor Haskell-Luevano received her Ph.D. in Chemistry at the University of Arizona in 1995. Most recently, she has been a tenured full professor in the Department of Pharmacodynamics at the University of Florida. Professor Haskell-Luevano is an expert in the area of obesity and diabetes with a strong history of external federal funding and over 60 peer-reviewed publications and book chapters. She will assume an endowed professorship in Chemical Neuroscience. Professor Haskell-Luevano is a skilled instructor and will teach in the Ph.D. program in Medicinal Chemistry as well as in the Doctor of Pharmacy program.

College of Liberal Arts
Howard Lavine
Associate professor with tenure
Department of Political Science

Professor Lavine received his Ph.D. in Political Science at the University of Minnesota in 1994. Most recently, he has been a tenured associate professor at Stonybrook University in New York in the Departments of Political Science and Psychology. His scholarship at the intersection of social psychology and political science focuses on mass political reasoning and choice in American politics. Professor Lavine has authored several books, one of which is forthcoming, as well as numerous journal articles and book chapters. He has excellent teaching experience with both undergraduate and graduate students. Professor Lavine continues the nationally recognized interdisciplinary tradition of political psychology at the University of Minnesota.

College of Design
Abimbola Asojo
Associate professor with tenure
Department of Design, Housing, and Apparel

Professor Asojo received her Master of Science degree in Architecture: Computing & Design at the University of East London in 1995. She is currently completing her Ph.D. in an interdisciplinary program focusing on Instructional Psychology and Technology, Anthropology, and History at the University of Oklahoma, which complements her terminal degree in Architecture. Thus, she brings a unique background and set of skills to the program in Design at the University of Minnesota. Professor Asojo is currently an associate professor with tenure at the University of Oklahoma. Her research addresses cross-cultural design, computing and design, lighting design, and global design issues. Professor Asojo won a national award for teaching excellence in 2010 in the area of interior design education.
Professor Ji received his Ph.D. from the University of Wisconsin at Madison, where he currently serves as full professor with tenure and chair of the Department of Kinesiology. Professor Ji’s area of research expertise is exercise biochemistry at the cellular level, specifically the study of exercise and free radical biology. He has published over 135 peer-reviewed journal articles and has received significant external support for his scholarship. Professor Ji has mentored many doctoral students and postdoctoral fellows and has extensive teaching experience with both undergraduate and graduate students. He will also assume the leadership position as head of the School of Kinesiology.
Faculty, Staff, and Student Affairs Committee  

July 6, 2011

Agenda Item:  Information Items

☐ review  ☐ review/action  ☐ action  ☒ discussion

Presenters:  Vice President Kathryn Brown

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 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 this month.

University Highlights
Princeton Review’s Guide to 311 Green Colleges recently identified the University of Minnesota, Twin Cities as one of the most environmentally responsible educational institutions in North America. The U was recognized for its strength in sustainability education and in improving sustainability of campus operations. The U of M Duluth campus also made the list.

The Donhowe Building is the first campus building to be rated as an Energy Star Building by the U. S. Environmental Protection Agency. To earn the rating, a building must be more energy efficient than 75 percent of similar buildings. The Donhowe Building earned a rating of 88.

The Science Teaching and Student Services Building has been awarded LEED Gold certification. LEED, an internationally-recognized green building certification system administered by the U.S. Green Building Council, measures multiple dimensions of a building’s design and construction including sustainable sites, energy and atmosphere, materials and resources, water efficiency, and indoor environmental quality.

The Morris athletic department’s combined efforts have earned it a second place finish in the final Kruse Award standings, which measure all-around success of the Upper Midwest Athletic Conference’s eight member institutions.

The UMD Heritage Orchard is among the top five winners in a national “Communities Take Root” contest sponsored by Edy’s Fruit Bars. The orchard will receive more than 50 trees and a full year of orchard maintenance, with all apples going free to the Duluth community. More than 130 communities from around the U. S. participated in the contest.

Faculty and Staff Activities and Awards
Sudipto Banerjee, biostatistics, won the 2011 Mortimer Spiegelman Award from the American Public Health Association. This award, given annually since 1970, is presented to the nation’s most outstanding public health statistician under the age of 40. Sudipto was recognized for groundbreaking contributions in four areas related to spatial and environmental statistics.
Emeritus Regents Professor Ellen Berscheid, psychology, will receive the 2012 William James Award from the Association for Psychological Science. This is the Association’s highest award, given for lifetime achievement in basic psychological science.

Extension educator Phyllis Bongard took first place at the state level and also was a regional and national finalist in the 2011 Communications Contest of the MAEAP-NACAA (Minnesota Association of Extension Agricultural Professionals-National Association of County Agricultural Agents). She won for her publication “Riparian forest buffers for trout habitat improvement.”

Rod Carter, pharmacy, received the Harold R. Popp award from the Minnesota Pharmacists Association for his outstanding service to the professional of pharmacy. The award is the highest honor bestowed by the association.

Bradley G. Clary, law school, was appointed by the Minnesota Supreme Court to the Civil Justice Reform Task Force, which will provide recommendations on changes in the civil justice system that have the potential to increase cost effectiveness and efficiency.

Jeffrey S. Gilbert, UMD Medical School, was selected to serve on the editorial board of the American Journal of Physiology: Renal Physiology.

Jo-Ida C. Hansen, psychology, is the recipient of the Minnesota Psychological Association’s 2011 Graduate Education Faculty Award.

Robert Hardy, veterinary medicine, has received a 2011 Alumni Achievement Award from the University of California, Davis, School of Veterinary Medicine in recognition of his contributions to veterinary education and small animal internal medicine. He played an early role in the development of the discipline of small animal internal medicine and in the establishment of the American College of Veterinary Internal Medicine.

Michael Harwell, educational psychology, received the Distinguished Service Award given by the American Educational Research Association Educational Statisticians Special Interest Group. The award is given annually in recognition of an individual’s service and contribution to the field of educational statistics and to the Educational Statisticians’ Special Interest Group.

Christy Haynes, chemistry, has received the 2011 Joseph Black award from the Royal Society of Chemistry recognizing her work on leveraging the core principles of analytical chemistry to gain insight into pressing toxicological, immunological, and ecological questions.

Extension educator Rob Holcomb’s thesis paper, “Producer attitudes and education,” was selected as the top 2011 professional paper by the National Association of Farm Business Analysis Specialists.

Khary Hornsby, law school, was voted chair-elect of the Section on Graduate Programs for Non-U.S. Lawyers by the Association of American Law Schools (AALS). The AALS is composed of 172 U.S. law schools dedicated to improving the legal profession through education.
Tom Isbell, department of theatre at UMD, received a commendation from the Kennedy Center American College Theater Festival National Selection Team for “Distinguished Achievement in Direction for Richard III.”

Jane Kirtley, journalism and mass communications, was honored for her service to the First Amendment and the public’s right to know by the Minnesota Professional Chapter of the Society of Professional Journalists, which gave her the Peter S. Popovich Award for Freedom of Information. The award is named after a former Chief Justice of the Minnesota Supreme Court.

Ken Kozak, fisheries, wildlife and conservation biology, earned the American Society of Naturalists President’s Award for best paper published in The American Naturalist during 2010.

Herbert Kritzer, law school, was appointed to the social science oversight panel of the United Kingdom’s Research Excellence Framework 2014, which is charged with evaluating the quality of research in its universities to inform decisions on allocation of research funding.

Ted Labuza, food, science, and nutrition, received the Life Achievement in Food Engineering from the International Association for Engineering and Food.

Jatinder Lamba, experimental and clinical pharmacology, has been elected Pharmacogenomics Special Interest Group chair-elect for the American Association of Colleges of Pharmacy.

The American Association of State Colleges and Universities selected UMD vice chancellor Vince Magnuson, as the recipient of the 2011 William Plater Award for Leadership in Civic Engagement. The award recognizes the critical role of the chief academic officer in advancing the civic mission of the campus through curricular reform, public advocacy, accountability for institutional citizenship, faculty development and recruitment, and community partnerships.

Krishona Martinson, animal science, received the Equine Science Society Outstanding Young Professional Award.

Vic Massaglia, law school career center, was elected president of the Minnesota Legal Career Professionals city group, an organization composed of law firms and law school career services. Massaglia also has recently become the director of learning on the executive board of the Minnesota Organization Development Network, a professional community committed to excellence in learning, growth, and innovation in the field of organization development.

Guerino Mazzola, music, is serving as president of the Society of Mathematics and Computation in Music.

Linda K. McLoon, ophthalmology, has been elected to serve a five-year term on the Board of Trustees of the Association for Research in Vision and Ophthalmology.
Amy Monahan, law school, was appointed to the Determination of Essential Health Benefits Committee of the Institute of Medicine. The committee will offer guidance on achieving balance among categories of care and make recommendations on periodic review of the benefits package.

The American Statistical Association (ASA) has elected Chris Nachtsheim, operations and management sciences, as a fellow, the association’s highest honor. Each year, no more than one-third of one percent of the total ASA membership is selected as fellows.

Fionnuala Ní Aoláin, law school, received a two-year appointment to the International Women’s Program (IWP) Advisory Sub-Board of the Open Society Institute. The board makes recommendations to further the IWP objectives of reducing discrimination and violence against women and girls and increasing their access to justice and their role in leadership positions.

Myron Orfield, law school, was invited to membership on the National Institute of Health’s Network on Inequality, Complexity, and Health, a multidisciplinary group exploring areas where policy change or intervention could significantly improve the burden of disease among population groups. He was also appointed to the Minnesota Judicial Branch’s Committee for Equality and Justice, which is charged with ensuring equal access and unbiased treatment for court users and employees.

Deborah E. Powell, medical school, was appointed to a three-year term on the National Advisory Committee on Foreign Medical Education and Accreditation.

Lawrence Que, regents professor of chemistry, received the 2011 Inorganic Mechanisms award from the Royal Society of Chemistry for his contributions to the understanding of dioxygen activation by nonheme iron enzymes.

Raptor Center co-founder Patrick Redig, veterinary medicine, was a 2011 Hall of Fame inductee in School District 206 in Alexandria, Minnesota.

Daniel Schwarcz, law school, won the 2010–11 Liberty Mutual Prize for “Reevaluating Standardized Insurance Policies,” which examines differences in important coverage provisions among carriers of homeowners’ insurance. He also was named a funded consumer representative to the National Association of Insurance Commissioners for the fourth consecutive year.

Michael Walsh, English language and literature, won the Thom Gunn Award for Gay Poetry for his debut collection The Dirt Riddles.

Connie Wanberg, center for human resources and labor studies, won the Academy of Management’s Human Resources Division’s Scholarly Achievement Award, which is presented annually to the author(s) of the most significant article in human resource management published in recognized journals and research annuals.

Carl Warren, law school, was appointed to a two-year term on the Nominations Committee of the Association of American Law Schools’ Clinical Section.
Lee W. Wattenberg, Masonic Cancer Center, will receive the 2011 American Association for Cancer Research Award for Lifetime Achievement in Cancer Prevention Research for his role in launching the field of chemoprevention and his work to understand the potential mechanisms of action of chemopreventive compounds.

Maureen Weiss, kinesiology, was chosen as the 2011 recipient of The First Tee Founders Award. The First Tee is a physical activity-based youth development program that uses golf as a vehicle for teaching children and adolescents life skills and core values.

Yang Zhang, speech-language-hearing sciences, received the 2010 Developmental Science Early Career Research Prize for the paper “Neural coding of formant-exaggerated speech in the infant brain.” Each year, only one paper is selected for the prize by the flagship journal in developmental research.

**Student Activities and Awards**

Three pharmacy students received awards at the Minnesota Pharmacists Association annual meeting and conference: Justin Anderson, Presidents Award (Twin Cities campus); Elizabeth Dow, Presidents Award (Duluth campus); and George Konstantinides, Patient Education Award.

UMD senior Corey Ryan Boe received a commendation from the Kennedy Center American College Theater Festival National Selection Team for Distinguished Achievement in Performance for his performance as Richard III.

Law student Michael Carlin is among the winners of the *National Law Review* 2011 Law Student Writing Competition for his article, “Employers Are Watching Your Facebook: Worker Privacy Significantly Diminished in the Digital Era.”


A team including computer science and engineering Ph.D. students Ahmed Eldawy, Mohamed Khalefa, and Emery Mizero was selected to participate in the third annual Special Interest Group on Management of Data programming contest sponsored by the National Science Foundation and Microsoft. Only five international student teams were selected as finalists. Their task for the competition was to implement a high-throughput main-memory index using flash-based solid-state drives for durability.

The American Association of Bovine Practitioners (AABP) has awarded the AABP Bovine Veterinary Student Recognition Award to Amber Hazel.