Faculty & Staff Affairs

December 2015

December 10, 2015
1:15 p.m. - 3:15 p.m.
East Committee Room, McNamara Alumni Center
1. Follow Up: Job Family Project
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2. Enterprise System Upgrade: Implications for Human Resources
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AGENDA ITEM: Follow-Up: Job Family Project

☐ Review  ☐ Review + Action  ☐ Action  ☑ Discussion

This is a report required by Board policy.

PRESENTERS: Kathryn F. Brown, Vice President, Office of Human Resources
Patti Dion, Director, Employee Relations

PURPOSE & KEY POINTS

To update the Board on the completion of the Office of Human Resources (OHR) Job Family Study project, including the context and process for the study, challenges and accomplishments, and the impact of a well-defined and articulated classification system on employees and leaders across the system.

BACKGROUND INFORMATION

The redesign of the University's job classification system for its Academic Professional and Administrative (P&A) and Civil Service employee groups has been an important foundational project in the OHR strategic plan, and will improve hiring, retention, management, and reporting practices for many years to come.

The scope of the study was ambitious: to analyze every Civil Service and P&A job position on all campuses – affecting nearly 9,000 employees – to simplify, unify, and modernize the job classification system.

To conduct the redesign, the University identified 18 broad job families and worked with an outside vendor. The redesign process was designed to be highly collaborative. For each job family, employees and supervisors were informed about the process and encouraged to attend information seminars. Employees provided basic information such as position descriptions, organization charts, annual reports, and other data to help articulate and clarify their work. To help create each new job classification structure, the process included staff interviews and meetings with advisory and focus groups that included employees from across the University.

The Job Family Study team also performed a market salary analysis, comparing jobs to other universities and to similar private-sector positions. From that information, the study established a clear job classification structure and salary ranges for each job family, and, in consultation with
leadership, mapped employees to the new structure. Employees had the right to appeal any decision on their final job classification, and this presentation will detail how many appeals the cross-functional appeals panels considered and the aggregate outcomes of those appeals.

The Job Family redesign started in August 2013. The last study – the Administrative job family – was concluded this fall. The Faculty & Staff Affairs Committee received updates on the progress of the study at its October 10, 2013, and December 11, 2014 meetings.
Follow-Up: Job Family Project

Board of Regents
Faculty and Staff Affairs Committee

Kathryn F. Brown, Vice President, Office of Human Resources
Patti Dion, Senior Director of Employee Relations, Office of Human Resources
December 10, 2015
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**
  - Integrated OHR portfolio of services
  - Well-articulated partnership between central OHR and HR work in colleges, units, and campuses in which roles and responsibilities are clear and understood

• **Simplify**
  - Simplified employment policies and administrative procedures
  - Streamlined employment systems

• **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
  - Strategic human resource advice
What We Will Cover Today

- Review of Job Family Redesign Project
- Impacts of the study
About the Project

- Civil Service and P&A positions on all five campuses
- Approximately 9,100 positions were reviewed
- 18 job families
## Job Family Project
### August 2013 to November 2015

<table>
<thead>
<tr>
<th>Job Family</th>
<th>Number of Employees</th>
<th>Completed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative/Community Relations</td>
<td>913</td>
<td>✓</td>
</tr>
<tr>
<td>Alumni Relations</td>
<td>215</td>
<td>✓</td>
</tr>
<tr>
<td>Animal Care</td>
<td>95</td>
<td>✓</td>
</tr>
<tr>
<td>Athletics &amp; Recreation</td>
<td>196</td>
<td>✓</td>
</tr>
<tr>
<td>Audit</td>
<td>14</td>
<td>✓</td>
</tr>
<tr>
<td>Business Development</td>
<td>42</td>
<td>✓</td>
</tr>
<tr>
<td>Campus Operations &amp; Protection</td>
<td>457</td>
<td>✓</td>
</tr>
<tr>
<td>Communications</td>
<td>406</td>
<td>✓</td>
</tr>
<tr>
<td>Development (tabled)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Education, Instructional Services, &amp; Teaching/Pre K-12 Education</td>
<td>1,155</td>
<td>✓</td>
</tr>
<tr>
<td>Finance</td>
<td>560</td>
<td>✓</td>
</tr>
<tr>
<td>Grant Administration</td>
<td>112</td>
<td>✓</td>
</tr>
<tr>
<td>Health Care</td>
<td>254</td>
<td>✓</td>
</tr>
<tr>
<td>Human Resources</td>
<td>197</td>
<td>✓</td>
</tr>
<tr>
<td>IT</td>
<td>1,079</td>
<td>✓</td>
</tr>
<tr>
<td>Legal</td>
<td>33</td>
<td>✓</td>
</tr>
<tr>
<td>Libraries &amp; Museums</td>
<td>192</td>
<td>✓</td>
</tr>
<tr>
<td>Purchasing</td>
<td>41</td>
<td>✓</td>
</tr>
<tr>
<td>Research</td>
<td>2,206</td>
<td>✓</td>
</tr>
<tr>
<td>Student Services</td>
<td>985</td>
<td>✓</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>9,152</strong></td>
<td></td>
</tr>
</tbody>
</table>
Job Classification Process

- Same process for all job families
- Same job class template
- Same principles applied
- Robust appeal process for all
- 10% appealed (approximately 910 employees) with 38% of appeals granted
Impacts of Study

For employees:

• Position descriptions created for all employees to clarify job duties and provide a tool that enhances performance management

• Competitive pay ranges for each job family

• Clear, consistent job titles across the University

• Clearly defined career paths for applicants and employees
Impacts of Study

For leaders and managers:
- Greater ability to manage the workforce
  - Ability to identify costs
  - Ability to understand how work is assigned and managed
- More accurate reporting of employee roles
  - Supervisory vs. non-supervisory
  - Mission vs. mission support vs. leadership and oversight
- Simplified administration
- Increased recognition of high-level individual contributors
- Richer data to better convey the complex makeup of our workforce
Simplified University Job Classification Structure

<table>
<thead>
<tr>
<th>Level</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>SVP/VP</td>
<td>Outside Study</td>
</tr>
<tr>
<td>AVP</td>
<td>Outside Study</td>
</tr>
<tr>
<td></td>
<td>Director 2</td>
</tr>
<tr>
<td>Director 1</td>
<td></td>
</tr>
<tr>
<td>Manager 3</td>
<td>Individual Contributor 3</td>
</tr>
<tr>
<td>Manager 2</td>
<td>Individual Contributor 2</td>
</tr>
<tr>
<td>Manager 1</td>
<td>Individual Contributor 1</td>
</tr>
<tr>
<td>Supervisor 4</td>
<td>Professional 4</td>
</tr>
<tr>
<td>Supervisor 3</td>
<td>Professional 3</td>
</tr>
<tr>
<td>Supervisor 2</td>
<td>Professional 2</td>
</tr>
<tr>
<td></td>
<td>Professional 1</td>
</tr>
</tbody>
</table>

Labor Represented positions not included in study.
Facilitates Future Work

- Regular and transparent reviews of job classes
- Regular and transparent market studies for pay ranges
- Regular and transparent equity studies within job families
AGENDA ITEM: Enterprise System Upgrade: Implications for Human Resources

☐ Review  ☐ Review + Action  ☐ Action  ☒ Discussion

☐ This is a report required by Board policy.

PRESENTERS: Amy Kucera, Senior Director, Operations, Office of Human Resources
            Patricia Franklin, Chief of Staff, Office of Human Resources

PURPOSE & KEY POINTS

To update the Board on the context, scope, and achievements of the recently completed upgrade of the PeopleSoft Human Resources Management System (HRMS). The presentation will cover:

- What is the Upgrade?
- HRMS major changes and their impact.
- Most significant cultural changes.
- New MyU portal.
- Challenges and key issues in first year.
- Looking ahead 1-5 years.

BACKGROUND INFORMATION

In Fall 2012, the University began upgrading its essential human resources, student service, and financial systems as part of the overall Enterprise Systems Upgrade Program (ESUP). The human resource component of the ESUP project involved the upgrade of the PeopleSoft Human Resources Management System (HRMS) to the latest version, including re-implementing core HR data functions to realize the greatest value from delivered functionality. This was done in an effort to improve operational efficiency and effectiveness, and to enhance the user experience.

The HRMS upgrade is more accurately a reimplementation, requiring significant redesign of business process and associated data. The project added significant new functionality, including:

- Integrated recruiting and hiring functionality.
- Electronic time and absence recording and approvals.
- New payroll accounting functionality.

The Board has received regular updates on the ESUP project, and last received an HRMS update at the December 2013 and December 2014 meetings of the Faculty & Staff Affairs Committee.
Enterprise System Upgrade: Implications for Human Resources

Board of Regents
Faculty and Staff Affairs Committee

Kathryn F. Brown, Vice President
Patricia Franklin, Chief of Staff
Amy Kucera, Senior Director of Operations
Office of Human Resources
December 10, 2015
What We Will Cover Today

• What is the Upgrade?
• HRMS major changes and their impact
• Most significant cultural changes
• New MyU portal
• Challenges and key issues in first year
• Looking ahead 1-5 years
What is the Upgrade?

- The Human Resource Management System (HRMS) was upgraded to the most recent version of PeopleSoft (9.2). We continue to apply update “images” to provide fixes and new functionality in the software.
- Moving from a heavily customized system to more of an off-the-shelf solution, which allows better vendor support and monitoring of regulatory and compliance issues.
- Other changes include:
  - A central access portal
  - Consolidated reporting
  - Streamlined and new business processes such as time and labor, absence management, and recruiting
  - Better infrastructure
  - Improved tertiary systems
The Importance of HRMS

HRMS is the core of the University’s employee-related business processes. It supports every step of the employment life cycle:

- Recruiting
- Hiring
- Pay
- Recording time worked and days off
- Administering and monitoring benefits
- Job changes and advancement
- Retirement
HRMS Major Changes & Impacts

- Reduced system modifications by about 45%
- Separated student and employee data
  - Impact: Simplifies accessing employee data and improves reporting
- Restructured appointment data
  - Impact: Clearer organizational structure; better managed human capital; removes non-employees from key employment record
- Introduced electronic time and absence management
  - Impact: No more handling paper forms; increased accuracy, reliability
- Implemented PeopleSoft Recruiting Solutions
  - Impact: Recruiting is integrated with other functionality; reduced redundant data entry
- Simplified benefits plan and processes
  - Impact: Improved self-help tools for employees to manage own choices, data
- Streamlined payroll and payroll accounting processes
  - Impact: Separates distribution and appointment entry; facilitates management of the general ledger; more timely entry of appointments; increased payroll accuracy and stability; automated retroactive transactions
Most Significant Cultural Changes

• Appointments are entered by first day of employment.
• Time and absence is entered and approved electronically.
• Increased focus on data integrity and data management:
  • Data integrity requires correct data in the system.
  • Data management is thoughtful consideration of the way data is structured and how it affects processes and approvals.
• Personalized MyU portal is a user-friendly gateway to accessing technology in your work.
Announcements: Employee
Absence Request: Employees

Absence Management

Request Absence

Employee Name
Employee Title
Enter Start Date and Absence Name. Then complete the rest of the required fields before submitting or save for later your request.

Absence Detail

- Start Date: 11/02/2015
- End Date: 11/02/2015
- Filter by Type: Vacation

Absence Related Links
- Vacation and Leave
- Vacation Donation

Historical Absence Information

Absence History Report
(12/28/2013 through 4/5/2015)

Comments

Go To
- View Absence Request History

Submit | Save for Later

* Required Field

**Disclaimer: The current balance does not reflect absences that have not been processed.**
Announcements: Managers
Absence Approval: Managers

Request Details
Employee Name
Employee Title

Review the details for this request and either approve, deny or push back for rework.
You may also enter optional comments about each approval choice.

Absence Detail
Start Date: 11/19/2015
End Date: 11/25/2015
Absence Name: Vacation
Reason: Other
Partial Days: None
Duration: 40.00 Hours
Current Balance: 75.77 Hours

Workflow
Status: Submitted

Comments
Requestor Comments
Approver Comments

Go To
View Absence Request History
View Monthly Calendar

Approve  Deny  Push Back  Return to Absence Requests

Disclaimer: The current balance does not reflect absences that have not been processed.
Reporting Capabilities

Upgraded HRMS greatly expands reporting for daily operations and future planning. A few examples:

• Business reporting
  • Payroll and Finance reports seamlessly integrated
  • Employee-related costs
  • Monitoring of absences and vacations
  • Government compliance and accountability

• Monitoring for compliance and risk reduction

• Strategic reporting
  • Workforce demographics
  • Projected attrition rates
  • Total compensation for employees
Challenges of HRMS

- Like all modern technology, it requires regular upgrades, which can be complex for a large system.
- Data accuracy is crucial, which can be challenging with so many people entering information.
- Off-the-shelf software can’t meet every need of our complex university, so it requires enhancements.
- Business processes such as tax laws and government compliance change frequently, requiring system updates.
- Upgrade requires addressing first-year issues.
What’s Happening Now

• Working through a full year of business events
• Making changes that were in the queue before Go Live
• Working on changes required to fix problems
• Installing 3 years of system updates that were put off during Upgrade process
Ongoing Impacts in 1–5 Years

- Benefiting from clean data in, better data out
- Maximizing capabilities of systems
- Improving reporting
- Capitalizing on improved vendor support and reduced maintenance
- Expanding functionality of the user-friendly portal to enhance the employee experience
AGENDA ITEM: Diversity: Composition of the Workforce, Focus on Hiring, and Action Steps

☐ Review  ☐ Review + Action  ☐ Action  ☒ Discussion

☐ This is a report required by Board policy.

PRESENTERS:
Kathryn F. Brown, Vice President, Office of Human Resources
Karen Hanson, Senior Vice President for Academic Affairs and Provost
Katrice Albert, Vice President, Office for Equity and Diversity

PURPOSE & KEY POINTS

This item will focus on the partnership between the Offices of the Senior Vice President and Provost, Equity and Diversity, and Human Resources to advance diversity through recruitment and hiring of faculty and staff in support of the University’s teaching, research, and service mission.

BACKGROUND INFORMATION

There is an increasing awareness of, and urgency to, the understanding of diversity in all its forms as an essential hallmark of successful organizations and their cultures. The strategic plan for the University’s Twin Cities campus recognizes this core principle when addressing the University’s need to recruit and retain field-shaping faculty:

“A diverse faculty is essential to providing our students with the knowledge and perspectives needed for life, work, and citizenship in the globalized 21st century and is crucial to innovative field-shaping research. Consistent with our mission, institutional values, and strategic vision, the University must be a place where all faculty feel welcome and encouraged to thrive. We must aggressively and deliberately promote diversity in faculty recruiting and in our ongoing practices of faculty development and support.”

Equally important is the recruitment of a diverse workforce across the University's many employment opportunities. U.S. Secretary of Labor Thomas Perez has stated, “Our workforce and our entire economy are strongest when we embrace diversity to its fullest, and that means opening doors of opportunity to everyone and recognizing that the American Dream excludes no one.”

It is also known that a diverse workforce contributes to a more welcoming climate and environment, increasing individuals’ sense of inclusion and diminishing isolation. Diversity throughout the workforce helps employees, and potential employees, see that individuals with
whom they can identify – whose backgrounds and experiences resonate with their own – are working, learning and contributing here.

As the state’s only land-grant university, the University has a workforce imperative that its faculty and staff should not only reflect the populace of the state and the nation, but also reflect diverse knowledge, perspectives, and points of view essential to creating new 21st century learning and career pathways for students. A diverse faculty and staff are essential to building more campus-community-industry partnerships, while combining University strengths more broadly and deeply to address grand challenges.
Diversity: Composition of the Workforce, Focus on Hiring, and Action Steps

Faculty and Staff Affairs Committee
Board of Regents

Kathryn F. Brown, Vice President, Office of Human Resources
Karen Hanson, Senior Vice President for Academic Affairs and Provost
Katrice Albert, Vice President, Office for Equity and Diversity
December 10, 2015
What We Will Cover Today

• Diversity of the University’s current workforce
• Advancing diversity through recruitment and hiring
• Addressing barriers and fostering a welcoming and inclusive climate
Diversity Headcount Distribution

- Female Staff: 53.2% to 54.5%
- Female Faculty: 30.8% to 38.8%
- Faculty of Color: 12.0% to 17.4%
- Staff of Color: 11.4% to 15.5%
Average Age by Employee Group

- Leadership: 56
- Faculty: 51
- P&A: 45/45
- Labor Represented: 44
- Civil Service: 31
- Professionals in Training: 31
- Graduate Assistants: 28
Faculty at Selected Universities by Gender

Advancing Diversity Through Recruitment and Hiring

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

**Action Steps:**
- Increase the diversity of hiring pools for student-facing positions.
- Build a pilot program with University Services & OIT that will develop diverse applicant pools for entry-level and other identified positions.
- Partner with OED to further implicit bias training for search committees in the faculty and staff hiring process.
- Partner with OED to connect and build a community with Campus Affinity Groups to address recruiting, retention, and engagement efforts.
- Examine administrative policy to eliminate challenges.
Advancing Diversity Through Recruitment and Hiring

- **Faculty** comprising the best field-shaping researchers and: Our priority must be to build pipelines to recruit and retain a diverse and teachers.

- **Action Steps:**
  - Develop college-specific and department-specific guides for active recruitment of faculty of color and under-represented faculty.
  - Support cluster hiring as a proven strategy for promoting and expanding faculty diversity.
  - Hold department heads and academic administrators accountable for improving the participation of diverse candidates in recruitment pools and for improving diversity in the ranks of faculty and staff.
  - Create an inclusive climate so that all feel valued and supported; strengthen department mentoring, cross-disciplinary networking, and other best practice strategies.
Addressing Barriers and Fostering a Welcoming and Inclusive Climate

- C.L.E.A.R. Initiative—a mindset regarding diverse hiring
- Bridge funding for faculty of color hires
- Institute for Diversity, Equity, and Advocacy (IDEA)
- Implicit bias training for search committees for faculty and staff positions
Questions and Discussion
AGENDA ITEM:  Consent Report

☐ Review  ☒ Review + Action  ☐ Action  ☐ Discussion

☐ This is a report required by Board policy.

PRESENTERS:  Kathryn F. 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 granting of faculty emeritus status to Dr. Charles Oberg. A rationale is included in the docket materials.

BACKGROUND INFORMATION

Board of Regents Policy: Faculty Emeriti uses the following definition: “Faculty emeritus’ shall mean a tenured faculty member who has retired from the University under any circumstances, including a terminal agreement or completion of a phased retirement, after at least five years of employment at the University and at an age where retirement is allowable under University policy. This term does not include a faculty member who was terminated under cause.”

The policy does allow for special circumstances and states that, “On the recommendation of the president, the Board of Regents may award the title of emeritus to a faculty member not meeting the definition or make a promotion in the emeritus rank.”

PRESIDENT’S RECOMMENDATION

The President recommends approval of the consent report.
Rationale for Granting of Faculty Emeritus Status – Dr. Charles Oberg

Dr. Oberg was a term faculty member in the Division of Epidemiology and Community Health in the School of Public Health; accordingly, he is not automatically conferred this emeritus status. He retired on October 1, 2015 and requested the emeritus status, which was supported by John Finnegan, Dean of the School of the Public Health, and Dianne Neumark-Sztainer, Professor and Interim Head of the Division of Epidemiology and Community Health. The faculty of the School of Public Health approved the granting of faculty emeritus status to Dr. Oberg on October 15, 2015.

Dr. Oberg was hired as an Instructor in the Department of Pediatrics, School of Medicine in 1987, promoted in 1988 to Assistant Professor and in 1992 to Associate Professor in that department. In 2003, he joined the School of Public Health as an Associate Professor and was promoted to full Professor in 2013. Dr. Oberg is a term faculty member, not a regular faculty member under the Tenure Regulations, but his teaching, service, and research work has been important in the Division and the School of Public Health.

Dr. Oberg has many distinguished awards from the School of Public Health, the University, and others on a local and national level. Most notable are the Paul and Sheila Wellstone Public Health Achievement Award (2014), Excellence in Advising Award (2010), Charles N. Hewitt Creative Teaching Award (2007), and the Leonard Schuman Excellence in Teaching Award (2006). He was co-investigator on the National Children’s Study for several years.

Dr. Oberg received his BA, MD, and MPH degrees from the University of Minnesota.

The President recommends the granting of faculty emeritus status to Dr. Charles Oberg.
Faculty & Staff Affairs

AGENDA ITEM: Information Items

☐ Review ☐ Review + Action ☐ Action ☒ Discussion

☐ This is a report required by Board policy.

PRESENTERS: Kathryn F. Brown, Vice President, Office of Human Resources

PURPOSE & KEY POINTS

- To inform the Board 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; and

- To provide the Board with the updated Workforce Metrics Report. The report is updated with data from the ninth payroll of the 2015-2016 fiscal year.

BACKGROUND INFORMATION

This Information Report appears as a regular item on the Faculty & Staff Affairs Committee agenda. The Workforce Metrics Report was last presented to the committee at its February 12, 2015 meeting.
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.

**Personnel**
Rebecca Ropers-Huilman, organizational leadership, policy and development, has been appointed to the position of Vice Provost for Faculty and Academic Affairs, starting spring semester. In this position, she will have primary responsibility for the promotion and tenure review processes; initiatives to support faculty development, diversity, and recognition; and activities to support deans and department chairs. She will also oversee University-wide teaching and learning initiatives; collaborate on interdisciplinary initiatives, and play a key role in implementing the goals of the Twin Cities Campus Strategic Plan. Ropers-Huilman joined the University faculty in 2007, having previously held faculty and leadership positions at Louisiana State University. She earned her Ph.D. in educational administration from the University of Wisconsin-Madison.

**University Highlights**
The University of Minnesota Twin Cities has been named one of the most bicycle-friendly campuses in the nation by the League of American Bicyclists. UMTC received a “platinum” designation – the highest – along with Stanford University, the University of California, Davis, Colorado State University and Portland State University. The campus was recognized for its Bike Center, its commuter rewards program, and its discounts for the Nice Ride bike-share program.

The University of Minnesota, Morris has been recognized as a sustainability leader in the 2015 Sustainable Campus Index compiled by the Association for the Advancement of Sustainability in Higher Education. UMM earned top placement in the campus engagement subcategory, which recognizes institutions that provide students with sustainability learning experiences outside the formal curriculum and support employees in sustainability. Morris also placed in the coordination and planning subcategory and in the buildings subcategory.

The University of Minnesota Crookston has been ranked among the “Top 10 Most Affordable Online Colleges” in the country for 2016 by Affordable Colleges Online, an online resource.

The University of Minnesota received a SANsational Award from the WICHE Cooperative for Educational Technologies for its “high-quality, comprehensive solution” to the issue of notifying students about professional licensure program status in each state.

University of Minnesota Health announced that 140 of its physicians and associates representing 18 medical specialties are included on the 2015-2016 Best Doctors in America list, developed by Best Doctors, Inc. The company’s lists are generated by polling more than 40,000 physicians in the U.S.
with a single question: “If you or a loved one needed a doctor in your specialty, to whom would you refer?” Only five percent of physicians in America are named to the list.

For the fifth year in a row, UMD and UMM were named Military Friendly Schools by Victory Media. The distinction is given to the top colleges and universities committed to serving the educational needs of military veterans and active duty students, including those in the U.S. Air Force Reserve Officer Training Corps program. The Twin Cities campus also made the list.

The Midwest Higher Education Compact (MHEC) has again named UMM the statewide leader in new measures of effectiveness and efficiency. Morris was rated the most effective and efficient (based on the four- and six-year graduation rate) among public four-year schools in Minnesota. These scores indicate that Morris graduates students “at a rate that exceeds the expected rate” and that “average educational expenditures are lower than expected.”

The University of Minnesota Twin Cities was honored with the 2015 Active Minds Healthy Campus Award. The award celebrates U.S. colleges and universities that are prioritizing health and demonstrating innovation and excellence in promoting student well-being. The University of Minnesota, one of five higher education institutions to receive the award, was recognized for its cohesive, innovative public health approach to student health and wellness. Active Minds is a nonprofit organization dedicated to young adult mental health.

The Association of Public and Land-grant Universities (APLU) named the University of Minnesota a winner of its fourth annual Innovation & Economic Prosperity University Awards. The awards honor public universities that are actively engaged in promoting regional economic development. APLU named one winner in each of four categories—talent, innovation, place and connections—which recognize different components of economic engagement. The U of M’s award was in the “innovation” category, which recognized how the University fuels entrepreneurship and builds resilient communities through research and innovation.

The Rothenberger Institute (RI) received a 2015 Effective Practice Award from the Online Learning Consortium (OLC) for its online peer course facilitator training. The award recognizes effective techniques, strategies, and practices that advance quality and access to online programs. RI developed the training to help its small staff meet the challenge of training an increased number of teaching assistants due to increased student enrollments in its online courses. RI’s shift to this partly online training alleviated scheduling challenges, leveraged what RI does best—design online curriculum—and provided its peer educator teaching assistants a learning experience very similar to that of the students who take RI’s online courses.

Winds of Change has again named the University of Minnesota, Morris one of the top 200 institutions in the nation in support of American Indian students. Published quarterly by the American Indian Science and Engineering Society, Winds of Change is the leading nationally distributed magazine with a single-minded focus on career and educational advancement for American Indian and Alaska Native peoples.

U.S. News & World Report released its second annual global rankings, which compare universities across borders based on reputation and research opportunities. The University of Minnesota ranked 29th among 750 institutions from 57 countries. Rankings were based on academic research performance, including publications, citations, books, conferences, and regional and global reputation.
UMM's Green Prairie Living and Learning Community has been awarded an inaugural Best of Buildings, Benchmarks, and Beyond (B3) Award. The award recognizes eco-friendly initiatives in energy, water, and recycling techniques performed by state buildings in Minnesota. The finished structure of these buildings reflects cooperation and a shared interest in green energy among their construction developers. The program is funded and administered through the Minnesota Departments of Administration and Commerce.

**Faculty & Staff Activities & Awards**

Massoud Amin, Technological Leadership Institute, received the 2015 Visionary Leader Award from Cyber Security Summit. Amin was honored for conceptualizing the annual event, and for his support of the summit’s mission to bring together industry, government, and academic interests in an effort to improve cyber security.

David Beaulieu, American Indian Education at UMD, was awarded an honorary doctorate degree from Sinte Gleska University for lifelong contributions to American Indian Education. Located on the Rosebud Indian Reservation, in Mission, S.D., Sinte Gleska was the first tribal institution of higher education to be accredited at the baccalaureate degree granting level and became the first Tribal University.

Katharine Bonneson, nursing, was one of 24 financial executives to receive a 2015 CFO of the Year award from *The Business Journal*. Bonneson’s award was in the category of non-profits, healthcare.

Lee-Ann Kastman Breuch, writing studies, was recently awarded the 2015 Council of Programs in Technical and Scientific Communication Award for Excellence in Program Assessment.

Mary Chesney, nursing, was appointed as the National Association of Pediatric Nurse Practitioners’ representative to the Institute of Medicine’s Care Culture and Decision-making Innovation Collaborative. The ongoing project will identify and advise best practices for disseminating evidence-based interventions related to patient-centered, team-based care and informed patient/family decision-making.

Corjena Cheung, nursing, received the Midwest Nursing Research Society Self-Care Junior Research Award, which recognizes a researcher whose research related to self-care progressed beyond the dissertation.

Brenda Child, American studies, won the Jon Gjerde Prize from the Midwest History Association for the best book authored on a Midwestern history topic for her book *My Grandfather’s Knocking Sticks: Ojibwe Family Life and Labor on the Reservation*.

John Cogan, professor emeritus in organizational leadership, policy, and development, was granted an honorary doctorate in education from Chulalongkorn University in Bangkok for his expertise in education. This is one of the highest educational honors given in Thailand.

The American College of Prosthodontists honored Heather J. Conrad, restorative sciences-prosthodontics, with the Educator of the Year Award.

The American Association of Critical-Care Nurses presented retired professor Joanne Disch, nursing, with the Marguerite Rodgers Kinney Award for a Distinguished Career.
Diana Drake, nursing, has received the Inspiring Educator Award from the National Association of Nurse Practitioners in Women's Health.

Lisa Erwin, vice chancellor for student life and dean of students at UMD, is one of 14 student life leaders designated as the Class of 2016 Pillars of the Profession by the NASPA Foundation. NASPA is the leading association for the advancement, health, and sustainability of the student affairs profession, with 15,000 members in all 50 states, 25 countries, and 8 U.S. territories.

Associate Vice President for Public Engagement Andrew Furco was named to the Academy of Community Engagement Scholarship (ACES). ACES is a consortium of leading community engagement scholars and practitioners who are recognized for advancing scholarship that serves the public good. Furco's research focuses on the study of experiential learning, service-learning, and community engagement.

Vladas Griskevicius, marketing, has received an Early Career Award from the Association for Consumer Research, the largest group of consumer-related scholars in the world. The award recognizes distinguished scholarly contributions to the field of consumer research.

Karla Grotting, theatre arts & dance, and Eclectic Edge Ensemble received a Sage Award for Outstanding Dance Performance for *Lost Voices in Jazz: Choreographers of the Minnesota Jazz Dance Company*. The annual Sage awards celebrate choreographers, dancers, designers and dance educators in the Twin Cities. At this year’s awards ceremony, Ananya Chatterjea, theater arts & dance, was honored with a special citation for her outstanding contribution in teaching.

Linda LeGarde Grover, American Indian Studies at UMD, received the Wordcraft Circle 2015 Fiction Award for her novel, *The Road Back to Sweetgrass*. Wordcraft was founded in 1992 to promote the work of Native American writers and storytellers.

Brothers David Johnson, emeritus professor in educational psychology, and Roger Johnson, emeritus professor in curriculum & instruction, were honored with a lifetime achievement award by the International Association for the Study of Cooperation in Education (IASCE). During a professional collaboration of over 45 years, the Johnsons examined and validated the five elements of effective teams. IASCE is an international, non-profit organization for educators who research and practice cooperative learning to promote student academic improvement and democratic, social processes.

Mary Jo Kane, Tucker Center, received the North American Society for the Sociology of Sport (NASSS) Distinguished Service Award for 2015. The award recognizes individuals who have made a distinguished or extraordinary contribution to the sociology of sport and/or service to NASSS. It is one of the highest honors in the field of kinesiology.

Mark Kappelhoff, Law School, has received the U.S. Attorney General's Award for Exceptional Service. The award honors Kappelhoff for his instrumental role in the civil rights investigation of the police department in Ferguson, Mo., following the fatal shooting of Michael Brown.

Uwe Kortshagen, mechanical engineering, has been awarded the Plasma Prize from the American Vacuum Society's Plasma Science and Technology Division for his pioneering work on plasma synthesis of luminescent silicon nanocrystals.

Frank Kulacki, mechanical engineering, was awarded the 2015 American Society of Mechanical Engineers Heat Transfer Memorial Award for fundamental contributions to the understanding of
convective heat transfer in porous media, and natural convection in volumetrically heated fluids and in tube bundles.

Psychology professors Nathan Kuncel and Paul Sackett are the 2016 recipients of the Jeanneret Award for Excellence in the Study of Individual or Group Assessment from the Society for Industrial and Organizational Psychology. The award is for their article “Resolving the assessment center construct validity dilemma (as we know it),” published in the Journal of Applied Psychology.

Mathew LeFebvre, theatre arts & dance, received an Ivey Award for excellence in Costume Design. The Ivey Awards are an annual award show celebrating Twin Cities professional theatre and are administered by a panel of local theater professionals and theater patrons.

The board of directors and fellows of the national Academy of Public Administration have elected Greg Lindsey, urban and regional planning, as a fellow-elect. Lindsey will serve on academy boards and committees, panels, seminars, or special projects. Using his expertise in environmental planning and policy management, non-motorized and active transportation, and water resources, he will help advise government leaders in addressing management challenges. The Academy is an independent, nonprofit, non-partisan organization chartered by Congress to provide expert advice to assist government leaders.

The Wildlife Society's Jim McDonough Award was presented to John Loegering, agriculture and natural resources at UMC. The award recognizes a certified wildlife biologist who is a member of The Wildlife Society (TWS) and who has made a significant contribution to the wildlife profession by being an active member/participant of TWS, especially. Loegering guided the formation of the UMC Student Chapter of TWS and has been the advisor for 15 years.

The Minnesota College Personnel Association recently named CBS academic advisor Aya Maruyama New Professional of the Year for 2015. This award honors early-career professionals in the field who provide outstanding service to their institution.

Minnesota Sea Grant staff and their colleagues from Wisconsin Sea Grant accepted an Outstanding Programming Award from the Great Lakes Sea Grant Network for the St. Louis Estuary website. The site (stlouisriverestuary.org) blends personal stories with scientific information about the St. Louis River Estuary in Minnesota and Wisconsin.

Phyllis Moen, sociology, along with her co-authors, was selected to receive the 2015 Rosabeth Moss Kanter Award for the American Sociological Review article, “Changing Work and Work-Family Conflict Evidence from the Work, Family, and Health Network.” The annual award, for excellence in work-family research, is presented by the Center for Families at Purdue University and the Boston College Center for Work & Family.

Gerald Niemi, Natural Resources Research Institute and Department of Biology at UMD, received a Lifetime Achievement Award from Hawk Ridge Bird Observatory to honor his support and dedication to raptor monitoring.

William Payne, Dean of UMD's School of Fine Arts, received the Depot Foundation’s 2015 Arts and Culture Initiative Award. The honor recognized the key role he played in helping to launch Twin Ports Arts Align, a networking opportunity that connects artists throughout the Twin Ports region, and in securing and implementing the Creative Communities Leadership Institute in Duluth. The
The American Academy of Nursing announced that three School of Nursing faculty will be inducted as Academy fellows: Jeanne Pfeiffer, Teddie Potter, and Fang Yu.

David Polly, orthopedic surgery, became president of the Scoliosis Research Society during the organization’s 50th annual conference in October.

Barbara Porwit, hematology, oncology, and transplantation, has been selected as a Minnesota Women’s Press Changemaker for 2015. Porwit, founder and artist of the Breast Cancer Superhero Project, was chosen in recognition of her project’s impact and service to women and girls in Minnesota and beyond. One of her paintings will be featured on the cover of the December 2015 Changemakers issue.

Kathy Quick, Humphrey School, has been elected as vice president of the Faculty Women’s Interest Group (FWIG) for the Association of Colleges and Schools of Planning. FWIG seeks to encourage and support women faculty and graduate students in urban and regional planning as well as those conducting research and outreach on planning issues critical to women.

Luis A. Ramos-García, Spanish & Portuguese, has been appointed by the Casa de las Américas 2016 Literary Award as a jury member. The award was founded in 1959 in Havana, Cuba as a Latin American counterpart to the British Booker Prize and the US Pulitzer Prize.

A video featuring the work of David Redish, neuroscience, received second place in a national contest hosted by the Association of American Medical Colleges and the Group on Research Advancement and Development. The purpose of the contest was to highlight basic biomedical research. Redish’s research demonstrates that animals have the ability to “mental time-travel” and regret past decisions.

Lori Rhudy, School of Nursing in Rochester, was elected president-elect of the American Board of Neuroscience Nursing, which is the certification board for certified neuroscience registered nurses and stroke certified registered nurses.

Sara Ring, Minitex, was honored by the Minnesota Library Association (MLA) with their 2015 President’s Award, which recognizes “significant and major contributions” to the MLA.

Kristi Rudelius-Palmer, Human Rights Center, has received the 2015 Edward O’Brien Award for Human Rights Education. Established in memory of pioneer human rights educator Ed O’Brien, the award honors outstanding contributions to human rights education in the United States.

Nursing professors Missy Saftner and Kathryn White were appointed to the advanced practice registered nurse (APRN) advisory council for the Minnesota Board of Nursing. The council provides recommendations to the Board of Nursing regarding APRN practice and reviews prescribing trends.

Gail Sauter, associate vice chancellor for finance and operations at UMR, was presented with the Lamp of Knowledge Award at the Rochester Area Chamber of Commerce Annual Membership Celebration. The award is a joint partnership between the Rochester Area Chamber of Commerce and the Greater Rochester Advocates for Universities and Colleges. It is given to an individual, business or organization that supports higher education partnerships in Southeastern Minnesota.
Julie Schumacher, English, won the Thurber Prize for American Humor for her 2014 comic novel *Dear Committee Members*. She is the first woman to receive the award since it was established in 1996. Named for the late humorist and cartoonist James Thurber, the Prize honors outstanding achievement in humor writing. Past winners include Jon Stewart and David Sedaris.

Laura Schwartzwald, pharmacy professional education, received the National Preceptor of the Year Award from the National Community Pharmacists Association.

Renee Sieving, nursing, received the Outstanding Nurse Award for Nursing Research from *Mpls./St. Paul Magazine*.

Todd Sorensen, pharmaceutical care and health systems, was inducted as a fellow of the American College of Clinical Pharmacy.

Mark Stolzenburg, mechanical engineering, has been awarded the 2015 Benjamin Y.H. Liu Award for contributions to aerosol instrumentation and experimental techniques that have significantly advanced the science and technology of aerosols. The award is presented by the American Association for Aerosol Research.

Raj Suryanarayanan, pharmaceutics, received the 2015 International Pharmaceutical Excipient Council of the Americas Foundation Ralph Shangraw Memorial Award for his research in excipients.

James Q. Swift, oral and maxillofacial surgery, received the 2015 Robert V. Walker Distinguished Service Award from the American Association of Oral and Maxillofacial Surgeons in recognition of his significant and lasting contributions to the specialty.

Donald Truhlar, chemistry, has been awarded the 2016 Earl K. Plyler Prize for Molecular Spectroscopy and Dynamics. This award, presented by the American Physical Society, recognizes Truhlar’s outstanding work and accomplishments in dynamics.

Mike Vandenberg, UMM admissions, received the 2015 Association of Minnesota Emergency Managers Emergency Management Best Practice for Prevention Award. Vandenberg was honored for averting an oil train collision earlier this year.

Joel Waldfogel, strategic management & entrepreneurship, won the Best Paper Prize at the European Policy for Intellectual Property 10th Annual Conference. The paper, “Digitization, Copyright, and the Welfare Effects of Music Trade,” was co-authored with Luis Aguiar, Institute for Prospective Technological Studies, and was one of 100 submitted.

Shannon Drysdale Walsh, UMD political science, was awarded the Helen Safa Paper Award by the Latin American Studies Association Gender and Feminist Studies Section for her paper “No Resources, No Capacity, No Will: How Transnational Advocacy Networks Overcome Obstacles to Building Gendered Political Institutions.”

Peter Wells, anthropology, has been honored by the Prehistoric Society with a conference entitled “Dynamics of Art, Design, and Vision in Iron Age Europe” to be held at the University of Edinburgh in June 2016. The conference will celebrate Wells’ achievements in the field of European prehistory.
Demetri Yannopoulos, medicine cardiology, received the 2015 Heart & Stroke Researcher Hero Award from the American Heart Association Minnesota.

Fang Yu, nursing, was awarded fellow status in the Gerontological Society of America, the world’s oldest and largest interdisciplinary organization devoted to research, education and practice in the field of aging.

Shaker Zahra, strategic management & entrepreneurship, has been awarded an honorary doctorate in economics, management, and statistics from the University of Messina in Italy. This is his fourth honorary PhD.