UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

Faculty, Staff and Student Affairs Committee

Thursday, February 9, 2012

1:30 - 3:30 p.m.

600 McNamara Alumni Center, East Committee Room

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

Student Representatives
Kristen Kranzler
Abdul Omari

AGENDA

1. Collective Bargaining Agreement with Graphic Communications Conference of the International Brotherhood of Teamsters Local 1-M - Review/Action - K. Brown/P. Dion (pp. 2-4)

2. Collective Bargaining Agreement with International Brotherhood of Electrical Workers Local 292 - Review/Action - K. Brown/P. Dion (pp. 5-7)


5. Wellness Program - K. Brown/D. Chapman/K. Chapin (pp. 17-20)

6. A New Vision for University of Minnesota Duluth - L. Black/B. Tsai (pp. 21-22)

7. Consent Report - Review/Action - K. Brown (pp. 23-26)

8. Information Items - K. Brown (pp. 27-33)
Faculty, Staff, and Student Affairs Committee   February 9, 2012

Agenda Item:  Collective Bargaining Agreement with Graphic Communications Conference of the International Brotherhood of Teamsters Local 1-M

☐ review   ☒ review/action   ☐ action   ☐ discussion

Presenters:  Vice President Kathryn Brown
             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 Graphic Communications Conference of the International Brotherhood of Teamsters Local 1-M.

Outline of Key Points/Policy Issues:

This contract will provide the terms and conditions of employment for employees between the date of signing and October 31, 2013. A summary of the contract, the members covered, and the associated financial impact is attached.

Background Information:

Negotiations on this contract began January 11, 2011 and concluded with a tentative agreement on December 13, 2011. The Union’s contract ratification process was completed on December 15, 2011. Board approval is required before the contract can be implemented.

President's Recommendation for Action:

The President recommends the Board approve this collective bargaining agreement between the University of Minnesota and Graphic Communications Conference of the International Brotherhood of Teamsters Local 1-M.
REGENTS OF THE UNIVERSITY OF MINNESOTA

RESOLUTION RELATED TO

THE PROPOSED LABOR AGREEMENT WITH

GRAPHIC COMMUNICATIONS CONFERENCE OF THE
INTERNATIONAL BROTHERHOOD OF TEAMSTERS
(PRINTERS LOCAL 1-M)

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

WHEREAS, the Printers, Local 1-M has ratified acceptance of this agreement; and

WHEREAS, according to Board of Regents Policy: Reservation and Delegation of Authority, approval of labor agreements by the Board of Regents is required;

NOW, THEREFORE, BE IT RESOLVED that on the recommendation of the President, the Board of Regents approves this labor agreement as outlined in the docket for February 9, 2012.
This unit is composed of printing services employees including prepress operators, press operators, helpers, feeders, camera operators, preflight technicians, and printing frame operators. The total number of employees in this unit is 9.

**ECONOMIC HIGHLIGHTS**

During the 2011-2012 fiscal year, no salary adjustments will be made:

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

During the 2012-2013 fiscal year, the following salary adjustments will be made:

Employees in all classifications shall receive a 2.5% salary range adjustment effective July 1, 2012.

**BASE ANNUAL PAYROLL**

$ 415,433

**RECURRING COSTS 2011-2013**

- Base salary adjustments $10,386
- Progression Steps $0

**TOTAL RECURRING COST** $10,386

**OTHER HIGHLIGHTS**

Saturday overtime is reduced from double time to time and a half.

Effective January 1, 2013, Martin Luther King Day was added as a paid holiday for all 1-M employees.

Effective January 1, 2013, Holiday pay for all 1-M employees was reduced from 8 hours to 7 hours.
Faculty, Staff, and Student Affairs Committee  February 9, 2012

Agenda Item:  Collective Bargaining Agreement with International Brotherhood of Electrical Workers Local 292 (Radio and Broadcast Technicians, Unit 2)

☐ review  ☒ review/action  ☐ action  ☐ discussion

Presenters:  Vice President Kathryn Brown
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 International Brotherhood of Electrical Workers Local 292 representing Radio and TV Broadcast Technicians.

Outline of Key Points/Policy Issues:

This contract will provide the terms and conditions of employment for employees between the date of signing and June 30, 2013. A summary of the contract, the members covered, and the associated financial impact is attached.

Background Information:

Negotiations on this contract began in October 2011 and concluded with a tentative agreement on January 12, 2012. The Union’s contract ratification process was completed on January 13, 2012. Board approval is required before the contract can be implemented.

President's Recommendation for Action:

The President recommends the Board approve this collective bargaining agreement between the University of Minnesota and International Brotherhood of Electrical Workers Local 292.
REGENTS OF THE UNIVERSITY OF MINNESOTA

RESOLUTION RELATED TO

THE PROPOSED LABOR AGREEMENT WITH

THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 292 (RADIO AND BROADCAST TECHNICIANS)

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

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

WHEREAS, according to Board of Regents Policy: Reservation and Delegation of Authority, approval of labor agreements by the Board of Regents is required;

NOW, THEREFORE, BE IT RESOLVED that on the recommendation of the President, the Board of Regents approves this labor agreement as outlined in the docket for February 9, 2012.
This unit is composed of Radio and Broadcast Technicians and Senior Radio and TV Broadcast Technicians in Video Network Services. The total number of employees in this unit is 3.

**ECONOMIC HIGHLIGHTS**

**During the 2011-2012 fiscal year, no salary adjustments will be made:**

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

**During the 2012-2013 fiscal year, the following salary adjustments will be made:**

Employees in all classifications shall receive a .43% salary range adjustment effective July 1, 2012.

Eligible employees will receive a salary progression step increase on July 1, 2012.

**BASE ANNUAL PAYROLL**

$161,221

**RECURRING COSTS 2011-2013**

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Faculty, Staff, and Student Affairs Committee          February 9, 2012

Agenda Item:  Board of Regents Policy: Sexual Harassment

☑ review     ☐ review/action     ☐ action     ☐ discussion

Presenters:  Vice President Kathryn Brown
             Kimberly Hewitt, Director, Equal Opportunity and Affirmative Action

Purpose:

☑ policy     ☐ background/context     ☐ oversight     ☐ strategic positioning

To review amendments to Board of Regents Policy: Sexual Harassment.

Outline of Key Points/Policy Issues:

There are a number of changes intended to improve the overall clarity of the policy and ensure greater consistency with the policy format used by the Board of Regents. There is a new section on the definition of retaliation. There is also an added section that provides a new set of guiding principles on the commitment of the University to the prevention and awareness of, and response to, sexual harassment.

Background Information:

Board of Regents Policy: Sexual Harassment was adopted on December 11, 1998, and has not been changed since that time. This policy has been reorganized and will supersede the previous policy. These changes are part of the Board of Regents comprehensive policy review process.
SEXUAL HARASSMENT

SECTION I. SCOPE.

This policy governs the commitment to the prevention and awareness of and response to sexual harassment at the University of Minnesota (University).

SECTION II. DEFINITIONS.

(a) Sexual Harassment. Sexual harassment shall mean unwelcome sexual advances, requests for sexual favors, and/or other verbal or physical conduct of a sexual nature when:

(1) Submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic advancement in any University activity or program;

(2) Submission to or rejection of such conduct by an individual is used as the basis of employment or academic decisions affecting this individual in any University activity or program; or

(3) Such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive work or academic environment in any University activity or program.

(b) Retaliation. Retaliation shall mean any form of intimidation, reprisal or harassment against an individual because the individual has made a report of sexual harassment or has participated in an investigation of sexual harassment by or of a University community member including:

(1) Firing, refusing to hire, or refusing to promote the individual;

(2) Departing from any customary employment or academic practice regarding the individual;

(3) Transferring or assigning the individual to a lesser position in terms of wages, hours, job classification, job security, employment or academic status;
(4) Informing another student, staff or faculty member who does not have a need to know that the individual has made a complaint or participated in an investigation of a complaint of sexual harassment;

(5) Impeding the individual's academic advancement in any University activity or program.

(c) Member of the University Community. Member of the University community shall mean any University faculty member, student, staff member, visitor or other individual engaged in any University activity or program.

SECTION III. GUIDING PRINCIPLES.

The following principles shall guide the commitment of the University for the prevention and awareness of and response to sexual harassment:

(a) Consistent with its academic mission and standards, the University is committed to achieving excellence by working to create an educational, employment and residential living environment that are free from sexual harassment.

(b) The University is committed to preventing and eliminating sexual harassment of faculty, staff and students through education and by encouraging all members of the University community to report any concerns or complaints about sexual harassment.

(c) As a community of faculty, staff and students engaged in research, scholarship, artistic activity, teaching and learning or activities that support them the University seeks to foster an environment that is equitable, humane and responsible and where all members are treated with dignity and respect.

SECTION IV. IMPLEMENTATION.

The University shall:

(a) Prohibit sexual harassment or retaliation.
(b) Ensure that department heads, deans, provosts, chancellors, vice presidents, and other supervisors and managers take timely and appropriate action when they know or should know of the existence of sexual harassment. Other persons who suspect sexual harassment should report it to an appropriate person in their unit or to the University equal opportunity officer.

(c) Adopt procedures on each campus for investigating and resolving complaints of sexual harassment in coordination with the director of equal opportunity and affirmative action.

(d) Address violations of this policy through disciplinary or other corrective action up to and including termination of employment or academic dismissal.

SECTION V. MONITORING.

The president or delegate shall address complaints of sexual harassment consistent with this policy and law and remedy any discriminatory or harassing practice that deviate from this policy.
Faculty, Staff, and Student Affairs Committee               February 9, 2012

**Agenda Item:**  Board of Regents Policy: *Nepotism and Personal Relationships*

☑️ review          ☐ review/action          ☐ action          ☐ discussion

**Presenters:**  Vice President Kathryn Brown
Kimberly Hewitt, Director, Equal Opportunity and Affirmative Action

**Purpose:**

☑️ policy          ☐ background/context          ☐ oversight          ☐ strategic positioning

To review amendments to Board of Regents Policy: *Nepotism and Personal Relationships*.

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

There are a number of amendments intended to improve the overall clarity of the policy, more specifically define nepotism and personal relationships, and ensure consistency with the policy format and style used by the Board of Regents. There is also a new provision that directs the University to ensure a compliance monitoring process and to remedy any practices that deviate from the policy.

**Background Information:**

Board of Regents Policy: *Nepotism and Personal Relationships* was adopted on September 10, 1971 and last amended on November 10, 2005. These amendments are part of the Board of Regents comprehensive policy review process.
NEPOTISM AND PERSONAL RELATIONSHIPS

SECTION I. SCOPE.

This policy governs conflicts of interest that may arise due to personal relationships among members of the University of Minnesota (University) community.

SECTION II. DEFINITIONS.

Subd. 1. Nepotism. Nepotism shall mean actions by a University member that directly influence the University employment (e.g., hiring, promotion, supervision, evaluation, and determination of salary) or academic progress (e.g., grading and advising) of any other University member with whom he or she has a personal relationship. This definition includes instances where there is no direct influence on employment or academics, but the relationship has a negative impact on the educational or work environment.

Subd. 2. Personal Relationship. Personal relationship shall mean a marital or other committed relationship, significant familial relationship, or consensual sexual or romantic relationship, including relationships by blood, adoption, marriage, or domestic partnership; partner, parent, grandparent, child, sibling, first cousin, uncle, aunt, nephew, niece, spouse, brother- or sister-in-law, father- or mother-in-law, son- or daughter-in-law, step-parent, or step-child; consensual sexual or romantic relationship; a close personal friendship; or a significant business relationship.

Subd. 3. Member of the University Community. Member of the University community (University member) shall mean any University faculty member, staff member, student, or other individual engaged in any University activity or program.

SECTION III. GUIDING PRINCIPLES.

The following principles shall guide the commitment of the University to govern conflicts of interest that may arise due to personal relationships among members of the University community.

(a) Nepotism is prohibited at the University in the employment and educational context.

(b) Faculty members and advisors are cautioned that personal romantic relationships with current students are unwise and may violate other University
policies, even when activities prohibited by this policy have been avoided:

This caution is based on the following:

(i) the trust accorded to faculty members and advisors by students;
(ii) the power disparity inherent in academic associations;
(iii) the difficulty of making alternative arrangements for grading and evaluation;
(iv) the risk of real or perceived favoritism toward the student in the personal relationship; and
(v) the potential harm to the student and other students.

SECTION IV. DELEGATION OF AUTHORITY. IMPLEMENTATION

The University shall:

(a) Require mandatory consultation for University members who are or will be in a position to engage in activity prohibited by this policy and ensure that appropriate, confidential steps that do not unreasonably disadvantage any University member, are taken to avoid the prohibited activity.

(b) Require compliance with this policy by either structuring the conditions of the employment or academic association of the related parties to avoid or eliminate prohibited activities or avoid the personal relationship that may lead to prohibited activities. Such structuring shall occur after appropriate consultation and shall not unreasonably disadvantage either University member.

(c) Protect the employment or academic interests of the subordinate party when structuring the association to avoid a prohibited activity.

(d) Protect the interests of the subordinate when a power disparity exists in the employment or academic association of the individuals in the personal relationship.

(e) Grant an exception to this policy in unusual circumstances, when eliminating a prohibited activity would unreasonably disadvantage one or both of the University members involved in a personal relationship. Safeguards will be implemented to ensure that any subsequent employment or academic decisions are made impartially.

(f) Allow noncompetitive appointments of spouses and partners otherwise authorized by University policy and procedures.
(g) Implement disciplinary action in response to violations of this policy up to and including termination of employment or academic dismissal. Participation in and adherence to the consultation process may mitigate disciplinary action.

(h) Ensure a compliance monitoring process and remedy any practices that deviate from this policy.

Administration of this policy by the president or delegate shall include the following:

**Subd. 1. Consultation.** Consultation shall be mandatory for University members who are or will be in a position to engage in activity prohibited by this policy. Such consultation shall ensure that:

(a) appropriate steps are taken to avoid the prohibited activity;
(b) steps taken do not unreasonably disadvantage either University member;
(c) the consultation is with an appropriate administrator; and
(d) appropriate confidentiality is maintained.

**Subd. 2. Compliance.** Compliance may be achieved either by structuring the conditions of the employment or academic association of the related parties to avoid or eliminate prohibited activities or by avoiding the personal relationship that may lead to prohibited activities. Such structuring shall occur after appropriate consultation and shall not unreasonably disadvantage either University member.

**Subd. 3. Protection of Subordinate Interests.** When a power disparity exists in the employment or academic association of the individuals in the personal relationship, the employment or academic interests of the subordinate must be protected when structuring the association to avoid a prohibited activity.

**Subd. 4. Exceptions.** In unusual circumstances, an exception may be granted when eliminating a prohibited activity would unreasonably disadvantage one or both of the University members involved in a personal relationship. In the event that an exception is granted, safeguards must be implemented to ensure that any subsequent employment or academic decisions are made impartially.
**Subd. 5. Exclusion.** This policy does not prohibit noncompetitive appointments of spouses and partners otherwise authorized by University policy.

**Subd. 6. Disciplinary Action.** Violations of this policy may result in disciplinary action up to and including termination of employment or academic dismissal. Participation in and adherence to the consultation process may mitigate disciplinary action.
Agenda Item: Wellness Program

☑ review    □ review/action    □ action    □ discussion

Presenters: Vice President Kathryn Brown
Dann Chapman, Director of Employee Benefits, Office of Human Resources
Karen Chapin, Manager of Health Programs, Office of Human Resources

Purpose:

☐ policy    ☑ background/context    □ oversight    □ strategic positioning

To provide an overview of the University’s Wellness Program to the Board of Regents.

Outline of Key Points/Policy Issues:

The University of Minnesota Wellness Program has been offered to employees since 2006 through the Office of Human Resources and the Employee Benefits Department. The mission of the Wellness Program is to educate employees concerning their health and lifestyle choices and to engage them in improving their health and well-being, and that of their families. Over time, the Wellness Program has become an important component of our overall compensation and benefits package, providing:

- a positive impact on employee health and well-being;
- a favorable return on investment; and
- an increase in employee engagement in their health and their satisfaction with the University as a place to work.
University of Minnesota Employee Wellness Program

The University of Minnesota Wellness Program has been offered to employees since 2006 through the Office of Human Resources and the Employee Benefits Department. The Wellness Program provides a structured way for the University to foster and support employee health and well-being. The mission of the Wellness Program is to educate employees concerning their health and lifestyle choices and to engage them in improving their health and well-being and that of their families. Over time, the Wellness Program has become an important component of our overall compensation and benefits package, providing:

- A positive impact on employee health and well-being;
- A favorable return on investment; and
- An increase in employee engagement in their health and their satisfaction with the University as a place to work.

Health Evaluation Tools: The Wellness Program assists employees in evaluating their health status, through an annual online Wellness Assessment as well as biometric health screenings on the Twin Cities and coordinate campuses. The health screenings, which are offered to UPlan members, provide the following values: fasting cholesterol, fasting blood glucose, blood pressure, and body composition.

Health Improvement Programs: The Wellness Program also offers a series of health improvement programs that are designed to support employees, retirees, and spouses/same sex domestic partners who are working to either improve or maintain their health. Participants can elect to participate in any of the following programs:

- **Health coaches** are available either by phone or in-person. In either case, based upon an individual’s medical condition or lifestyle risk factors, a health professional will work with the individual to map out a plan and address specific goals. The coach will mentor participants through a series of advising sessions conducted at their convenience.
- **The Step it Up Walking Program** provides a free pedometer and online motivational and tracking tools.
- **Online Healthy Living Programs** provide a step-by-step approach to behavioral change in 13 health risk areas. Participants who enroll receive tools to create a plan and measure progress.
- **Two weight management programs** — Weight Watchers at Work and the Create Your Weight programs available through Fairview — coaching people in managing their weight with extremely positive response from participants.
- **The Fit Choices program** encourages participants to exercise at a health club, University recreation center, or other fitness facility at least eight times or more per month.
- **The University of Minnesota Farmers Market** on Church Street runs every Wednesday from July through October. The market features locally grown produce, berries, and fresh flowers. The produce is freshly picked from gardens, fields, and farms located within 2.5 hours of the Twin Cities. UMD also offers a Farmers Market on campus that begins in May.
- **Nurse line** services are available around-the-clock to answer questions from UPlan members. Experienced registered nurses are able to recognize symptoms, help members manage a medical condition, or choose other appropriate health care.
- **A Group Strength Express Program** is designed to strengthen muscles, enhance cardiovascular fitness, and teach the basics of a balanced exercise program. There is a high demand for this program, and it will be expanded when the new Recreation Center expansion is complete.
- **A Mindfulness Based Stress Reduction Program** teaches participants to consciously and methodically deal with stress, pain, illness, and the demanding challenges of everyday life using meditation and other relaxation techniques.
Wellness Program Incentives: As is generally the case with all Wellness Programs, the University uses incentives to encourage members to make a commitment to health improvement. This year, cash incentives in place since 2006 will be replaced by a Wellness Points Bank. Participants will earn points in one year in order to qualify for a Medical premium reduction during the following year. Other programs require participants to pay up front registration fees that can be partially or completely reimbursed on successful completion.

External and University Wellness Program Partners: The Employee Benefits Department has partnered with external administrators including StayWell, Medica, and OptumHealth to develop and operate the Wellness Program. The availability of University partners is also a real strength of the program and one that would not be available in a corporate Wellness Program. They include:

- Health coaches available through Boynton Health Service in the Twin Cities, Duluth, and Morris.
- Professors John Nyman, Jean Abraham, Roger Feldman, and other researchers from the School of Public Health who have completed the return on investment calculations and developed other Wellness Program metrics.
- 120 departmental Wellness Advocates who help to increase the commitment to wellness among faculty and staff within a college, department, or work group by supporting the efforts of the Wellness Program and promoting health action campaigns and activities.
- Mary Jo Kreitzer from the Center for Spirituality and Healing who provides significant support for the Wellness Advocates initiative.
- Staff from Boynton Health Service who administer the health screenings on the Twin Cities and coordinate campuses.
- The Center for Spirituality and Healing that offers our stress management program and the Recreational Sports Department that provides our group strength program.

Wellness Program Metrics: From the beginning of the Wellness Program, the University has encouraged and expected that program measurements would be in place. Through support from the University’s School of Public Health and our program administrators, we can report the following results for the Wellness Program:

- **Return on Investment Study 1**: Savings in health care claims costs and absenteeism saved the University $1.09 for every $1.00 invested in the Wellness program during a three-year ROI study. Expenses include all program costs (except the fitness program shown in Study 2), staff time, communication expenses, and incentives.
- **Return on Investment Study 2**: Savings in health care costs and absenteeism have saved the University $1.70 for every $1.00 invested in the fitness program. The savings were primarily attributable to an increase in exercising among those with chronic illness. Since this is a year one program analysis, results are still fragile, and further studies will be important.
- **Reduction in Health Risks**: All health risks for University employees have been reduced by 11.6% when comparing the 2011 StayWell Wellness Assessment results with those of prior years. StayWell reports that their book of business health risk reductions usually average 2-3%, with best in class programs generally at a 5-6% average reduction.
- **Weight Management Programs**: In the first year of the Weight Watchers and Create Your Weight programs, University employees and spouses or partners lost over 15,000 pounds and individual amounts ranged from 1 to 70 pounds.
- **HERO Scorecard for Wellness Programs**: The HERO scorecard is used to benchmark Wellness Programs developed by public and private employers. The scorecard has been developed and researched by health care and wellness program national researchers, including StayWell and HealthPartners in the Twin Cities. After several years of trailing behind other organizations, the University results now show a score of 129 versus a lower national average score of 91.
**Participant Comments:** In addition to the University and program administrator measures, we also receive comments from Wellness Program participants who are using the program to improve and manage their health. Following are some of their comments:

- I have taken part in the Weight Watchers at Work program through the U of M’s Wellness Program. I have lost 60 lbs and made many lifestyle changes for the better.

- By taking the Wellness Assessment each year and doing the six-week programs I have accomplished my health goals. The reward of $65 is definitely a great motivator.

- I really appreciate the nurse line. I’ve used it several times and they’ve always listened carefully, and been incredibly thorough and helpful.

- I have been very pleased with the health coaching and have reaped some great benefits including losing weight (approximately 13-14 pounds). I’m hoping to improve high blood pressure and high cholesterol so as to no longer require medication.

- Having the $20 returned to me from my health club gives me the incentive to continue my exercise program and routine. The wellness coach is also helpful in keeping me in line with my continual weight loss routines and eating habits.

- The fact that I get $20 off per month on my Lifetime Fitness membership is very important to my exercise program. This year, I joined the Weight Watchers at Work program.

- I just want to say how excited I am that we are now able to get a partial reimbursement for the Mindfulness Based Stress Reduction class. I really think that it will help with my depression and anxiety.

- I have appreciated the health coaching and wellness assessments. The coach is knowledgeable and is one more way to stay accountable to my healthful commitments. I feel very fortunate to work for an organization that provides these options.
Faculty, Staff, and Student Affairs Committee  

February 9, 2012

**Agenda Item:** A New Vision for University of Minnesota Duluth

☐ review  ☐ review/action  ☐ action  ☒ discussion

**Presenters:** Lendley C. Black, Chancellor, University of Minnesota Duluth
Bilin Tsai, Professor, Department of Chemistry

**Purpose:**

☐ policy  ☒ background/context  ☐ oversight  ☐ strategic positioning

To present a new vision for the University of Minnesota Duluth (UMD) to the Board of Regents.

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

A brochure that highlights UMD’s 2011 Strategic Plan - including core values, mission statement, vision statement, strategic goals, and campus action plans - will be distributed to the Board of Regents at the meeting.

**Background Information:**

The University of Minnesota Duluth (UMD) is a comprehensive regional university. Undergraduate students can choose from 13 bachelor degrees in 74 majors. In addition to the two-year program at the School of Medicine and a College of Pharmacy program, UMD offers graduate programs in 24 different fields, participates in three all-university PhD programs (one of which is located primarily on the UMD campus), and cooperates significantly in the delivery of six Twin Cities-based PhD programs. UMD consistently ranks among the top Midwestern, regional universities in *U.S. News and World Report's* "America's Best Colleges" issue. Providing an alternative to both large research universities and small liberal arts colleges, UMD attracts students looking for a personalized learning experience on a medium-sized campus of a major university.
A New Vision for University of Minnesota Duluth

A number of new initiatives are currently underway as the University of Minnesota Duluth (UMD) integrates the new Strategic Plan into the fabric of campus life. The Strategic Plan, which was adopted in May of 2011, provides a new campus vision while honoring and recognizing UMD’s long tradition of academic excellence and its integral place within the University of Minnesota system. A 35-member steering committee of faculty, staff and students worked seven months on developing the Strategic Plan, which brought the campus together by identifying core values and establishing a revised mission, a new vision, six campus goals and related action steps.

In conjunction with the planning process, a Campus Climate Change initiative led to the creation of a collection of campus change teams from the grassroots level (colleges, student organizations) to the Chancellor’s Cabinet. During 2010-11, these teams identified its top priorities, which are now captured in Goal 2 of the Strategic Plan, which is to create a positive and inclusive campus climate by advancing equity, diversity, and social justice. This has led to several positive changes. Through the 2011-12 Curriculum Integration Project, a website with course modules, print and electronic resources, faculty mentors, and teaching tools has been developed for teaching our students to understand, communicate with, and effectively interact with people across cultures. Faculty members have used these materials in a variety of ways, from freshmen seminars to liberal education and upper division major courses. Another initiative involves a three-year plan to assess the cultural competence of UMD students, the state of the campus climate, and the outcomes of campus climate efforts. The Campus Change Team was recognized for these achievements by receiving the University of Minnesota Office of Equity and Diversity’s Equity and Diversity Outstanding Unit Award in November 2011.

In fall of 2011, a 25-member Integrated Strategic Advisory Team was established to coordinate overall implementation of the Strategic Plan, which is at the center of moving the campus forward on other planning elements, including enrollment, a master plan for facilities, academics, technology, research, and a student affairs co-curricular plan. A 13-member Strategic Enrollment Management Council has been set up to establish targets and to recommend improvement in retention activities to effectively manage all student enrollment. Work has begun on updating the Campus Master plan to create facilities to support UMD’s campus vision and goals. An assessment plan and a process for measuring progress on achieving campus goals and completing action steps is being developed, using key performance indicators as a foundation for the plan.
Faculty, Staff, and Student Affairs Committee     February 9, 2012

Agenda Item:  Consent Report

☑ 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:

• Appointment of vice president and chief information officer

• Conferral of tenure for faculty who have been hired at the University of Minnesota

Outline of Key Points/Policy Issues:

• Appointment of R. Scott Studham as vice president and chief information officer

• 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
Consent Report
February 9, 2012

Personnel Appointment

Pending approval by the Board of Regents, R. Scott Studham will be appointed to the position of Vice President and Chief Information Officer of the University of Minnesota, effective February 13, 2012.

The Vice President and Chief Information Officer is responsible for ensuring the strategic and operational excellence of both academic and administrative information technology to support and advance all aspects of the University’s mission. The Vice President and Chief Information Officer collaborates with senior leadership, chancellors, deans, faculty, staff, students, and other key campus stakeholders to identify opportunities to leverage IT in ways that support the goals of a large, comprehensive public land grant research university. The Vice President and Chief Information Officer has a dual reporting relationship to President Eric W. Kaler and to Robert J. Jones, Senior Vice President for System Academic Administration.

Mr. Studham most recently served as the chief information officer at the University of Tennessee, where he was responsible for the strategic direction and management of the university’s information resources. He has published and advocates in the areas of IT staffing and strategy, and is an internationally recognized researcher in the area of high performance computing. Mr. Studham received his undergraduate degree from Washington State University in 1997 and a master’s degree in business administration from the University of Tennessee in 2008.

The president recommends the appointment of R. Scott Studham to the position of Vice President and Chief Information Officer for the University of Minnesota.
Faculty, Staff, and Student Affairs Committee
Consent Report
February 9, 2012

ACADEMIC PERSONNEL ACTIONS

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<th>Name</th>
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<tr>
<td>R. Scott Studham</td>
<td>Vice President and Chief Information Officer</td>
<td>Office of Information Technology</td>
<td>02/13/12</td>
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Mr. Studham’s "A" term, "L" type, 12-month salary for 2011-12 is $240,000.
Faculty, Staff, and Student Affairs Committee  
February 9, 2012

Caroline Gaither  
Department of Pharmaceutical Care and Health Systems  
College of Pharmacy  
Professor with tenure  
Assistant dean for professional education

Professor Gaither received her Ph.D. in Pharmacy Administration from Purdue University in 1990. Most recently, she has served as a tenured associate professor in the College of Pharmacy at the University of Michigan Ann Arbor. Professor Gaither’s research focuses on work-force trends and socio-behavioral aspects of medication use experience by patients as well as pharmacists’ professional and organizational commitments, including career patterns. Her newest scholarly focus area is health literacy and the problems of medication underuse in underserved populations. She has published 59 peer-reviewed journal articles, 10 book chapters and working reports, and 94 peer-reviewed abstracts. Professor Gaither has a strong record of teaching and mentoring both professional and graduate students. In addition, she has served as department chair of her unit and director of graduate studies.

Yuying Liang  
Department of Veterinary and Biomedical Sciences  
College of Veterinary Medicine  
Associate professor with tenure

Professor Liang received her Ph.D. in Genetics at the University of British Columbia in 2000. Most recently, she was an assistant professor at Emory University School of Medicine in the Department of Pathology and Laboratory Medicine. Professor Liang has developed a unique guinea pig model for studying arenaviruses. This will allow her to address deadly viruses like hemorrhagic fever in less controlled laboratory environments and without the use of non-human primates. Professor Liang has also developed some unique molecular tools for anti-viral screening. Her research is externally supported by the National Institutes of Health and she has 21 peer-reviewed publications in prestigious journals. She has taught graduate and medical students at Emory University and received an “outstanding postdoctoral mentor” award in 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.
Faculty, Staff, and Student Affairs Committee
Information Report
February 9, 2012

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
Andrea Schokker has been appointed executive vice chancellor for academic affairs at the University of Minnesota Duluth (UMD). Since joining UMD in 2008, Schokker has been professor and founding head of the UMD Department of Civil Engineering. Prior to that she spent nearly a decade at Penn State where, in one of her roles, she was the professor in charge of undergraduate programs.

University Highlights
University of Minnesota publications received multiple awards at the 15th annual Minnesota Magazine & Publishing Association (MMPA) Publishing Excellence Awards event. The Institute on the Environment's Momentum magazine received awards in 10 categories, including a gold for overall excellence in its class. The Alumni Association's Minnesota magazine won five awards, including a silver award for overall excellence, as well as four awards for articles published in 2010-11. CLA's Reach magazine received the gold Award of Excellence for Mary Pattock's (media and public relations) editorial in the "Can We Imagine Peace" feature package. The MMPA is an organization of publishing members, associates or vendors, freelancers, educational institutions, and sponsors.

UMD's James I. Swenson Engineering Building has been recognized by the American Institute of Architects/Committee on Architecture Education with a 2011 AIA/CAE Educational Facility Design award for exhibiting superior quality. The building also received the Distinguished Building Award from AIA Chicago.

The Confucius Institute at the University of Minnesota (CIUMN) was named a 2011 Confucius Institute of the Year by the Hanban/Confucius Institute Headquarters. The CIUMN was recognized for its efforts to support and increase the number of students studying Chinese in Minnesota, which has doubled since the Institute opened in 2008.

The West Central Research and Outreach Center was named Outstanding Conservationist for 2011 by the Stevens County Soil and Water Conservation District. This recognition was based on WCROC's research and educational programs in horticulture, water quality, renewable energy, dairy, swine, and crop production.

The University of Minnesota, Crookston has been named among the top 25 in SuperScholar's “Smart Choice” ranking of schools offering online bachelor's degrees. Schools were ranked based on their perceived market credibility and prestige, academic quality, support for students, and student satisfaction. In U.S. News & World Report's first edition of top online education program rankings, UMC ranked among the nation's top 40 colleges and universities in the categories of teaching practices and student engagement and student services and technology.

The University of Minnesota's Morris and Twin Cities campuses were the only Minnesota institutions named among the 100 best values in public colleges in a national ranking by Kiplinger's Personal Finance.
**Faculty and Staff Activities and Awards**

Jasjit Ahluwalia, medicine, has been selected to receive the Prevent Cancer Foundation’s Prevention Laurel Award for National Leadership. The Laurel Award, in partnership with the National Colorectal Cancer Roundtable, honors individuals who have personal passion for cancer prevention and early detection and who have brought about positive change in the public, professional, or political arena on a national level.

School of Nursing faculty Karin Alaniz, Linda Chlan, Ruth Lindquist, Diane Treat-Jacobson, and Fang Yu were presented with the DAISY award for their commitment to the nursing profession and inspirational influence on their students. The award is given in collaboration with the American Association of Colleges of Nursing and the DAISY (Diseases Attacking the Immune System) Foundation.

Kari L. Anderson, veterinary clinical sciences, has been elected president of the American College of Veterinary Radiology (ACVR) for 2012. The mission of the ACVR is to enhance and promote the highest quality of service in diagnostic imaging and radiation oncology, to optimize veterinary patient care, and to advance the science of veterinary radiology through research and education.

_Gryphon: New & Selected Stories_, a collection by Charles Baxter, English, was named one of the 100 Notable Books of 2011 by _The New York Times._

Jason Brantner, Northwest Research and Outreach Center, received the Sugarbeet Distinguished Service Award from the Red River Valley Sugarbeet Association.

Peter Campion, English, was awarded the 2011 Poetry Magazine Editors Prize for Reviewing for his review of _The H.D. Book_ in the September 2011 issue. Campion will be the judge of the Milkweed Editions first annual Lindquist & Vennum Prize, a major new poetry prize.

Stephanie Carlson, Institute of Child Development, has been awarded fellow status by the Association of Psychological Science for sustained outstanding contributions to the science of psychology and for exceptional contributions to the field through the development of research opportunities and settings.

Humphrey School assistant dean Margaret Chutich has been named to the Minnesota Court of Appeals.

Dante Cicchetti, Institute of Child Development, has been elected to the rank of fellow by the American Association for the Advancement of Science. He is being honored for ground-breaking research in the fields of developmental neuroscience and child psychology, impacting theory and practice related to child maltreatment, depression, and developmental psychopathology.

Three Nursing faculty were inducted as fellows in the American Academy of Nursing: Thomas Clancy, for developing computer simulation models that are used when implementing information technology, faculty redesign, or practice change; Merrie J. Kaas, for effecting change in the health care of older adults with emotional disorders; Karen Monsen, for national and international leadership in improving the quality of nursing practice and related population health outcomes through nursing informatics. Fellowship in the Academy represents the nation’s top nurse researchers, policymakers, scholars, executives, educators, and practitioners.

Joanne Disch, nursing, was inducted as President of the Board of Directors of the American Academy of Nursing.
Melissa Frisvold, nursing, was elected to the Accreditation Commission for Midwifery Education Board of Review.

Ann Garwick, nursing, was elected to the Board of Directors for Minnesota Visiting Nurses Agency.

Abi Gewirtz, family social science and Institute of Child Development, has received the Professional of the Year Award for 2011 from the National Alliance on Mental Illness of Minnesota. The award recognizes a professional or staff person who provides high quality services, exemplifies best practices, and demonstrates commitment to and leadership in the field of mental health.

Veterinary Clinical Sciences professors Gary Goldstein and Kevin Stepaniuk were honored at the Veterinary Dental Forum in November. Goldstein received the Peter Emily AVDC Service Award, presented annually to an outstanding diplomate for contributions made to further the field of veterinary dentistry, while Stepaniuk was awarded the inaugural American Veterinary Dental Society (AVDS) Award-Student Chapter Mentor Award for outstanding contributions to the Student Chapters of the AVDS. In addition, Goldstein was re-elected to the AVDC board of directors and Stepaniuk was installed as president of the AVDS for a two-year term.

Irv Gottesman, psychology, will be awarded the Honorary Fellowship of King’s College, London, in recognition of “the exceptional distinction achieved on the part of the holder through their public and professional life.” Gottesman’s long relationship with King’s College dates back to 1963, when he was awarded a post-doc fellowship to study the genetics of schizophrenia using the college’s twins database.

Satish Gupta, soil, water, and climate, was named Soil Scientist of the Year by the Minnesota Association of Professional Soil Scientists.

Extension’s First Detector Team, won a teamwork award from the National Plant Diagnostic Network at their national conference. Team members include Jeffrey Hahn, entomology, Dean Herzfeld, plant pathology, and Extension educators in natural resource management and utilization, Angela Gupta, Gary Johnson, and Gary Wyatt.

Shaul Hanany, physics, was named a fellow of the American Physical Society for developing techniques and measurements used in the study of cosmic microwave background radiation and its polarization.

Adrian Hegeman, horticultural science, received the Arthur C. Neish Young Investigator Award from the Phytochemical Society of North America.

Tom Holmes, economics, was elected a fellow of the Econometric Society, one of the highest honors in economics.

Kristine Igo, Healthy Foods Healthy Lives Institute, is one of 15 members named to the new Minneapolis Food Policy Council.

The American Institute of Architects (AIA) Board of Directors has awarded the 2012 AIA Architecture Firm Award to VJAA, whose three principals—Vincent James, Nathan Knutson, and Jennifer Yoos—currently teach in the School of Architecture. The firm award is the highest honor bestowed on an architecture firm in the country.

Mary Jo Kane, kinesiology, has been chosen by the Minnesota Coalition of Women in Athletic Leadership to receive their Special Merit Award. The award is presented to an individual or
organization that exemplifies the highest levels of commitment and contribution to breaking barriers for girls and women in sport.

Three U of M faculty members were recently elected as fellows by the American Association for the Advancement of Science: Joe Konstan, computer science and engineering, Claudia Neuhauser, UMR vice chancellor for academic affairs, and Michael Tsapatsis, chemical engineering and materials science.

Jennifer Kuzma, Humphrey School, has been appointed to the U.S. Food and Drug Administration’s FDA Blood Products Advisory Committee.

Jim Linn, recently retired from the department of animal science, received the Bruce Cottington Friend of Dairy Award from the Minnesota Milk Producers Association.

Rachel Lunbohm, instructor of marketing and management at UMC and associate director of the Center for Rural Entrepreneurial Studies, was named one of “40 under 40” young business leaders from Minnesota, North Dakota, and South Dakota in the December 2011 edition of Prairie Business magazine.

Tom Luo and Nicholas Sidiropoulos, both from electrical and computer engineering, and McMaster University professor Timothy Davidson received a 2011 Best Paper Award from the IEEE Signal Processing Society for “Transmit beamforming for physical-layer multicasting.” Luo also has been appointed editor-in-chief of the IEEE Transactions on Signal Processing, the premier publication of the field.

Andrew Odlyzko, mathematics, was elected to a three-year term as vice-president of the American Mathematical Society. The organization, founded in 1888, has more than 30,000 individuals and 570 institutional members in the U.S. and around the world.

Guillermo Sapiro, electrical and computer engineering, and colleagues Vicent Caselles and R. Kimmel were awarded the International Conference in Computer Vision Test-of-Time Award for their 1995 paper “Geodesic Active Contours.”

Mistilina Sato, curriculum and instruction, has been selected to serve on the Minnesota Department of Education’s Teacher Evaluation Working Group, which has been charged by the commissioner of education with developing a new evaluation system for Minnesota teachers.

Gail Sauer, UMR assistant vice chancellor for administration, was the December 2011 “Woman With Drive” winner. The award, sponsored by KTTC-TV and Diet Pepsi, recognizes women who have a positive influence on the Rochester community.

Ingrid Schneider, professor in forest resources and director of the Tourism Center, was inducted into the Academy of Leisure Sciences. The academy comprises nearly 100 elected members who have made major contributions to the study of leisure sciences.

Dona Schwartz, journalism and mass communication, received honorable mention in the competition for the Santa Fe Prize for Photography, a biennial, nomination-only award.

Leslie Sharkey, veterinary clinical sciences, has been elected president of the American Society for Veterinary Clinical Pathology, a scientific organization dedicated to scientific advancement, education, and standards in veterinary clinical pathology and diagnostics.
Robert Shumer, organizational leadership, policy, and development was honored by the National Dropout Prevention Network with a Crystal Star Award of Excellence in Distinguished Leadership and Service, the highest award given by the Network.

Elaine Tarone, second language studies and director of CARLA, received the American Association for Applied Linguistics’ Distinguished Scholarship and Service Award for 2012.

Rebecca Teasley, civil engineering at UMD, received the award for Best Policy Oriented Paper from the ASCE Journal of Water Resources Planning and Management for “Groundwater banking in the Rio Grande basin.”

Donna Tilsner, kinesiology, has been presented with the Clifton E. French Distinguished Service Award, the highest professional award given by the Minnesota Recreation and Parks Association. Nominees are judged on community volunteerism, research, speeches, published articles, and professional certifications.

Chris Uggen, sociology, is the recipient of the 2011 Equal Justice Award in Research from the Council on Crime and Justice. The award recognizes community leaders who provide exemplary leadership in helping to create safer, stronger, and more just communities. Uggen was selected for his research and advocacy work in offender reentry and felon disenfranchisement.

Robert Vince, Center for Drug Design, has been named to the Minnesota Science and Technology Hall of Fame. Vince discovered and developed “carbovir,” a compound that has been licensed and sold as Ziagen, a treatment against HIV/AIDS. The drug is used worldwide, and the resulting royalties have aided the U’s efforts to finance further anti-viral, anti-microbial, and anti-cancer research. The Minnesota Science and Technology Hall of Fame was created by the Minnesota High Tech Associate and Science Museum of Minnesota to honor individuals whose achievements in science and technology have made lasting contributions to Minnesota and the world.

Bryan Wattier, clinical education coordinator for the respiratory care track of the bachelor of science in health professions, was recently elected to the Minnesota Society for Respiratory Care Board of Directors.

Bonnie Westra, nursing, was inducted as a fellow in the American College of Medical Informatics, an honorary society of elected fellows from the United States and abroad who have made significant and sustained contributions to the field of medical informatics.

Kathryn White, nursing, was elected to the Board of Directors for the Minnesota Association of Nurse Anesthetists.

Don Wyse, agronomy and plant genetics, has been recognized with the Honorary Premier Seedsman Award by the Minnesota Crop Improvement Association.

Cindy Zerger, Center for Changing Landscapes, received the H.W.S. Cleveland Award from the American Society of Landscape Architects-Minnesota.

**Student Activities and Awards**

Ahmed Abd-Allah, a student in the veterinary medicine graduate program, received the American College of Veterinary Microbiologists award for best presentation at the Conference of Research Workers in Animal Diseases.
Second-year graphic design student Amber Billings was one of eight winners in the Orbit Spotlight Series Design Contest, a national competition for college students to create an original pack design for Orbit gum’s latest flavor, Melon Remix. Billings’ design and personal signature can be seen on limited-edition packages in stores through the end of February 2012.

Morris students Melissa Carnicle and Alexandra Myhal were recognized at the 2011 American Indians in Science and Engineering Society National Conference. Carnicle, a chemistry, geology, and environmental science major, received first place for a presentation on the hydrological effects of attempts to prevent flash floods after a major wildfire. Myhal, a biology major, received second place for a presentation on the molecular basis of spinal muscular atrophy.

A redevelopment plan for the Fergus Falls Regional Treatment Center, created by architecture students Amanda Marcott and Brittany Schomaker, was named the winner of the Public Choice Category in the Preservation Alliance of Minnesota’s Student Design Forum.

Mechanical engineering doctoral student Gridsada Phanomchoeng and professor Rajesh Rajamani, aerospace engineering and mechanics, won the ASME Automotive and Transportation Systems Committee Best Paper Award for "Real-Time Automotive Slip Angle Estimation with Nonlinear Observer," which was presented at the 2011 American Control Conference.

Graduate student Basit Qureshi, history, has won the Phi Alpha Theta National History Honor Society’s 2011 George P. Hammond Prize for best paper by a graduate student for “A Hierophany Emergent: Conceptualizations of the Urban Landscape of Jerusalem in Pilgrimage Accounts from the Twelfth Century.”

Graduate student Sai Madhukar Reddy, chemical engineering and materials science, working with associate professor Beth Stadler, electrical and computer engineering, won a Best Poster Award at the Magnetism and Magnetic Materials conference. His poster was entitled “Towards Epitaxial Fe1-xGax/GaAs Structures via Electrochemistry for Spintronics Applications.”

UMD Chemical Engineering and Environmental Science students took the second and third place prizes at the Conference on the Environment’s 26th annual Environmental Challenge. This year’s challenge was to develop a plan for a small Minnesota city to remove phosphorus from the city’s waste water releases and to achieve a 20 percent reduction in total water use. Second place winners were Hirsi Ali, Joseph Balmer, and Ben Egelske; third place winners were Kyle Block, Linnea Henkels, Andrew Mickelson, and Aaron Ostlund.

The UMC Collegiate Crops Judging Team competed in the national crops contests recently, finishing second in both the Kansas City and Chicago contests. Members of the 2011 team include seniors Chase Boen, Matthew Green, and Ethan Hulst.