Faculty & Staff Affairs Committee

June 2014

June 12, 2014
9:45 a.m. - 11:45 a.m.
East Committee Room, McNamara Alumni Center
1. Overview of Benefits
   
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   *Briefing Materials* - Page 4
   *Presentation Materials* - Page 6

2. Annual UPlan Health Insurance Update
   
   *Docket Item Summary* - Page 23
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3. Retirement Program Trends
   
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4. Consent Report - Review/Action
   
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   *Appointment of CFANS Dean* - Page 58
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Faculty & Staff Affairs

Agenda Item: Overview of Benefits

☐ Review ☐ Review + Action ☐ Action ☒ Discussion

☐ This is a report required by Board policy.

Presenters: Kathryn Brown, Vice President, Office of Human Resources

Purpose & Key Points

Board of Regents Policy: Employee Recruitment and Retention describes the commitment of the University of Minnesota to attracting and retaining employees who are talented, innovative, and dedicated to excellence. Part of that commitment is the provision of competitive compensation and benefits packages.

The purpose of this presentation is to provide a comprehensive overview of the array of benefits provided to the University's faculty and staff to further this commitment. Specifically, the presentation will cover the following elements:

- University benefit offerings
- Benefits eligibility
- 2014 related benefits changes
- 2015 UPlan changes
- Benefits benchmarking
- Total rewards trend
- University total reward strategy

Subsequent presentations will further detail the University's health and retirement benefits programs.

Background Information

The Faculty & Staff Affairs Committee heard the Annual Report on Compensation at its September 12, 2013 meeting.
Full-Time Faculty & P&A Employee Benefits

**University-Paid**
- Basic Life Insurance (115% of base salary to a maximum of $200,000)
- Medical Leave (up to 3 months at 100% of salary)
- Vacation (22 days annually for those on a 12 month appointment)
- Academic Disability (generally, 66 2/3% of pay to a maximum of $14,444/month)
- Unemployment Insurance

**Shared Cost**
- Medical Coverage (Choice of 5 plans – University subsidizes 87% of Employee-only cost and 80.5% of Dependent cost of the Base Plan)
- Pharmacy Benefits – included in medical plan cost
- Wellness Plan – included in medical plan cost
- Dental Coverage (Choice of 5 plans – University subsidizes 88% of Employee-only cost and 52% of Dependent cost of the Base Plan)
- Faculty Retirement Plan (5.5% Employee/10% University for new employees)
- Regents Scholarship tuition benefits (Advanced degrees – 25% Employee/75% University)
- Social Security (6.2% Employee/6.2% University on a maximum of $117,000 in 2014)
- Medicare (1.45% Employee/1.45% University, no compensation maximum)

**Employee-Paid**
- Optional Retirement Plan (pre-tax 403(b) plan)
- Section 457 Deferred Compensation Plan (pre-tax plan)
- Flexible Spending Accounts (pre-tax, both healthcare and dependent care)
- Optional Life Insurance (after-tax for self, spouse/registered same-sex domestic partner and/or child/children)
- Short-term Disability Coverage (after-tax, maximum of 66 2/3% of monthly salary or $5,000)
- Long-term Care Coverage (after-tax for self, spouse/registered same-sex domestic partner)
Full-time Civil Service & Labor Represented
Non-Academic Employee Benefits

University-Paid
- Basic Life Insurance (115% of base salary to a maximum of $200,000)
- Sick Leave (13 days annually)
- Vacation (13 to 41.75 days annually, depending upon position and years of service)
- Regents Scholarship tuition benefits (Initial degree)
- Unemployment Insurance

Shared Cost
- Medical Coverage (Choice of 5 plans – University subsidizes 87% of Employee-only cost and 80.5% of Dependent cost of the Base Plan)
- Pharmacy Benefits – included in medical plan cost
- Wellness Plan – included in medical plan cost
- Dental Coverage (Choice of 5 plans – University subsidizes 88% of Employee-only cost and 52% of Dependent cost of the Base Plan)
- Minnesota State Retirement System (5% Employee/5% University to 5.5% each as of 7/1/14)
- Regents Scholarship tuition benefits (Advanced degrees – 25% Employee/75% University)
- Social Security (6.2% Employee/6.2% University on a maximum of $117,000 in 2014)
- Medicare (1.45% Employee/1.45% University, no compensation maximum)

Employee-Paid
- Optional Retirement Plan (pre-tax 403(b) plan)
- Section 457 Deferred Compensation Plan (pre-tax plan)
- Flexible spending accounts (pre-tax, both healthcare and dependent care)
- Optional Life Insurance (after-tax for self, spouse/registered same-sex domestic partner and/or child/children)
- Short-term Disability Coverage (after-tax, maximum of 66 2/3% of monthly salary or $5,000)
- Long-term Disability Coverage (after-tax, maximum of 60% of monthly salary or $5,000)
- Long-term Care Coverage (after-tax for self, spouse/registered same-sex domestic partner)
Overview of Benefits

Board of Regents
Faculty and Staff Affairs Committee

Kathryn F. Brown, Vice President, Office of Human Resources
June 12, 2014
Strategic Direction for OHR

• **Mission:** The Office of Human Resources strategically leads and partners with our community to provide the diverse workforce and organizational capabilities that drive excellence in the University.

• **Vision:** Create the diverse workplace of the future where people are engaged, connected, thriving, and achieving.

• **Values:** Integrity, service, innovation, collaboration, and responsibility.
Strategic Imperatives

• **Define**
  • Re-imagined, integrated OHR portfolio of services
  • Well-articulated partnership between central OHR and human resource work in colleges, units, and campuses in which roles and responsibilities are clear and understood
  • Leader in providing human resource professional skills and practice, and encouraging best practices in human resource systems and service delivery

• **Simplify**
  • Simplified employment policies and administrative procedures
  • Streamlined employment processes and management

• **Empower**
  • Leaders and managers to make strategic decisions about talent
  • Employees to optimize their employment experience
  • Human resource professionals to be proactive, responsible, and responsive

• **Deliver**
  • Excellent, high-quality service in core OHR business functions
  • Improved business processes that support talent management
  • Strategic organizational development advice and practice
OHR Strategic Dashboard: Benefits (Define, Simplify, Deliver)

- **Goal:** Provide a comprehensive benefits program that assists in attracting and retaining a high-quality workforce, is cost effective, encourages good health and wellness, and is compliant with state and federal law.
What We Will Cover Today

- Benefits Eligibility
- 2014 ACA-Related Benefits Changes
- 2015 UPlan Changes
- Benefits Benchmarking
- Total Rewards Trend
- University Total Reward Strategy
- Takeaways
- Discussion
Benefits Eligibility

• Full-time is defined differently depending on the employee groups and the type of benefits.
• The following must apply for benefits eligibility accessibility:
  • Eligible classification
  • Employed 50% time or greater to qualify
  • Employed 75% time or greater for benefits to be subsidized by the University
  • Employed three months or longer
Our Goals for 2014

ACA-Related UPlan Changes

• Maintain quality, affordability, and choice in the UPlan.
• Minimize impact for those with health conditions.
• Avoid the excise tax.
• Continue to manage healthcare trend.
2014 ACA-Related Changes to UPlan

- Offered a new Accountable Care Organization (ACO) plan
- Increased co-pays
- Introduced a differential between primary and specialty co-pays
- Introduced a small deductible on non co-pay items
- Increased out-of-pocket expenses in the HSA plan
- Combined base plans
- Merged two of the family cost tiers
New ACO Offering Proves Effective

- Accountable Care Organizations (ACOs) represent the first step away from a fee-for-service system.
- In agreeing to participate, ACOs commit to a discount that they can then work to earn back, plus a potential upside, through better-quality care.
- ACOs count on new patient volume. (Based on Medica data)
  - To date 40% are new patients
  - 95% of care stays within ACOs
- ACO members treated as customers and patients
- UPlan ACO enrollment was initially 915 and has grown to 1,005 enrollees as of May 2014.
2015 UPlan Changes

• Medica Insights, a mid-range plan, will be eliminated by Medica; HealthPartners network access will be available with base plan rates and coverage through Medica Elect/Essential or Medica Choice.
Towers Watson 2013 Annual Benefits Benchmark Study

- Annual study compares the benefit provisions for P&A employees at 19 large Minnesota private-sector employers.
- Compares benefit values for the most prevalent plans for salaried, newly hired employees as of January 1, 2013
- Benefit values were determined by applying a standard methodology to a standard demographic.
- Overall value is determined by a combination of plan designs and employee contribution strategies.
- Benefit programs are:
  - Compared on a relative-value basis between employers—a score of 100 represents the average value for the comparator group.
  - Scores are determined on a dollar-value basis relative to the average value.

Source: Minnesota Employers 2013 Benefits Benchmark Study—University of Minnesota, Towers Watson, August 2013
Core Benefits Included in Analysis

Source: Minnesota Employers 2013 Benefits Benchmark Study—University of Minnesota, Towers Watson, August 2013

Note: Other lifestyle-related benefits are summarized on a prevalence, not value basis.

*Includes Employee Stock Purchase Plan.*
Components of Employer Value as a Percent of Total Benefit Value for P&A Employees (U of M comparable to Minnesota private employers)

Source: Minnesota Employers 2013 Benefits Benchmark Study—University of Minnesota, Towers Watson, August 2013
Total Reward Issues on HR Professionals’ Minds

• Aligning total rewards with business strategy by attracting, motivating, and retaining employees
• Reducing the costs of providing health care and other noncash benefits to employees
• Motivating staff when pay increases are flat or nonexistent
• Demonstrating appropriate return on investment for reward expenditures
• Creating a rewards program that reflects the culture and goals of the organization

University’s Total Reward Strategy

- Research, design, and develop a comprehensive compensation and benefit strategy and programs, including executive components, ensuring alignment with business objectives and balancing market conditions, internal equity, and long-term vision.
- Program will include, but not be limited to, health, wellness, retirement, compensation, and rewards and recognition programs.
Takeaways

• The University offers a comprehensive benefits program.
• The University of Minnesota and Minnesota employers have a comparable distribution of benefits.
• Total rewards is a top human resource priority globally.
• The University is moving forward a total rewards strategy.
Discussion
Faculty & Staff Affairs

Agenda Item: Annual UPlan Health Insurance Update

☐ Review ☐ Review + Action ☐ Action ☒ Discussion

☒ This is a report required by Board policy.

Presenters: Kathryn F. Brown, Vice President, Office of Human Resources
Dann Chapman, Director, Employee Benefits, Office of Human Resources

Purpose & Key Points

The UPlan is the University’s self-insured health benefits plan provided to eligible University of Minnesota employees. The UPlan includes medical, dental and pharmacy coverage, as well as a robust Wellness Program. Board of Regents Policy: Employee Health Benefits requires the ongoing review of the effectiveness of the University’s health benefit programs, and an annual report to the Board of Regents on performance against the principles that govern the provision of health benefits (Policy, Section V, subd. 3). The presentation will provide the required annual performance report, and will cover the following key points:

- UPlan governance and administration
- UPlan history
- Health care trends
- UPlan performance
- Pharmacy performance
- Wellness Program overview
Annual UPplan Health Insurance Update

Board of Regents
Faculty and Staff Affairs Committee

Kathryn F. Brown, Vice President, Office of Human Resources
Dann Chapman, Director of Employee Benefits
June 12, 2014
What We Will Cover Today

• UPlan Governance and Administration
• UPlan History
• Health Care Trends
• UPlan Performance
• Pharmacy Performance
• Wellness Program Overview
• Takeaways
• Discussion
UPlan Governance and Administration

- Administrative Working Group (AWG)
  - Makes recommendations to the President
- Benefits Advisory Committee (BAC)
  - Consultative to all employee groups
- Administered by OHR
UPlan History

• **Prior to 2002:** Most employee benefits (except academic retirement) were obtained through the State Employees Program.
• **Jan. 2002:** UPlan was launched as the University’s self-insured health benefits plan.
• **Jan. 2003:** Dental and remaining benefits were first purchased and managed independent from the state of Minnesota.
• **Jan. 2006:** Pharmacy benefits were ‘carved out’ to better manage our pharmacy spend and trend.
• **Jan. 2006-present:** Wellness Program ‘carved out’ and expanded to include vendor and University partner programs.
• **Jan. 2011:** Specialty Pharmacy Program added to assist members and the University in managing specialty medications.
• **Jan. 2014:** Offered an ACO Plan as a lower-cost, network-restrictive option.
Health Care Trends

• Health care costs continue to trend upward.
• Large employers remain committed to providing subsidized health care benefits.
• Employers are optimizing high-performance networks and leveraging new health care payment approaches.
• New technologies continue to open new access points for care.
• Health Care Reform continues to add new administrative and reporting requirements.

Source: Benefits and Communication Trends, Towers Watson, April 9, 2014
Aggregate Health Care Trend 2009-2013

(U continues to be below the trend in health care costs)
How the UPlan Manages Costs

• UPlan is completely self-insured.
• Increases generic medication usage
• Negotiates lower administration fees/premiums with vendors
• Changes or consolidates health plan vendors
• ROI from Wellness Program
• Sets and monitors vendor implementation and performance guarantees
• Manages pricing negotiations between providers and health plans
Good Management Saves Money

Cost Avoidance

- $4.9 in 2006
- $7.9 in 2007
- $11.7 in 2008
- $17.5 in 2009
- $20.1 in 2010
- $22.1 in 2011
- $27.4 in 2012
- $29.1 (projected) in 2013
- $32.1 in 2014

$30 million
$25 million
$20 million
$15 million
$10 million
$5 million
$0
UPlan Administration

- 95 cents out of every dollar goes to care. This is well above the large employer-insured plans standard of 85 cents required by ACA.
UPlan Yearly Health Care Cost Per Employee

History & Projections*

*Per Employee Per Year cost includes former employees such as early retirees and members on COBRA.
Future Administration Challenges

- Compliance with remaining Affordable Care Act provisions
- Managing plan costs
- Most medications with high utilization have already changed to generics
- Specialty medication costs and utilization continue to increase
- Members are not discerning about cost, value, and quality of medical services—education needed
Future Administration Opportunities

• Encourage employee health and wellbeing
• Help employees understand costs and make informed health care decisions by being transparent about costs and quality
• Utilize vendor management skills to control costs and improve services
• Identify significant health issues and develop strategies to improve quality of care and control costs
Managing Pharmacy Costs

• Pharmacy program carved out from Medical Plan Administrator
• Focus on increasing the use of generics
• Support from College of Pharmacy in making program decisions
• Specialty Program carved out
• Medication Therapy Management pharmacist network developed in collaboration with the College of Pharmacy
• Significant communication to members encouraging appropriate medication use
Number of Prescriptions Declining

# Year

Number of Scripts PEPY and PMPY

<table>
<thead>
<tr>
<th>Year</th>
<th>PEPY</th>
<th>PMPY</th>
</tr>
</thead>
<tbody>
<tr>
<td>2009</td>
<td>20.09</td>
<td>9.58</td>
</tr>
<tr>
<td>2010</td>
<td>19.92</td>
<td>9.38</td>
</tr>
<tr>
<td>2011</td>
<td>19.86</td>
<td>9.16</td>
</tr>
<tr>
<td>2012</td>
<td>18.78</td>
<td>8.63</td>
</tr>
<tr>
<td>2013</td>
<td>18.45</td>
<td>8.55</td>
</tr>
</tbody>
</table>

Per Employee Per Year Scripts - PEPY
Per Member Per Year Scripts - PMPY
UPlan Average Cost Per Drug Claim 2004-2013

Based on data from Univ. of Minnesota self-insured drug benefit (UPlan) 2004 to 2013 & compiled by PRIME Institute, University of Minnesota.
Wellness Program Overview

• Well received by employees
  • Currently the premium reduction is $300/$400
• Programs include exercise, weight management, chronic disease management, and stress reduction
• Farmers Market celebrating its 10\textsuperscript{th} anniversary of bringing health foods to employees and students
• $1.63 ROI for every dollar invested
Health Risks Remain Lower Than StayWell Education Book of Business

Health risks have decreased by 6.8%*

* The average number of risks among 9,775 repeat participants has decreased 10.8% between the participant's first WA (2006-2013) and the 2014 WA

Source: Helping People Live Well, StayWell, May 1, 2014
New Options to Reduce Stress and Enhance Employee Wellbeing

• Expanded Employee Assistance Program (Sand Creek)
  • Now University-wide
  • Number of covered visits increased from 4 to 8
  • 165% increase in use in first quarter

• New Financial Counseling Program (LSS Financial Choice)
  • Focuses on helping employees manage debt (credit card, personal or dependent student loans, mortgage)
  • Teaches budgeting and financial management skills
Takeaways

• UPlan is a well-managed plan with costs below medical trend.
• Number of scripts is declining.
• Generic script usage continues to increase, reducing costs to the plan and the employee.
• Our Wellness Program is delivering a strong ROI.
• Challenges continue to be managing the trend and keeping costs of pharmaceuticals below trend.
Discussion
Faculty & Staff Affairs

Agenda Item: Retirement Program Trends

☐ Review ☐ Review + Action ☐ Action x Discussion

☐ This is a report required by Board policy.

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

Purpose & Key Points

Board of Regents Policy: Faculty and Staff Retirement outlines the provision of retirement benefits for University faculty and staff with four primary goals: retirement income, competitive programs, retirement planning and financial education, and oversight and stewardship. The purpose of this presentation is to brief the committee on the University’s current retirement programs, including:

- An overview of all retirement plans.
- Highlights of the University’s retirement plans.
- Industry trends and the potential impact of those trends on the University’s programs.
Retirement Program Trends

Board of Regents
Faculty and Staff Affairs Committee

Kathryn F. Brown, Vice President, Office of Human Resources
Jackie Singer, Director of Retirement Programs
June 12, 2014
What We Will Cover Today

- Overview of U of M retirement plans
- Retirement plan highlights
- Industry trends and potential impact on the U
- Takeaways
- Discussion
Retirement Plan History

• The Faculty Retirement Plan began in 1929 as an individual annuity plan and was converted to a defined contribution plan in 1963.

• Civil Service and labor-represented employees have participated in the Minnesota State Retirement System defined benefit plan since 1929.
# Plan Provision Summary

<table>
<thead>
<tr>
<th>Eligibility</th>
<th>Faculty Retirement Plan</th>
<th>Minnesota State Retirement System</th>
<th>Optional Retirement Plan</th>
<th>457 Deferred Compensation Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Academics on 9-month+</td>
<td>Civil Service and</td>
<td>Any employee paid on a continuous basis**</td>
<td>Any employee paid on a continuous basis**</td>
<td></td>
</tr>
<tr>
<td>appointment of 67% or more*</td>
<td>Labor-Represented</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>staff*</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Current Contribution Rate</th>
<th>5.5% Employee 10%</th>
<th>5% Employee 5% University (5.5% as of 7/1/14)</th>
<th>Employee: $200 minimum 100% of pay maximum</th>
<th>Employee: $200 minimum 100% of pay maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td>5% University</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10% University</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| Maximum Annual Contributions (2014 calendar year) | $52,000—pre-1996 hire $40,300—post-1996 hire | $26,000 $28,600 as of 7/1/14 | $17,500 if under age 50; other limits by age and service | $17,500 if under age 50; other limits by age and service |

| Investment Providers (new contributions) | Securian Fidelity Vanguard PAX | Defined Benefit Plan Assets managed by the State Board of Investments | Securian Fidelity Vanguard DWS Investments | Securian Fidelity Vanguard |

*Eligibility information is general and additional summary information and specific provisions are available online.
**Student and non-student aliens are excluded from this plan.
Plan Education

- Ongoing workshops for faculty and staff
- Voluntary Retirement Plan workshops
- Online training for those unable to attend in person
- Website includes FAQs and letter from Senate Committee on Faculty Affairs Retirement Subcommittee on personal financial assessment
- This fall we will aggregate education resources on our website.
- In collaboration with the retirement subcommittee, we will launch a communications campaign next year encouraging saving and providing education and investment choices.
## MSRS Plan Comparisons

*(Defined benefit plan is among the best public plans in the state.)*

<table>
<thead>
<tr>
<th>Employer</th>
<th>Employee Contribution</th>
<th>Employer Contribution</th>
<th>Replacement Ratio (Est.)*</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Minnesota</td>
<td>5%*</td>
<td>5%*</td>
<td>56%</td>
</tr>
<tr>
<td>State of Minnesota</td>
<td>5%*</td>
<td>5%*</td>
<td>56%</td>
</tr>
<tr>
<td>Hennepin County</td>
<td>6.25%</td>
<td>7.25%</td>
<td>56%</td>
</tr>
<tr>
<td>Ramsey County</td>
<td>6.25%</td>
<td>7.25%</td>
<td>56%</td>
</tr>
<tr>
<td>City of Minneapolis</td>
<td>6.25%</td>
<td>7.25%</td>
<td>56%</td>
</tr>
<tr>
<td>City of Saint Paul</td>
<td>6.25%</td>
<td>7.25%</td>
<td>56%</td>
</tr>
</tbody>
</table>

* Rates will change to 5.5% effective 7/1/14.

** Replacement ratio = Percent of salary an employee can reasonably expect from the retirement plan.
# MSRS Plan Is Financially Viable

(Funding has strengthened due to benefits changes in 2009 and market recovery.)

<table>
<thead>
<tr>
<th>Plan Year Beginning (Actuarial Valuation ending prior June 30)</th>
<th>Employee Contribution</th>
<th>University Contribution</th>
<th>Total Contribution</th>
<th>Funding Level (Market Value Assets)</th>
</tr>
</thead>
<tbody>
<tr>
<td>7/1/2014</td>
<td>5.50%</td>
<td>5.50%</td>
<td>11.00%</td>
<td>Not Avail</td>
</tr>
<tr>
<td>7/1/2013</td>
<td>5.00%</td>
<td>5.00%</td>
<td>10.00%</td>
<td>88%</td>
</tr>
<tr>
<td>7/1/2012</td>
<td>5.00%</td>
<td>5.00%</td>
<td>10.00%</td>
<td>82%</td>
</tr>
<tr>
<td>7/1/2011</td>
<td>5.00%</td>
<td>5.00%</td>
<td>10.00%</td>
<td>87%</td>
</tr>
<tr>
<td>7/1/2010</td>
<td>5.00%</td>
<td>5.00%</td>
<td>10.00%</td>
<td>75%</td>
</tr>
<tr>
<td>7/1/2009</td>
<td>4.75%</td>
<td>4.75%</td>
<td>9.50%</td>
<td>66%</td>
</tr>
<tr>
<td>7/1/2008</td>
<td>4.50%</td>
<td>4.50%</td>
<td>9.00%</td>
<td>88%</td>
</tr>
<tr>
<td>7/1/2007</td>
<td>4.25%</td>
<td>4.25%</td>
<td>8.50%</td>
<td>99%</td>
</tr>
<tr>
<td>7/1/2006</td>
<td>4.00%</td>
<td>4.00%</td>
<td>8.00%</td>
<td>93%</td>
</tr>
<tr>
<td>7/1/2005</td>
<td>4.00%</td>
<td>4.00%</td>
<td>8.00%</td>
<td>89%</td>
</tr>
<tr>
<td>7/1/2004</td>
<td>4.00%</td>
<td>4.00%</td>
<td>8.00%</td>
<td>88%</td>
</tr>
</tbody>
</table>
## Faculty Retirement Plan (includes P&A) Contribution History

<table>
<thead>
<tr>
<th>Date</th>
<th>Employee Contribution</th>
<th>University Contribution</th>
</tr>
</thead>
<tbody>
<tr>
<td>1963</td>
<td>2.50%</td>
<td>2.50% of first $5,000 plus</td>
</tr>
<tr>
<td></td>
<td></td>
<td>7.50% of salary over $5,000</td>
</tr>
<tr>
<td>By 1968</td>
<td>2.50%</td>
<td>2.50% of first $5,000 plus</td>
</tr>
<tr>
<td></td>
<td></td>
<td>13.00% of salary over $5,000</td>
</tr>
<tr>
<td>7/1/92 to 1/1/12</td>
<td>2.50%</td>
<td>13.00% of salary</td>
</tr>
<tr>
<td>1/2/12 to present</td>
<td>5.50%</td>
<td>10.00% of salary</td>
</tr>
</tbody>
</table>
## Faculty and P&A Contribution and Income Replacement Ratio

<table>
<thead>
<tr>
<th>University</th>
<th>Employee Contribution</th>
<th>University Contribution</th>
<th>Replacement Ratio (Est.)</th>
<th>Notations</th>
</tr>
</thead>
<tbody>
<tr>
<td>The Ohio State University</td>
<td>10%</td>
<td>14%</td>
<td>85%</td>
<td>Choice - DC</td>
</tr>
<tr>
<td>U Washington-Seattle</td>
<td>5%-10%</td>
<td>5%-10%</td>
<td>52%</td>
<td>DC</td>
</tr>
<tr>
<td>University of Minnesota</td>
<td>5.50%</td>
<td>10%</td>
<td>51%</td>
<td>DC</td>
</tr>
<tr>
<td>University of Michigan</td>
<td>5%</td>
<td>10%</td>
<td>50%</td>
<td>DC</td>
</tr>
<tr>
<td>UC-Berkeley</td>
<td>6.50%</td>
<td>12%</td>
<td>85%</td>
<td>DB</td>
</tr>
<tr>
<td>UCLA</td>
<td>6.50%</td>
<td>12%</td>
<td>85%</td>
<td>DB</td>
</tr>
<tr>
<td>University of Texas</td>
<td>6.40%</td>
<td>6.40%</td>
<td>76%</td>
<td>Choice - DB</td>
</tr>
<tr>
<td>University of Illinois</td>
<td>8%</td>
<td>9.10%</td>
<td>74%</td>
<td>Choice - DB</td>
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<tr>
<td>Penn State</td>
<td>6.25%</td>
<td>4.11%</td>
<td>68%</td>
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<tr>
<td>University of Wisconsin</td>
<td>7%</td>
<td>8.4%</td>
<td>57%</td>
<td>DB</td>
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<tr>
<td>University of Florida</td>
<td>3%</td>
<td>6.95%</td>
<td>53%</td>
<td>Choice - DB</td>
</tr>
</tbody>
</table>

DB = Defined Benefit Plan  
DC = Defined Contribution Plan  
Choice = Choice of either a Defined Benefit or Defined Contribution Plan. Higher benefit plan listed.
Trends

- Retirement plan simplification
- Retirement sufficiency
- Fiduciary responsibility
- Defined Benefit versus Defined Contribution plans and the funding of public pensions
Takeaways

• The MSRS is well-managed and continues to provide a strong return with lower employee and employer contributions compared to other public sector employers.

• The Faculty Retirement Plan has continued to keep the employee contribution low. The corresponding estimated income replacement ratio is also lower than other public research institutions.
Discussion
Faculty & Staff Affairs

Agenda Item: Consent Report

☐ Review  ☑ Review + Action  ☐ Action  ☐ Discussion

☐ This is a report required by Board policy.

Presenters: Kathryn Brown, Vice President, Office of Human Resources

Purpose & Key Points

As required by Board of Regents Policy: Reservation and Delegation of Authority, the administration seeks approval for the conferral of tenure for faculty who have been hired at the University of Minnesota and the appointment of senior leaders. This report includes:

- Appointment of Dr. Brian Buhr as Dean of the College of Food, Agricultural and Natural Resource Sciences, effective June 16, 2014
- Conferral of Tenure for new hires

Background Information

Board of Regents Policy: Reservation and Delegation of Authority calls for items, such as proposed changes to retirement provisions, senior administrative appointments, tenure and/or promotion recommendations, and appointments of certain trustees and board members to be brought before this committee for action.

President’s Recommendation

The President recommends approval of the consent report.
Personnel Appointment

Pending approval by the Board of Regents, Dr. Brian Buhr will be appointed Dean of the College of Food, Agricultural and Natural Resource Sciences and director of the Minnesota Agricultural Experiment Station, effective June 16, 2014.

Position Overview

The dean of the College of Food, Agricultural and Natural Resource Sciences (CFANS) is responsible for collaborating with faculty, staff, students and others to create a unified vision for the college and providing effective strategic leadership to advance the overall quality, reputation, stature and aspirational goals of the college. The dean is also responsible for the effective oversight and administration of the college, from recruiting and retaining distinguished scholars and artists and outstanding students to playing a major role in fundraising for the college and garnering support for the college from both internal and external stakeholders. The director of the Minnesota Agricultural Experiment Station (MAES) oversees funding for researchers to improve and support the state’s agricultural and forest products, horticulture, human nutrition, family and community life, and environmental quality.

Appointees Background and Qualifications

Dr. Brian Buhr is a professor of applied economics who joined the University of Minnesota faculty in 1992. He became head of Applied Economics in 2008, and from 2009 to 2013, he served as head of the Division of Applied Economics and Agricultural Education. In the summer of 2013, he began service as interim dean of the college and interim director of MAES. He has an impressive record of accomplishments as an agricultural economist and as an administrator, as well as broad experience collaborating across the University and around the world.

Brian works in the areas of commodity marketing, with an emphasis on livestock markets. He has worked extensively with commodity groups and industry on risk management, value-added marketing, and the economic impacts of policy and technology. An Iowa native, Brian earned his Ph.D., in economics, from Iowa State University; he also holds B.S. degrees from Iowa State in animal science and agricultural business. He started his University of Minnesota career in 1992 as an assistant professor and Extension marketing economist in the Department of Applied Economics. In 1997, he was promoted to associate professor (with an appointment partially based in Extension) and in 2005 to professor. From 2004 to 2009, he held the E. Fred Koller Endowed Chair of Management Information Systems in Applied Economics.

As dean of CFANS, Brian will provide administrative and academic oversight for CFANS and will collaborate broadly to advance the college as one of the world's premier research and educational centers dedicated to agricultural and food productivity, biodiversity, forestry, and the preservation of natural resources. He will play a pivotal role in enhancing University partnerships with key stakeholders and strengthening collaborations to help address critical challenges in
agriculture, food systems, and environmental and natural resources sciences. As the director of the Minnesota Agricultural Experiment Station, he will oversee funding for researchers in five University of Minnesota colleges focused on cross-disciplinary problem solving, with the goal of improving the lives of Minnesotans.

**Recommended Salary and Appointment Type**

Dr. Brian Buhr’s annual salary will be $250,000. His appointment as Dean is a 100%-time, A-term (12-month), L-type (limited) appointment, reporting to and serving at the pleasure of the senior vice president for academic affairs and provost. While serving as dean, Dr. Buhr will also hold the dual title of director of the Minnesota Agricultural Experiment Station. The full employment agreement between the University of Minnesota and Dr. Buhr is attached as an exhibit.

**Individually Negotiated Terms of Employment or Separation Agreements**

There are no individually negotiated terms of employment or separation agreements.

**Comparable Market Data**

Dr. Buhr’s annual salary is a competitive, market-based rate against the 2013 salaries of similar positions at peer institutions (Purdue University, Michigan State University, The Ohio State University, University of Florida, University of Illinois – Urbana-Champaign, and University of Wisconsin – Madison):

- Minimum – $221,450
- Mean – $255,107
- Median – $250,000
- Maximum – $303,000

**President’s Recommendation**

The president and the senior vice president for academic affairs and provost recommend the appointment of Dr. Brian Buhr as Dean of the College of Food, Agricultural and Natural Resource Sciences.
EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT is entered into as of this 16th day of May, 2014, by and between Regents of the University of Minnesota, a Minnesota constitutional educational corporation (the "University"), and Dr. Brian Buhr ("Dr. Buhr," "you").

WHEREAS, the University wishes to employ Dr. Buhr as the Dean of the College of Food, Agricultural and Natural Resource Sciences and Dr. Buhr wishes to accept employment as Dean of the College of Food, Agricultural and Natural Resource Sciences;

WHEREAS, this Employment Agreement is subject to the approval of the Board of Regents of the University of Minnesota and the completion of a background check satisfactory to the University;

THEREFORE, the University and Dr. Buhr agree as follows, subject to the approval of the Board of Regents:

1. EMPLOYMENT TERM AND DUTIES

Subject to the terms and conditions of this Agreement and University Policies and Procedures, the University appoints Dr. Brian Buhr as the Dean of the College of Food, Agricultural and Natural Resource Sciences and he agrees to be so employed by the University for a term commencing on June 16, 2014. The Dean of the College of Food, Agricultural and Natural Resource Sciences is a 100 percent, 12-month position in the professional and academic personnel classification who serves as an at will employee at the pleasure of the Senior Vice President for Academic Affairs and Provost. As such, you report to and serve at the pleasure of the Senior Vice President for Academic Affairs and Provost and your appointment may be terminated at any time without advance notification. While serving as Dean, you also hold the dual title of Director of the Minnesota Agricultural Experiment Station.

II. DUTIES

During the term of your employment as Dean of the College of Food, Agricultural and Natural Resource Sciences you will diligently and conscientiously devote your full-time attention and best efforts in performing and discharging the duties of Dean of the College of Food, Agricultural and Natural Resource Sciences and Director of the Minnesota Agricultural Experiment Station as they are set forth in the job description for this position (attached) including, but not limited to, the following duties:
A. Provide visionary leadership and administrative oversight of, and accountability for, the College of Food, Agricultural and Natural Resource Sciences;

B. Oversee the responsible planning, stewardship, management and accountability of fiscal, capital and human resources of the College of Food, Agricultural and Natural Resource Sciences;

C. Promote and represent the interest of the College of Food, Agricultural and Natural Resource Sciences in a positive fashion in private and public forums;

D. Recruit and retain distinguished faculty and outstanding students in the College of Food, Agricultural and Natural Resource Sciences;

E. Integrate the College of Food, Agricultural and Natural Resource Sciences and its many vital resources into the broader community and surrounding regions;

F. Garner support for the College of Food, Agricultural and Natural Resource Sciences from both internal and external stakeholders; and

G. Perform such other duties as related to your employment position and assigned to you by your appointing authority.

III. PERFORMANCE

In accordance with University Policy, you will receive regular annual performance evaluations and, in accordance with University Policy, you will receive a broader systemic review of your performance no later than the end of your third year in the position.

IV. FACULTY APPOINTMENT

In addition to your appointment as Dean of the College of Food, Agricultural and Natural Resource Sciences, you will continue to hold your appointment as a tenured, full professor in the college. You will not receive any compensation for your faculty appointment, but a salary for this appointment will be established each year by the University, based on the average increase to base of your same-ranked collegiate peers. In the event you no longer are employed as Dean of the College of Food, Agricultural and Natural Resource Sciences and retain this faculty appointment, this will be your established faculty salary.

V. COMPENSATION
A. Subject to the terms of this Agreement for all services provided by you on behalf of the University, the University shall pay you an annual salary of Two Hundred Fifty Thousand and No/100 Dollars ($250,000).

B. All base salary shall be paid in accordance with the University’s regular payroll procedures for Professional and Administrative employees and shall be subject to withholding for applicable federal and state income taxes, federal social security taxes, and other applicable taxes and deductions.

C. In accordance with University Policies and Procedures, you shall be eligible for salary increases on an annual basis based upon the evaluation of the appointing authority or his/her designee.

D. The base salary is subject to furloughs, pay freezes, salary reductions or other adjustments to the same extent they are required of other employees of the University.

VI. BENEFITS

The University shall provide you with a benefits program as provided generally for its Professional and Administrative employees as described in its Policies and Procedures (http://www.umn.edu/ehr/benefits/summary/). These programs shall be subject to amendments and modifications by the University.

VII. SEPARATION

A. Your appointment as Dean of the College of Food, Agricultural and Natural Resource Sciences is an L appointment, which means you serve at the pleasure of your appointing authority. Your appointment may be terminated without any required notice period.

B. In the event you are separated from your administrative position, you may be eligible for certain benefits provided by the University, in accordance with University policy. Any exception from or waiver of University policy related to your separation must be approved by the Board of Regents.

C. If you are a faculty member at the end of your administrative appointment, you may return to the faculty at your established faculty salary.

VIII. UNIVERSITY POLICIES AND GENERAL CONDITIONS

A. Your appointment is subject to the University’s policies and procedures that govern your position (http://policy.umn.edu/), which may be amended from time to time.
B. Amendment. Any amendment to this Agreement shall be in a writing executed and delivered by the parties.

C. Parties In Interest/Assignment. This Agreement shall be binding upon and the benefits and obligations provided for herein shall inure to the parties hereto and their respective heirs, legal representatives, successors, assigns, transferees or donees, as the case may be. No portion of this Agreement shall be assignable without the prior written consent of the other party.

D. Effect of Prior Agreements. This Agreement is intended by the parties as the final and binding expression of their contract and agreement and as the complete and exclusive statement of the terms thereof. This Agreement supersedes and revokes all prior negotiations, representations, and agreements, whether oral or written, relating to the subject matter hereof.

E. Enforceability. If any provision contained herein shall be deemed or declared unenforceable, invalid, or void, the same shall not impair any of the other provisions contained herein, which shall be enforced in accordance with their respective terms.

F. Construction. The headings preceding and labeling the sections of this Agreement are for the purpose of identification only and shall not in any event be employed or used for the purpose of construction or interpretation of any portion of this Agreement. No waiver by any party of any default or nonperformance hereunder shall be deemed a waiver of any subsequent default or nonperformance. As used herein and where necessary, the singular shall include the plural and vice versa, and masculine, feminine and neuter expressions shall be interchangeable.
IN WITNESS WHEREOF, the undersigned have caused this Agreement to be executed as of the date first shown above.

By: [Signature]
Brian Buhr

REGENTS OF THE UNIVERSITY OF MINNESOTA

By: [Signature]
Karen Hanson
Senior Vice President for Academic Affairs and Provost

Approved as to Form and Execution

By: [Signature]
Bill Donohue
General Counsel
Tenured Outside Hires

The decision of the Board of Regents to confer tenure and rank for any individual faculty hire from outside the University of Minnesota becomes effective on the first day of that faculty member's academic appointment at the University.

Tenured Hires for June 2014 Board of Regents meeting – Twin Cities Campus
Recommended by Senior Vice President for Academic Affairs and Provost Karen Hanson

Jenifer McGuire
Associate Professor with tenure
Department of Family Social Science
College of Education and Human Development

Jenifer McGuire received her Ph.D. from the University of Arizona in 2003 in the area of Family Studies and Human Development; she was also awarded a Master of Public Health degree from the same institution. Most recently, she has served as an associate professor with tenure at Washington State University. Her area of expertise is gender identity development with an emphasis on transgendered youth. Her research has been described as on the cutting edge of LGBT health disparities. Professor McGuire has an excellent record of publication and external funding; she has had extensive teaching experience with undergraduate and graduate students. Professor McGuire is regarded as an outstanding teacher by peers and students. Her service to her university and profession is exemplary.

John Coleman
Professor with tenure
Department of Political Science
College of Liberal Arts

John Coleman received his Ph.D. in Political Science from the Massachusetts Institute of Technology in 1992. He is currently a professor with tenure and chair of the Department of Political Science at the University of Wisconsin-Madison where he has spent his distinguished academic career; he also holds the position of Jeffrey and Susanne Lyons Family Faculty Fellow. Professor Coleman will be appointed as Dean of the College of Liberal Arts when he begins his position at the University of Minnesota in July, 2014. He is a highly accomplished scholar in the areas of American political development, political parties, and campaign finance, with an outstanding record of published books, peer-reviewed articles, chapters and presentations in the most highly regarded presses, journals, and conferences. Professor Coleman is an innovative and dedicated teacher as well, having received multiple teaching awards including the Chancellor’s Distinguished Teaching Award. He has served on the Provost’s Educational Innovation Core Team, among other major service contributions to his university and his discipline.

De Liu
Associate Professor with tenure
Department of Information and Decision Science
Carlson School of Management

De Liu received his Ph.D. from the University of Texas Austin in 2004. Currently, Professor Liu is the Alan F. and Irene Bloomfield tenured associate professor in the Department of Marketing and Supply Chain at the University of Kentucky. His research focuses on the design of online auctions and contests and social ties in online peer-to-peer markets; this is a high visibility area and Professor Liu’s work has already had significant impact. He has had extensive undergraduate and graduate teaching experience with very strong student evaluations and a commitment to curriculum development. Professor Liu has an outstanding record of service to his department, college, and his discipline.

Rose Vukovic
Associate Professor with tenure
Department of Educational Psychology
College of Education and Human Development

Rose Vukovic received her Ph.D. from the University of British Columbia in 2006. Currently, Professor Vukovic is a tenured associate professor of Special Education in the Department of Teaching and Learning at New York University Steinhardt School of Culture, Education, and Human Development. Her research focuses on the cognitive underpinnings of mathematics learning difficulties to include a focus on motivational influences on mathematics achievement (i.e. mathematics anxiety). All of this work is highly relevant to the University of Minnesota's efforts to diminish the achievement gap, and complements the expertise represented by current faculty in the College of Education and Human Development. Professor Vukovic has had significant teaching, advising, and research mentoring experience at NYU and has had an excellent record of service to her department, college, and discipline.

Tenured Hires for June 2014 Board of Regents meeting – Duluth Campus
Recommended by Chancellor Lendley Black

David Beaulieu
Professor with tenure
Department of Education
College of Education and Human Service Professions

Professor David Beaulieu received his Ph.D. in Education Administration and the collateral field of American Indian Studies from the University of Minnesota – Minneapolis in 1973. Following postdoctoral work, he began what has become a widely known, highly regarded academic career. Dr. Beaulieu is a distinguished and prolific scholar and is recognized nationally for his involvement in American Indian Education. Professor Beaulieu’s current academic appointments with the University of Wisconsin – Milwaukee are Professor, Education Policy and Community Studies; Electa Quinney Endowed Professor of American Indian Education; and Assistant to the Provost and Vice Chancellor for University American Indian Programs. He is also Professor Emeritus of Education Policy Studies at Arizona State University – Tempe. Previous leadership roles include: Director of Indian Education: Minnesota Department of Education; Commissioner of Human Rights: State of Minnesota; Director, Office of Indian Education: United States Department of Education. Dr. Beaulieu will utilize his
remarkable record of teaching, research and community engagement to move the strategic goals of American Indian Education, CEHSP, UMD and the University forward.

**Joshua Hamilton**

Professor with tenure  
Department of Biology  
Swenson College of Science and Engineering

Dr. Hamilton comes to UMD from the Marine Biological Laboratory in Woods Hole, Massachusetts where he served from 2008-2013 as the Chief Academic and Scientific Officer. In this role he oversaw five research Centers and Programs and all educational and outreach programs. He received his Ph.D. in Toxicology and MS in Genetics from Cornell University and his BS in Biology from Bridgewater College in Massachusetts. He was a faculty member at the Dartmouth Medical School from 1990-2008. Senior Scientist with the Marine Biological Laboratory from 2008 to present, and held a Professor appointment at Brown University from 2010 to present. Dr. Hamilton has an extraordinary record of funded research along with well over 70 published journal articles. He has awards in both teaching and research. Dr. Hamilton brings an impressive combination of scholarship, experience, leadership and vision to his new position as Dean of the Swenson College of Science and Engineering and the University.

**Rolf Weberg**

Professor with tenure  
Department of Chemical Engineering  
Swenson College of Science and Engineering

Dr. Rolf Weberg received his Ph.D. in Synthetic and Mechanistic Inorganic Chemistry in 1986 from the University of Colorado – Boulder. This was followed by a postdoctoral research associate appointment at Colorado State University. For the last twenty-five years Dr. Weberg has been employed by E.I. DuPont de Nemours & Company, Inc. in various research, development, and leadership roles. Dr. Weberg will bring his experience in global, market-driven research; opportunity identification and implementation; and major fiscal responsibility to his new position as the Director of the Natural Resources Research Institute at UMD.
Faculty & Staff Affairs Committee  
Consent Report June 12, 2014

Appointment of Minnesota Landscape Arboretum Foundation Board of Trustees

Pursuant to the Minnesota Landscape Arboretum Bylaws, one-quarter of the Foundation Board of Trustees will be designated as “Regents Trustees.” In compliance with Board of Regents Policy: Appointments to Organizations and Boards, the president seeks Board of Regents endorsement of the following individuals to serve as Regents Trustees, effective July 1, 2014:

Brian Buhr, newly elected Dean of CFANS, and Associate Professor in Applied Economics at the University of Minnesota. Brian completed his Ph.D. at Iowa State University in 1992 with a major in economics. In summer 1999, Brian began a one-year leave to work with E-Markets, Inc., an agricultural Internet commerce firm. There he was engaged primarily in product development including auction mechanisms and exchange algorithms. Brian has also published and spoken extensively in the areas of marketing contracts, value-added production, price analysis, and structural change, and in the field of experimental economics.

Jeannine Rivet is Executive Vice President of United Health Group in Minneapolis. She serves on several boards including The Schwan Food Company, the Harvard School of Public Health Policy and Management Executive Council and Public Health Leadership Council, and the Minnesota Women’s Economic Roundtable. For three consecutive years, she was recognized by Fortune Magazine as one of the 50 most powerful women in American business. Jeannine enjoys spending time with five grandchildren, travel, and exercise. Ms. Rivet and her husband, Warren G. Herreid II, live in Minnetrista.

Joseph Tashjian is Chief of Staff at Regions Hospital and is past president of St. Paul Radiology and the Minnesota Radiologic Society. Joe is broadly acquainted in the medical, music and theatre communities. He has a passion for gardening, particularly water lilies, and has restored a classic garden at his home. Joe’s arts affiliations include serving on the boards of the Guthrie Theater and the Saint Paul Chamber Orchestra, where he served as chair of the governance committee. Joe is a graduate of the Mayo Medical School and did his internship and residency at Indiana University with an additional year in a Chest and Breast Radiology Fellowship. He is a member of the Radiologic Society of North America, the American College of Radiology (of which he is a fellow), the Society of Thoracic Radiology and the Society of Breast Imaging. Joe resides in St. Paul with his wife, Kay Savik.

Gordon Bailey is a Chairman of Bailey Nurseries, Inc. Gordie is involved in numerous affiliations including St. John’s University, U of M, Carpenter Nature Center, Church of St. Thomas Aquinas, American Nursery and Landscape Association, The Nature Conservancy, and the MN Nursery and Landscape Association. He was elected to the Minnesota Landscape Arboretum Board of Trustees in December 1977 and was elected to the Honorary Board in 1987. He served as President of the Board of Trustees in 1982 and 1983. Gordie attended St. John’s University and earned his undergraduate BBA degree from the U of M. Gordie’s interests include hunting, fishing gardening and bicycling. He and his wife, Jo, live in Newport.

Submitted by Eric W. Kaler, President, June 12, 2014.
Faculty & Staff Affairs  

**Agenda Item:** Information Items

☐ Review  ☐ Review + Action  ☐ Action  ☒ Discussion

☐ This is a report required by Board policy.

**Presenters:** Kathryn Brown, Vice President, Office of Human Resources

**Purpose & Key Points**

To inform the Board of Regents of noteworthy items, administrative actions, and local, regional, and national policy issues affecting University units and departments. Specific items covered include personnel highlights, University highlights, and faculty and staff activities and awards.

**Background Information**

This report appears as a regular item on the Faculty and Staff 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 and staff affairs.

University Highlights
OHR’s Employee Engagement Program recently received the Midwest Region Excellence in HR Practices Award, the top award given by the Midwest region of College and University Professionals Association for Human Resources. The engagement program, launched in 2013, was recognized for improving the quality of programs through effective human resource administrative practices, creative application of human resource principles, strong leadership, and recognition within the institution as providing an outstanding HR program.

UMM’s Green Prairie Community has been awarded Leadership in Energy and Environmental Design (LEED) Gold certification. Opened in fall 2013, the Green Prairie Community is an innovative living and learning environment that complements Morris’ focus on environmental sustainability. It achieved LEED certification for conserving energy and water, providing natural day lighting, and using recycled, renewable, and locally sourced materials. It is UMM’s second LEED-certified building.

UMD’s Supportive Services Program Tutoring Center has been named the 2014 Most Outstanding Tutoring Program in the nation by the Association for the Tutoring Profession. The award goes to a program that “exemplifies excellence in training, scope of purpose and range of tutorial support to students within the academic setting.”

The University’s Twin Cities, Duluth, and Morris campuses were recognized among the most environmentally responsible colleges in the United States and Canada, according to The Princeton Review’s Guide to 332 Green Colleges. UMTC, UMD, and UMM received “Green Ratings” of 97, 87, and 95, respectively, out of a possible score of 99.

The Carlson School is host to the most productive management researchers in the country, according to a new report by Texas A&M University and the University of Florida. The Management Department Productivity Rankings analyzed faculty contributions to top-tier management journals from 161 universities across the United States and Canada in 2013. Carlson School faculty published 20 articles last year and earned the top spot.
Faculty and Staff Activities and Awards

Mustafa al’Absi, Department of Biobehavioral Health & Population Sciences at UMD, has been elected as president-elect of the American Psychosomatic Society, an organization dedicated to promoting and advancing the scientific understanding and integration of biological, psychological, and social factors in medicine.

Jayne Blodgett, UMM Library, received 2014 Academic Innovators Award sponsored by the Academic & Research Libraries Division of the Minnesota Library Association. The award recognizes academic librarians who have made outstanding contributions to advance the missions of academic libraries in Minnesota through innovative projects, programs, or services.

Dianne Davis-Kenning, Stevens County Extension, was presented the 2014 Partners in Hope Award from Heartland Community Action Agency. She received the award for her dedication to serving children and parents through the Simply Good Eating curriculum and community meetings and classes.

Joan DeJaeghere, Organizational Leadership, Policy, and Development, has been selected as an expert consultant to the MacArthur Foundation. Her focus is on girls’ secondary education in Africa and India.

School of Nursing Dean Connie Delaney received the 2014 Jean Harris Award from the Women’s Health Leadership TRUST. The award recognizes an individual who demonstrates health care leadership locally, regionally, within her organization and with colleagues.

Derek Donlevy, UMD Recreational Sports Outdoor Program, has been named chairperson of the 2015 National Intramural Recreational Sports Association (NIRSA) Sport Club Institute. Offered biennially, the NIRSA Collegiate Sport Club Institute is a multi-day educational session and networking opportunity for collegiate sport club leaders.

Lynn Eberly, Biostatistics, has been named a fellow by the American Statistical Association in recognition of her excellence as a top educator and researcher.

Charlene Harkins, Department of Health, Physical Education & Recreation at UMD, received the Medallion Award from the Minnesota Academy of Nutrition and Dietetics (MAND). The award, the organization’s highest recognition, honors a MAND member who has demonstrated leadership above and beyond job requirements and has made outstanding contributions to the dietetics profession.

University of Minnesota President Eric Kaler has been elected a member of the American Academy of Arts and Sciences, one of the nation’s most prestigious academic honorary societies. Current members of the Academy represent today’s leaders in every field and profession, including more than 250 Nobel laureates and more than 60 Pulitzer Prize winners. Kaler is one of the nation’s foremost experts on complex fluids, which have applications in drug delivery, food processing, pharmaceuticals, and manufacturing.
Vic Massaglia, Law School, has been named the recipient Jules Kerlan Outstanding Achievement Award for 2014. The award, given by the Minnesota Career Development Association, honors an individual who, over a career of 15 years or longer, has demonstrated a strong commitment to human development, earned statewide or national recognition for his or her career development activities, and became an influential figure in the field.

Tamara Moore, STEM Education Center, was awarded the Presidential Early Career Award for Scientists and Engineers. This award is the highest honor bestowed by the United States Government on science and engineering professionals in the early stages of their independent research careers.

Gurumurthy Ramachandran, Environmental Health Sciences, has been named a fellow of the American Industrial Hygiene Association (AIHA) in recognition of his contributions to the organization and the field of industrial hygiene. Only five percent of the AIHA membership can qualify for the Fellow Award.

Mary Schoenborn and Lynn Skupeko, University Libraries, were awarded the 2014 Librarian/Media Specialists of Merit for making a difference in the lives of kids through History Day. History Day is sponsored by the Minnesota Historical Society and the University of Minnesota.

The U.S. Geological Survey has named a mountain in honor of Akhouri Sinha, genetics, cell biology and development. Mount Sinha is a tribute to Sinha’s work in Antarctic research expeditions in 1972 and 1974 which catalogued native seal, whale, and bird species along nearly 100,000 nautical square miles of Antarctic coast.

Dan Tomaszewski and Reid Smith, UMD Pharmacy Program, have been elected to one-year terms as chair and vice-chair, respectively, of the Duluth Area Pharmacists.