



Faculty & Staff Affairs

October 2016

October 13, 2016

1:15 p.m. - 3:15 p.m.

East Committee Room, McNamara Alumni Center

FSA - OCT 2016

1. Collective Bargaining Agreement with the Minnesota Public Employee Association, Representing Police Officers and Sergeants - Review / Action

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2. Fair Labor Standards Act Briefing

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3. PeopleSoft HRMS System: Maximizing Investment in Support of People

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4. Update on Leadership Development Opportunities for Faculty, Staff, and Graduate Students

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BOARD OF REGENTS DOCKET ITEM SUMMARY

Faculty & Staff Affairs

October 13, 2016

AGENDA ITEM: Collective Bargaining Agreement with the Minnesota Public Employee Association, Representing Police Officers and Sergeants

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, Office of Human Resources

PURPOSE & KEY POINTS

This item seeks approval of the Collective Bargaining Agreement (CBA) between the University of Minnesota and the Minnesota Public Employee Association, representing Police Officers and Sergeants. This CBA provides the terms and conditions of employment for employees between the date of signing and December 31, 2017. A summary of the contract, the members covered, and the associated financial impact is included in the docket.

BACKGROUND INFORMATION

Negotiations on this contract began on February 9, 2016 and concluded with a tentative agreement on June 17, 2016. The Union’s contract ratification process was completed on August 30, 2016. Board approval is required before the contract can be implemented.

PRESIDENT’S RECOMMENDATION

The President recommends the approval of the CBA between the University of Minnesota and the Minnesota Public Employee Association, representing Police Officers and Sergeants.

**MINNESOTA PUBLIC EMPLOYEES ASSOCIATION
PELRA UNIT 1**

This unit is comprised of police officers and sergeants. The total number of employees in this unit is 53.

ECONOMIC HIGHLIGHTS

During Calendar Year 2016, the following salary adjustments will be made:

Employees shall receive a 1% salary adjustment effective on January 1, 2016;

Employees shall receive a one-time 0.5% lump sum upon signing of the contract by both parties;

Eligible employees will receive salary progression step increases upon completion of the required length of service.

Effective with the signing of the contract, officers who work as Field Training Officers for new hires will receive 2 hours of pay per shift spent training a new hire.

During Calendar Year 2017, the following salary adjustments will be made:

Employees in both classifications shall receive a 1% salary adjustment effective on January 1, 2017;

Eligible employees will receive salary progression step increases upon completion of the required length of service.

BASE ANNUAL PAYROLL	\$3,516,520
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RECURRING COSTS FOR CALENDAR YEARS 2016 AND 2017

Base Salary Adjustments	\$ 70,682
Progression Steps	\$ 124,966
Field Training Officer Pay	\$ 11,540
TOTAL RECURRING COST	\$ 207,188

ONE TIME COST

One-time 0.5% lump sum	\$ 17,583
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NON-ECONOMIC HIGHLIGHTS

Memorandum of Understanding for UMD Vacation Picks to establish a primary and second bid process and length of time an officer may be out on vacation.

Time off to Vote language and Sick Leave language amended to reflect statutory changes.



REGENTS OF THE UNIVERSITY OF MINNESOTA

RESOLUTION RELATED TO

The Proposed Labor Agreement With The Minnesota Public Employees Association, Representing Police Officers and Sergeants

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

WHEREAS, the Minnesota Public Employee Association, representing Police Officers and Sergeants, has ratified acceptance of this agreement; and

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

NOW, THEREFORE, BE IT RESOLVED that on the recommendation of the President, the Board of Regents approves this labor agreement as outlined in the docket for October 13, 2016.



BOARD OF REGENTS DOCKET ITEM SUMMARY

Faculty & Staff Affairs

October 13, 2016

AGENDA ITEM: Fair Labor Standards Act Briefing

Review Review + Action Action Discussion

This is a report required by Board policy.

PRESENTERS: Kathryn F. Brown, Vice President, Office of Human Resources
Kenneth Horstman, Senior Director, Total Compensation, Office of Human Resources
Mary Rohman Kuhl, Director, Compensation, Office of Human Resources

PURPOSE & KEY POINTS

The purpose of this item is to discuss the significant changes made to the Fair Labor Standards Act (FLSA) by the U.S. Department of Labor (DOL) in 2016. The changes pertain to the definition of exempt and nonexempt employees based on salary. The University has evaluated its impact and is preparing to implement the requirements by the effective date of December 1, 2016.

The discussion will include work done at the University to prepare for this implementation, including:

- FLSA rule change background
- Estimated impact on the U
- Options to be compliant
- Background for post-doctoral associates
- Post-doctoral associate decision
- Implementation
- Future considerations

BACKGROUND INFORMATION

Effective December 1, 2016, the DOL has revised the Fair Labor Standards Act (FLSA) to require that salaried employees earn at least \$913 a week (\$47,476 a year) to remain exempt from overtime rules. Some positions have lower salary thresholds if they meet the DOL’s definitions of excluded populations. Exempt University employees who do not earn \$913 a week, or who do not meet the lower earnings threshold for their position, will be moved to nonexempt (hourly) and will need to begin tracking both their regular and overtime hours.

Fair Labor Standards Act Briefing

Board of Regents

Faculty and Staff Affairs Committee

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

Kenneth Horstman, Senior Director, Total Compensation

Mary Rohman Kuhl, Director of Compensation

October 13, 2016

What We Will Cover Today

- FLSA Rule Change Background
- Estimated Impact on the U
- Options to Be Compliant
- Background for Post-Doctoral Associates
- Post-Doctoral Associate Decision
- Implementation
- Future Considerations
- Questions

FLSA Rule Change Background

U.S. Department of Labor (DOL) revised the Fair Labor Standards Act (FLSA) overtime salary threshold.

Rule Change

- **Old rule:** Anyone making less than \$23,660 a year (or \$455 a week) must be eligible for overtime pay.
- **New rule:** Anyone making less than \$47,476 a year (or \$913 a week) must be eligible for overtime pay.
- **Automatic salary threshold increase:** The automatic salary threshold will increase every three years, beginning in January 2020, to maintain the level at 40th percentile in the lowest-wage Census region.

Timeline

- Rule change takes effect December 1, 2016.

Estimated Impact on the U

- **Employees affected:** 1,200
- **Cost:** Driven by overtime pay that wasn't required under the old rule or pay adjustments to get employees to the new threshold
- **College/unit cost:** All costs are distributed to the appointing authorities.

Options to Be Compliant

- Bring salaries to the new salary threshold.
- Maintain current salary, convert the employee to an hourly rate of pay, track all hours, and pay overtime. Options to offset overtime expense include:
 - Limit the number of approved overtime hours.
 - Provide employees with comp time rather than cash overtime payments.
- Evaluate and realign employee workload to limit the need for overtime.

Background for Post-Doctoral Associates

- Unique set of circumstances which required a deeper analysis
- Vitally important to the U mission
- Research often goes beyond typical 40-hour workweek.
- 495 full-time post-doctoral associates are currently paid below the new FLSA threshold.
- Big 10 feedback and publications suggest 10-20 hours of overtime worked per post-doc per week.
- Cost to adjust salaries (including fringe) was much less significant than cost of overtime.

Bring Salaries to New Threshold	Overtime (10 hrs/wk)	Overtime (20 hrs/wk)
\$2.7M	\$7.8M	\$15.6M

Post-Doctoral Associate Decision

- Create a new salary floor of \$47,476 for post-doctoral associates.
- Move salaries for full-time post-doctoral associates across the U of M to the new salary floor, effective November 14.
- Part-time post-doctoral associates who do not earn \$913/week will be converted to hourly.

Implementation

Early October

- OHR met with HR Leads and HR Consultants to brief them on the changes and planned communications. Online training on how to enter and approve time is available for new nonexempt employees and their supervisors.
- Employees will be notified of either a salary adjustment to \$47,476, effective November 14, or that they were becoming nonexempt employees on November 14 and they will need to enter overtime hours in MyU.

November 14: Employee payroll changes take effect.

Future Considerations

- Hiring managers will need to be mindful of the salary threshold when hiring exempt staff.
- OHR will monitor employee salaries to ensure appropriate exemption classification.
- Every three years when the threshold increases, we will revisit the impact to employees and the University, make adjustments, and communicate the change to the campus community.

Questions



REGENTS OF THE UNIVERSITY OF MINNESOTA

RESOLUTION RELATED TO

Implementation of Requirements from the Fair Labor Standards Act

WHEREAS, significant changes were made to the Fair Labor Standards Act by the United States Department of Labor in 2016; and

WHEREAS, the changes to the Fair Labor Standards Act pertain to the definition of exempt and nonexempt employees based on salary; and

WHEREAS, 1,200 University employees are estimated to be impacted by the changes, including post-doctoral associates; and

WHEREAS, the University of Minnesota (University) has evaluated the impact and is preparing to implement the requirements by the effective date of December 1, 2016, consistent with actions taken by other Big Ten institutions.

NOW, THEREFORE, BE IT RESOLVED that the Board of Regents ratifies the actions taken by the Office of Human Resources, as approved by the University's senior leadership, to address and implement the requirements of the amended federal Fair Labor Standards Act and its regulations regarding the new threshold for exempt status related to overtime payments, including the following:

- 1) Changes in the human resource management system to implement and monitor employee status and pay decisions made at the campus, collegiate and administrative unit level.
- 2) Assigning decision making on individual employee exempt/non-exempt status to the local campus, college and administrative unit level with the benefit of OHR support and expertise.
- 3) Bringing the salary floor for post-doctoral associates, job class 9546, to the new FLSA threshold of \$913 per week to help ensure fair and equitable treatment, administrative efficiency, market competitiveness, and to help minimize financial impact and institutional risk.

BE IT FURTHER RESOLVED that the Office of Human Resources will report on the status and impact of the implementation of these changes to the Faculty & Staff Affairs Committee in February 2018.



BOARD OF REGENTS DOCKET ITEM SUMMARY

Faculty & Staff Affairs

October 13, 2016

AGENDA ITEM: PeopleSoft HRMS: Maximizing Investment in Support of People

Review **Review + Action** **Action** **Discussion**

This is a report required by Board policy.

PRESENTERS: Kathryn F. Brown, Vice President, Office of Human Resources
 Gail Klatt, Associate Vice President, Internal Audit
 Amy Kucera, Senior Director, Operations, Office of Human Resources

PURPOSE & KEY POINTS

The purpose of this item is to discuss the Office of Human Resources (OHR) upgrade of the Human Resource Management System (HRMS) from PeopleSoft 8.9 to 9.2 that took place in 2015 and the upgrade's improvements, including a central employee information hub (MyU), consolidated reporting, streamlined business processes, better infrastructure, and improved tertiary systems.

The discussion will outline OHR's progress. It will:

- Summarize the major improvements and advantages realized from the upgrade.
- Explain why the upgrade was not an end but a beginning in a process of continuous improvements.
- Outline some of HRMS's immediate priorities, such as increasing data integrity and enhancing security.
- Discuss some of the challenges inherent in the new system's complexity.
- Review the results of a recent system audit, which provides a valuable roadmap for future areas of focus.

The discussion will also include a major upcoming software update, which is part of a series of ongoing enhancements to the system, and outline the next steps in HRMS evolution, such as moving toward fluid (mobile) technology and fully exploring analytics capabilities.

BACKGROUND INFORMATION

The implementation of PeopleSoft 9.2 in HRMS in April 2015 was part of the University-wide upgrade, a major project to replace outdated and heavily modified software infrastructure. The upgrade encompassed three campus PeopleSoft systems: students, finance, and HR. It brought significant improvements such as:

- A central employee information hub (MyU).

- Paperless time and absence reporting.
- Streamlined business processes, including payroll and payroll accounting.
- Separate student and employment data.
- Integrated, cross-functional reporting.
- Analytics capabilities.
- Recruiting Solutions for job applicants and hiring managers.

The upgrade also allowed the University to move to a less-customized system that offers better stability, vendor support, and monitoring of regulatory and compliance issues. The Board heard a number of updates throughout the implementation of the upgrade.

PeopleSoft HRMS: Maximizing Our Investment in Support of People

Board of Regents Faculty and Staff Affairs Committee

Kathryn F. Brown, Vice President
Office of Human Resources

Gail Klatt, Associate Vice President and Chief Auditor
Office of Internal Audit

Amy Kucera, Senior Director of Operations
Office of Human Resources

October 13, 2016

What We Will Cover Today

- Results since the Upgrade
- Continuous improvements to HRMS
- Challenges
- Latest update to HRMS
- Looking to the future

Beyond the Upgrade

- In April of last year, the Human Resource Management System (HRMS) was upgraded to the most recent version of PeopleSoft (9.2).
- The Upgrade brought improvements such as a central employee information hub (MyU), consolidated reporting, streamlined business processes, better infrastructure, and improved tertiary systems.
- We continue to upgrade with “images” to get newer versions of the software. A major image is set for this month, updating from version 9.2.4 to 9.2.17.
- The Upgrade and images allow us to move from a heavily customized system to a more off-the-shelf solution, which offers better stability, vendor support, and monitoring of regulatory and compliance issues.

HRMS Advantages Realized

- 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
- Laid the foundation for HR analytics work

Modernizing HRMS



- Moving from PeopleSoft 8.9 to 9.2 is like upgrading from a flip phone to a smartphone—necessary to keep our system current and supported.
- Like your smartphone, our system gets regular updates to add features and security.
- We're just starting to explore all the features of our new model.



Improving HRMS: A Continuous Process

- The Upgrade and images give us a strong, stable foundation to manage our human resource systems.
- With such a complex system, we will need to build on that foundation. Continuous improvement is always a necessity.
- Some of our priorities going forward:
 - Increasing data integrity
 - Enhancing security controls
 - Improving systems and processes
 - Improving the user experience
 - Exploring our analytics capabilities

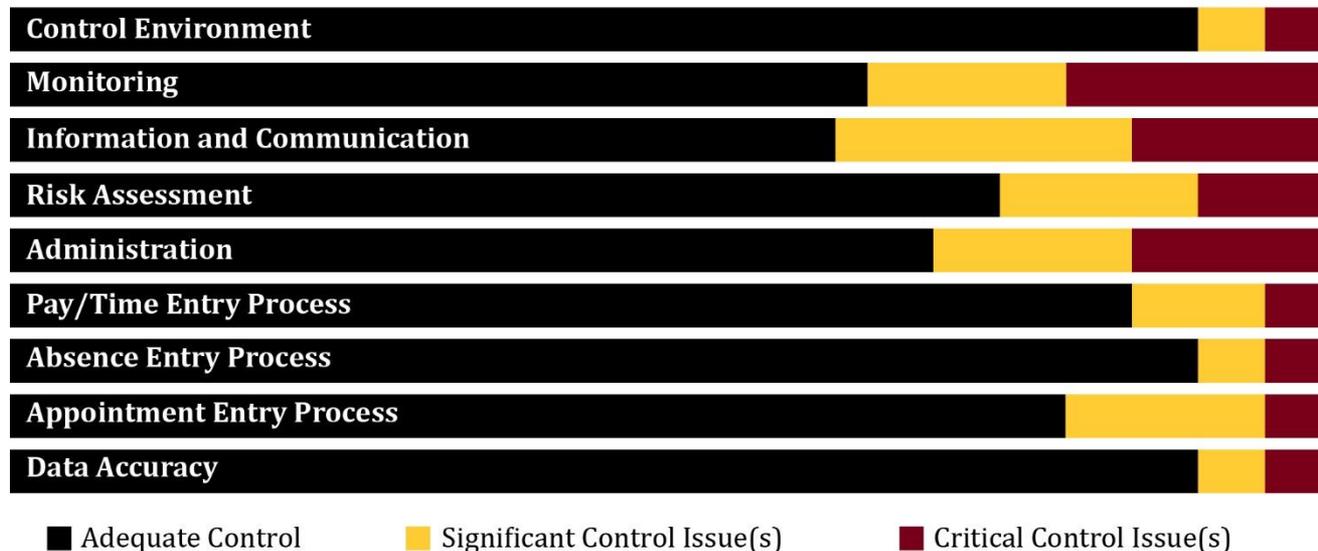
Ongoing Challenges

- Taking complex HR management system to next level requires employees with deeper knowledge and more sophisticated skill sets than in the past
- May need to reinstitute some system controls and modifications that were removed in our effort to use off-the-shelf PeopleSoft software
- Additional communication points with users
- Data quality and control issues with distributed data entry model

Audit Results

- Recent internal audit of HRMS systems and processes provided important data and guidance on where to focus future improvements.

OHR Operations Control Evaluation



ohr-op-control-eval-v1

The Latest PeopleSoft Update

- Enhancements coming with new image update (from version 9.2.4 to 9.2.17) will address several system process concerns
- Will create a more stable and supported system and eliminate several previous modifications
- Will improve user experience and eliminate pain points for users in several areas. Job applicants and hiring managers, in particular, will see significantly improved processes.

Looking to the Future

- Moving toward fluid (mobile) technology (this month's image update lays the groundwork)
- Maximizing HR analytics capabilities
- Improving usability with future updates
- Assessing system work-flow capabilities
- Implementing additional employee and manager self-service functionality
- Creating continuous improvement and measurement culture

Discussion



BOARD OF REGENTS DOCKET ITEM SUMMARY

Faculty & Staff Affairs

October 13, 2016

AGENDA ITEM: Developing Faculty and Staff Leaders at the University

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, Executive Vice President and Provost
Rebecca Ropers-Huilman, Vice Provost for Faculty and Academic Affairs
Scott Lanyon, Vice Provost and Dean of Graduate Education
Brandon Sullivan, Director, Leadership and Talent Development, Office of Human Resources

PURPOSE & KEY POINTS

The purpose of this item is to discuss leadership development across the University. This development is critical to ensuring that the University successfully overcomes challenges as it carries out its mission. The discussion will include:

- An update on efforts to create a culture of leadership for faculty, staff, and graduate students.
- An overview of the process for leaders to learn and grow as they develop next-level leadership skills. The University’s leadership development programs span onboarding new faculty and staff through executive team development of colleges and administrative units. Leadership assessment tools play a key role in providing feedback to both individuals and teams.
- Graduate student leadership development will also be discussed.

BACKGROUND INFORMATION

The Board discussed the topic on three earlier occasions:

- June 2016: *Twin Cities Strategic Plan: Human Resource Implications*, Faculty & Staff Affairs
- September 2015: *Leadership Development*, Faculty & Staff Affairs
- October 2014: *Leadership Development Strategy*, Faculty & Staff Affairs

The Office of Human Resources and the Office of the Executive Vice President and Provost collaborate to develop leadership within the University to support the mission as well as the strategic plan for the Twin Cities campus.

The Office of the Executive Vice President and Provost supports leadership development within each discipline and works with graduate students. The Office of Human Resources provides consulting and resources to support the application of leadership best practices across disciplines.

The University of Minnesota developed its own set of leadership competencies that helps define leadership skills, knowledge, and abilities that are required to address common challenges.

Update on Leadership Development Opportunities for Faculty, Staff, and Graduate Students

Board of Regents Faculty and Staff Affairs Committee

Kathryn F. Brown, Vice President, Office of Human Resources
Karen Hanson, Executive Vice President for Academic Affairs and Provost
Rebecca Ropers-Huilman, Vice Provost for Faculty and Academic Affairs
Brandon Sullivan, Director, Leadership and Talent Development
Scott Lanyon, Vice Provost & Dean of Graduate Education

October 13, 2016

What We Will Cover Today

- Promoting a culture of leadership development
- How leaders grow and develop
- U of M leadership competencies
- How we promote a leadership development culture with faculty, staff, and graduate students
- Leadership assessment tools
- Discussion

Promoting a Culture of Leadership Development

In an organization with a leadership development culture, all members have the capacity and motivation to identify challenges and opportunities and respond in a way that advances the organization's mission.

- We propose that in organizations with a culture of leadership development, members will:
 - Be engaged.
 - Advance excellence/reject complacency.
 - Respond to rapid changes in society/higher education.

Leadership Development

- Leadership is difficult at any level.
 - Everyone has strengths, development needs, and derailers—these are amplified in leadership roles.
- Leadership development has many ingredients.
 - A missing ingredient can stifle growth and development.
- Effectiveness requires careful thought and intention.
 - What we are trying to accomplish
 - How we support our leaders

How Leaders Learn and Grow



- Developing next-level leadership skills also requires:
 - Facing big challenges
 - Being exposed to diverse views and ideas
 - Integrating what you have learned

U of M Leadership Competencies

- Define specific leadership skills, knowledge, and abilities needed to address common challenges:
 - Creating a strong organizational climate and structure of access and inclusion as the critical elements and core values in achieving excellence
 - Finding ways to drive and support innovation while increasing the efficient use of resources
 - Setting the right direction, navigating difficult decisions, and aligning resources with priorities
 - Building and sustaining high performing teams and departments and retaining top talent
 - Working well as part of a team and collaborating with and influencing a diverse range of individuals and groups
 - Establishing and maintaining a reputation for integrity and personal accountability
- This is the framework for many internally-delivered leadership development programs and assessments

How We Promote a Leadership Development Culture

Programs/Opportunities for Faculty and Academic Leaders	
Audience	Program/Opportunity
College executive teams	<ul style="list-style-type: none"> College Executive Team Development program
Department chairs and heads	<ul style="list-style-type: none"> “Talking Heads” program BTAA Academic Leadership Program BTAA Department Executive Officer Program
New department chairs and heads	<ul style="list-style-type: none"> Provost’s New Chairs and Heads Leadership Program
Faculty who may move into departmental or similar leadership roles	<ul style="list-style-type: none"> College Leads programs
Faculty at all levels	<ul style="list-style-type: none"> New Faculty Orientation Academy of Distinguished Teachers Women’s Faculty Cabinet Center for Educational Innovation Employee Engagement Leads Faculty Governance

How We Promote a Leadership Development Culture

Programs/Opportunities for Staff and Administrative Leaders	
Audience	Program/Opportunity
Administrative unit executive teams	<ul style="list-style-type: none"> Executive Team Development program
Leaders who may move into higher-level leadership roles (e.g., director)	<ul style="list-style-type: none"> College Leads programs for staff
Supervisors and managers	<ul style="list-style-type: none"> Supervisory Essentials (<i>in development</i>)
New supervisors and managers	<ul style="list-style-type: none"> Leadership Essentials
Staff at all levels	<ul style="list-style-type: none"> Leading on All Levels New Employee Orientation Employee Engagement Leads Women's Leadership Institute

How We Promote a Leadership Development Culture

Programs/Opportunities for Post-baccalaureate Leaders

Audience	Program/Opportunity
Graduate students Professional students Postdoctoral fellows	<ul style="list-style-type: none">• Boreas Leadership Program (IonE)• EMERGE (CBS)• Management in Technology (Technological Leadership Institute)• Preparing Future Faculty (Center for Educational Innovation)• Community of Scholars (Graduate School)

Leadership Assessment Tools

- 360-degree feedback
- Stakeholder assessments
- Personality and interpersonal impact
- Leadership selection assessments
- Leadership team dynamics

Discussion

- What other benefits or drawbacks do you perceive in promoting a leadership development culture at the University of Minnesota?
- What other investments in this culture might you advocate? What rewards do you hope to see as a result of existing and new investments?



BOARD OF REGENTS DOCKET ITEM SUMMARY

Faculty & Staff Affairs

October 13, 2016

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 following items:

- The appointment of **Brian D. Burnett, Ph.D.** as Senior Vice President of Finance and Operations
- Conferral of tenure for seven outside 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, approval of civil service rules, and appointments of certain trustees and board members, to be brought before the Faculty and Staff Affairs Committee for action.

PRESIDENT'S RECOMMENDATION

The President recommends approval of the consent report.

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 October 2016 Board of Regents meeting – Twin Cities campus Recommended by Executive Vice President and Provost Karen Hanson

Karen Mary Davalos

**Professor with tenure
Department of Chicano and Latino Studies
College of Liberal Arts**

Karen Mary Davalos received her Ph.D. in cultural anthropology from Yale University in 1993. Currently, she is a professor and department chair of Chicana/o Studies at Loyola Marymount University. Professor Davalos' research projects explore agency in the contexts of structural inequalities, regimes of political and economic value, and transnational processes. Dr. Davalos is a nationally recognized scholar having published three books, one edited volume, as well as numerous articles, book chapters, essays, and research reports. Her advising record is equally impressive with 28 students mentored through graduate school. As the senior hire in the Race, Indigeneity, Gender, and Sexuality (RIGS) cluster hire, Dr. Davalos will serve as a mentor for three junior RIGS hires and will lead RIGS programming.

William Powell Jones

**Professor with tenure
Department of History
College of Liberal Arts**

William Powell Jones received his Ph.D. in history from the University of North Carolina at Chapel Hill in 2000. Currently, Dr. Jones is a tenured professor at the University of Wisconsin, Madison. His scholarly work spans from early history of isolated lumber workers in the South to deep-roots history of the March on Washington to public sector workers. Professor Jones has an outstanding record as a historical scholar and public intellectual having published two award-winning books, a half dozen scholarly articles and chapters, and over a dozen op-eds and essays in leading newspapers and periodicals. Dr. Jones has a noteworthy teaching record with a deep commitment to large survey classes, strong teaching evaluations, and a remarkable service record.

Loukas Karabarbounis

**Associate professor with tenure
Department of Economics
College of Liberal Arts**

Loukas Karabarbounis received his Ph.D. in economics from Harvard University in 2010. Currently, he is a Senior Research Economist at the Federal Reserve Bank of Minneapolis and an associate professor of economics at the University of Chicago. Dr. Karabarbounis is an applied macroeconomist with interests in labor markets, business cycles, public policy, and international economics. He has a stellar publication record with refereed publications in top general-interest economics journals and top journals for his field.

Emily Threinen

**Associate professor with tenure
School of Music
College of Liberal Arts**

Emily Threinen received her Doctor of Musical Arts in conducting from the University of Michigan in 2007. Currently, she is a tenured associate professor and Director of Bands at Temple University. Dr. Threinen's profile includes presenting large ensemble/chamber performances at regional, national, and international conferences that are significant to wind band and instrumental music. She is especially interested in working with composers and new works for wind band as well as in initiating collaborations with leading performing artists. She is an exceptional, first-rate teacher with an impressive level of service to the music, university, and music education communities. Dr. Threinen will also assume the role of Director of Bands in the School of Music.

EMPLOYMENT AGREEMENT

THIS EMPLOYMENT AGREEMENT is entered into as of this 3th day of October, 2016, by and between Regents of the University of Minnesota, a Minnesota constitutional educational corporation (the "University"), and Brian D. Burnett, Ph.D. ("Brian Burnett," "you").

WHEREAS, the University wishes to employ Brian Burnett as the Senior Vice President for Finance and Operations and Brian Burnett wishes to accept employment as Senior Vice President for Finance and Operations;

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 Brian Burnett agree as follows, subject to the approval of the Board of Regents:

I. EMPLOYMENT TERM AND DUTIES

Subject to the terms and conditions of this Agreement and University Policies and Procedures, the University appoints Brian Burnett as the Senior Vice President for Finance and Operations and he agrees to be so employed by the University for a term commencing on November 17, 2016. The Senior Vice President for Finance and Operations is a 100 percent time, 12-month L appointment in the professional and academic personnel classification who serves as an at will employee at the pleasure of the President. As such, you report to and serve at the pleasure of the President and your appointment may be terminated at any time without advance notification. As the University's Treasurer, you will also report to the Board of Regents.

II. DUTIES

During the term of your employment as Senior Vice President for Finance and Operations you will diligently and consciously devote your full-time attention and best efforts in performing and discharging the duties of Senior Vice President for Finance and Operations as they are set forth in the job description for this position (attached) including, but not limited to, the following duties:

A. Serve as the Chief Financial Officer, Chief Operating Officer, and Treasurer for the University of Minnesota, responsible for all of the University of Minnesota's financial resources and core business operations;

B. Provide strategic and tactical leadership for the institution, advising the president and senior leadership team on the accomplishment of strategies and initiatives articulated in the Strategic Plan and annual work plans, ensuring that the University's financial and operational resources effectively support the academic mission and other institutional priorities;

C. Provide leadership for short- and long-term financial planning, management, analysis and oversight of the University of Minnesota system, including financial policy development and decision-making, general programmatic direction for all reporting units, and establishment of effective working "dotted line" relationships with financial officers across the system;

D. Create a vision and integrated strategy to ensure the effective alignment, collaboration and communication between the institution's core business operations - finance, human resources, information technology, University services - to achieve the highest degree of efficiency, impact and excellence;

E. Oversee the responsible planning, stewardship, management and accountability of fiscal, capital, and human resources of all units that report to you; and

F. 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, and every third year thereafter.

IV. 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 Four Hundred and Ten Thousand Dollars and No Cents (\$410,000.00).

B. In addition to retirement contributions made to the Faculty Retirement Plan, the University will contribute \$20,000.00 annually on June 30 toward your retirement so long as you hold the Senior Vice President for Finance and Operations position. The University will deposit these funds each year on the vesting date (or such business day immediately following the vesting date) to the University of Minnesota Optional Retirement Plan, or, to the extent such contribution exceeds contribution limits for such plan, to the University of Minnesota 415(m) Retirement Plan.

C. 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.

D. 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.

E. 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.

V. 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/ohr/benefits/summary/>). These programs shall be subject to amendments and modifications by the University.

VI. RELOCATION

The University will pay for actual and reasonable costs associated with your move, in accordance with the University's relocation policy (<http://www.policy.umn.edu/Policies/Finance/Travel/EmployeeRelocation.html>). It is the University's expectation that your costs will not exceed one month of salary.

VII. SEPARATION

A. Your appointment as Senior Vice President for Finance and Operations 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.

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.

IX. BOARD OF REGENTS APPROVAL

This agreement is subject to the approval of the Board of Regents and a background check that is satisfactory to the University.

IN WITNESS WHEREOF, the undersigned have caused this Agreement to be executed as of the date first shown above.

By: 

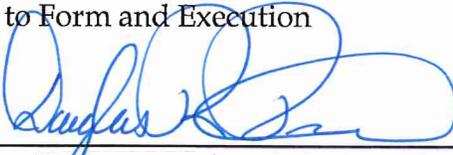
Brian D. Burnett, Ph.D.

REGENTS OF THE UNIVERSITY OF
MINNESOTA

By: 

Eric W. Kaler
President

Approved as to Form and Execution

By: 

Douglas Peterson
General Counsel



BOARD OF REGENTS DOCKET ITEM SUMMARY

Faculty & Staff Affairs

October 13, 2016

AGENDA ITEM: Information 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

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 Information Report appears as a regular item on the Faculty & Staff Affairs Committee agenda.

UNIVERSITY OF MINNESOTA

BOARD OF REGENTS

**October 13, 2016
Faculty and Staff Affairs Committee
Information Report**

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

Boyd Kumher has been named the University's chief compliance officer. He comes to the U from Case Western Reserve where he established that institution's compliance program and has been serving as chief compliance, export control and privacy officer. He has a B.S. in nursing as well as an M.B.A. and a Master's of Project Management. Kumher will provide strategic leadership and oversight of all compliance-related activities across the U of M system and will sit on the Senior Leadership Team.

Todd Thierer, associate professor and associate dean for clinical affairs in the School of Dentistry, has been appointed acting dean to replace retiring dean Leon Assael until an interim dean is named.

University Highlights

The University of Minnesota has been named a Udall Center of Excellence in Parkinson's Disease Research, joining eight other centers around the country. University researchers seek to better understand the changes in brain circuitry that occur in patients with Parkinson's disease and will leverage this understanding to improve deep brain stimulation and other therapies to treat Parkinson's.

For the fifth consecutive year, the University of Minnesota Twin Cities has received the 2016 Higher Education Excellence in Diversity (HEED) Award from *INSIGHT Into Diversity* magazine in recognition of outstanding commitment to diversity and inclusion. *INSIGHT Into Diversity* is the oldest and largest diversity-focused publication in higher education.

Two University of Minnesota startups have been named among the Best University Startups 2016 by the National Council of Entrepreneurial Tech Transfer, an association of university startup officers. Innotronics LLC and Minnepura Technologies Inc., two companies launched by the University's Venture Center, were among the 35 Best University Startups selected from 200 submissions from universities across the U.S.

For the second year in a row, UMD has made *Sierra* magazine's list of Top 100 Green Schools. Campus goals include achieving a 25 percent reduction in emissions by 2020 and working towards carbon neutrality by 2050. The campus is focusing on efficiency upgrades and energy conservation strategies to reduce the campus's greenhouse gas emissions.

The University of Minnesota Crookston is listed among the top 50 Best Online Colleges and Universities for 2016 by College Choice, an independent online publication that posts rankings and reviews aimed at helping students and their families choose the best college for their needs.

The University of Minnesota Morris recently achieved several distinctions and rankings:

- Named a 2016-17 College of Distinction by Colleges of Distinction, an online resource and college guidebook for students, parents, and guidance counselors.
- Named by *U.S. News & World Report* as one of the nation's Top Public Liberal Arts Colleges for the 18th consecutive year.
- Recognized by *Washington Monthly* for both its commitment to public good (notable liberal arts colleges list) and affordability (Best Bang for the Buck-Midwest list).
- For the 6th consecutive year, named one of *Sierra* magazine's top 30 Cool Schools for 2016 (and ranked 1st in the state this year).
- Named to *Princeton Review's* Green Colleges list.

The Katherine E. Nash Gallery and the Department of Art were awarded first prize by the American Alliance of Museums (AAM) during the 2016 Museum Publications Design Competition, in the Exhibition Catalogue category for their Ana Mendieta catalogue. AAM is the national professional organization for art museums in the United States.

The University of Minnesota is among the Best Top 30 List of LGBTQ friendly colleges and universities, according to Campus Pride, a national nonprofit organization for student leaders and campus groups working to create a safer college environment for LGBTQ students.

Faculty and Staff Activities and Awards

Zack Almquist, sociology, was honored as one of the Top 50 Graduate and Postdoctoral Alumni Honorees at the University of California-Irvine's 50th anniversary of their graduate program.

The Association of American Veterinary Medical Colleges (AAVMC) appointed Dean Trevor Ames, veterinary medicine, to a three-year term representing the AAVMC on the American Veterinary Medical Association Council on Education.

Dawn Carlson, pharmacy practice and pharmaceutical sciences at UMD, won the Minnesota Pharmacists Association Harold R. Popp Award for outstanding service to the profession of pharmacy. The Popp Award is the highest honor bestowed by the association.

Dalibor Froncek, UMD mathematics and statistics, was elected vice-president of The Institute of Combinatorics and its Applications (ICA). The ICA is a professional learned society with over 600 members worldwide.

Jiali Gao, chemistry, has been elected to the International Academy of Quantum Molecular Science (IAQMS), one of quantum science's most exclusive academic societies. In IAQMS's 50-year history, 157 members have been elected. Gao's work encompasses protein dynamics, enzyme catalysis, biomolecular interactions and biophysics as well as the development of theoretical methods and computer software.

The Sky Watched: Poems of Ojibwe Lives, a new book by Linda LeGarde Grover, Department of American Indian Studies at UMD, received the Red Mountain Press Editor's Award.

Regents Professor Megan Gunnar, Institute of Child Development, has been appointed to a three-year term on Governor Mark Dayton's Early Learning Council. The council aims to ensure that all children are school-ready by 2020. Council members "make recommendations to the governor and legislature on how to create a high-quality early childhood system in Minnesota that will help improve educational outcomes for all children."

Lori Helman, curriculum & instruction, was named the Jerry Johns Outstanding Teacher Educator in Reading at the International Literacy Association's (ILA) annual conference in July.

The award honors an exceptional college or university professor in the field of reading education and is given annually to a member of ILA who is currently teaching preparation in reading to prospective educators at the undergraduate or graduate level.

Thomas Hoye, chemistry, will receive a 2017 American Chemical Society Arthur C. Cope Scholar Award in recognition of his excellence in organic chemistry.

Suicide Awareness Voices of Education announced KUMD's Lisa Johnson as the winner for the Journalism Award Program for Excellence in Reporting on Suicide in the state of Minnesota. Johnson's winning entry was "Don't Believe Everything You Think: Talking about Suicide," which she initiated and produced as part of KUMD's two mental health weeks.

Chris Kim, electrical and computer engineering, was awarded the Semiconductor Research Corporation (SRC) Technical Excellence Award for his research and contributions to the industry in VLSI circuit design. Very-large-scale integration (VLSI) is the process of creating an integrated circuit by combining thousands of transistors into a single chip.

Ronald Krebs, political science, won the 2016 Giovanni Satori Book Award from the Qualitative and Multi-Method Research Section of the American Political Science Association for his most recent book, *Narrative and the Making of US National Security*.

Regents Professor Vipin Kumar, computer science and engineering, received the 2016 IEEE Computer Society Sidney Fernbach Award in recognition of outstanding contributions in the application of high-performance computers using innovative approaches. IEEE is the world's largest technical professional organization dedicated to advancing technology for the benefit of humanity and the Fernbach Award is one of its highest awards.

Erika Lee, history, was awarded the 2016 Pioneer Award from OCA - Asian Pacific American Advocates, the national advocacy and civil rights organization for Asian Pacific Americans. The Pioneer Award is presented to an individual who has paved the way and opened the door for other Asian Pacific Americans, or has made a significant contribution to society in the field of his or her endeavor.

The Society for Personality and Social Psychology (SPSP) awarded the SPSP Book Prize for the Promotion of Social and Personality Science to Traci Mann, psychology, for her book, *Secrets from the Eating Lab*. The prize honors a book written by a psychologist that promotes an understanding of the science of social and personality psychology to the general public.

David Masopust, microbiology and immunology, has been named to the inaugural class of Howard Hughes Medical Institute Faculty Scholars, recognizing his dedication to creative and innovative solutions in science. The program provides early career researchers with flexible funding resources allowing them to take chances and follow interesting and creative research leads. With this appointment, Masopust hopes to resolve major gaps in our understanding of T cell migration and how it relates to immunological memory and protection.

Lawrence Que, Jr., chemistry, will receive the 2017 American Chemical Society Award in Inorganic Chemistry in recognition of his contributions to the field of inorganic chemistry that have profoundly impacted the understanding of the nature and reactivity of high-valent iron centers.

Paul Ranelli, pharmacy practice and pharmaceutical science at UMD, was elected to a two-year, at-large seat on the Governing Council representing unaffiliated members of the Pharmacy Special Primary Interest Group of the American Public Health Association.

Theresa Reineke, chemistry, received the 2017 Carl S. Marvel Creative Polymer Chemistry Award from the American Chemical Society, Division of Polymer Chemistry. This award recognizes accomplishments and innovations of unusual merit in the field of basic or applied polymer science by individuals younger than 45.

Inequality and Democratization: An Elite-Competition Approach, a recent book by David Samuels, political science, won the American Political Science Association's (APSA) Woodrow Wilson Award, given annually for the best book on government, politics, or international affairs. Samuels also received the APSA's 2015 Riker Award for the Best Book in Political Economy.

William Tolman, chemistry, will receive the 2017 American Chemical Society Award for Distinguished Service in the Advancement of Inorganic Chemistry. He is being honored for his research accomplishments, excellent teaching and mentorship of students and post-doctoral researchers, and outstanding leadership and service in the inorganic chemistry community.

Julian Wolfson, biostatistics, was named an associate editor for reproducibility for the Journal of the American Statistical Association. The appointment is in support of the journal's new requirement for authors to submit scientific code and data for review along with their papers. The aim of the review work by Wolfson and the editorial team is to assess the information's availability, quality, and potential usability for people wanting to reproduce research.