

MEM 100

**UNIVERSITY OF MINNESOTA
UNIVERSITY SENATE MINUTES
FACULTY SENATE MINUTES
STUDENT SENATE MINUTES**

OCTOBER 31, 1991

The first meeting of the University Senate for 1991-92 was convened in 25 Law Building, Minneapolis campus, on Thursday, October 31, 1991, at 3:00 p.m. (immediately following the meeting of the Twin Cities Campus Assembly). Coordinate campuses were linked by telephone. Checking or signing the roll as present were 127 voting faculty/academic professional members, 47 voting student members, 1 ex officio member, and 7 nonmembers. President Nils Hasselmo presided.

I. ORIENTATION

DISCUSSION:

Professor Thomas Scott, Chair of the Senate Consultative Committee, welcomed new and continuing Senators and thanked them for their attendance on a "snowy" Halloween afternoon. (The "snowy" afternoon turned into the "mega-storm" of 1991.) He quickly pointed out that the Halloween treats distributed at the back of the room were courtesy of the Senate Consultative Committee and the President and that no University or State money went into the purchase.

Professor Scott then proceeded to outline the organizational structure of the Senate and Assembly and its relationship with the committees. In addition, he introduced each Senate and Assembly committee chair and said Senators should have picked up the listing of all the committees, chairs, and major agenda items for the academic year that was available at the back of the room. Coordinate campus Senators received copies by mail. Professor Scott encouraged Senate members to work with the appropriate committee(s) on issues of interest to them or their colleagues.

II. MINUTES FOR APRIL 18, 1991 and MAY 16, 1991

Action

APPROVED

III. MEETING SCHEDULE

Information

Other 1991-92 meetings of the University Senate are scheduled as follows:

Thursday, February 20
Thursday, April 16
Thursday, May 14

ACCEPTED

IV. SENATE OFFICERS

Information

For fall quarter, Professor Fred Morrison has agreed to serve as the Senate parliamentarian and Ms. Martha Kvanbeck as abstractor.

ACCEPTED

**V. COMMITTEE ON COMMITTEES
COMMITTEES OF THE SENATE, 1991-92**

Action

COMPUTING AND INFORMATION SYSTEMS—Faculty/PA: George Wilcox (chair), Thomas Burk, Ernest Davenport, Gertrude Foreman, Thomas Hoffman, James Olson (UMM), Robert Tranquillo, Kenneth Wolpin. Students: Eric Scouten, 1 to be named. Ex Officio: Ettore Infante.

EDUCATION POLICY—Faculty/PA: Stanford Lehmborg (chair), Victor Bloomfield, Thomas Clayton, James Cotter (UMM), Margaret Etter, Kenneth Heller, Karen Karni, Lynnette Mullins (UMC), Clark Starr, Susan Wick. Students: Stephanie Carr (UMM), Joanne DeMoss, Michael Handberg, Mary Keller, James Maertens. Ex Officio: Robert Kvavik.

EQUAL EMPLOYMENT OPPORTUNITY FOR WOMEN—Faculty/PA: Becky Kroll (chair), Silvia Azar, Blanche Chavers, Priscilla Grew, Karla Klinger, Douglas Lewis, Martin Roth, Mariah Snyder, Sharon Stewart. Ex Officio: Carol Carrier, Patricia Mullen.

FINANCE AND PLANNING—Faculty/PA: Burton Shapiro (chair), David Biesboer, Bill Gerberich, Virginia Gray, Thomas Hoffman, Craig Kissock (UMM), Fred Morrison, Charles Speaks. Civil Service: Michael Hoey, Jeff Von Munkwitz-Smith. Students: David Brady, Paul Hess (UMM), Alan Mackenthun, Chris Warwig. Ex Officio: Avner Ben-Ner, David Berg, Robert Kvavik, Nick LaFontaine, Roger Paschke, Irwin Rubenstein, Mary Sue Simmons.

LIBRARY—Faculty/PA: Douglas Pratt (chair), Kay Cooper, Michael Hancher, Vernon Hendrix, Harold Hinds (UMM), Walter Johnson, Roberto Leon, Albert Markhart, John McConnell, Robert McMaster, Sheila McNally, Judith Preckshot. Students: 4 to be named. Ex Officio: Russell DuBois (UMM), Margaret Johnson (UMD), Robert Kvavik, Fred Morrison, Harold Opgrand (UMC), Kathryn Rynders (UMW), Thomas Shaughnessy.

PHYSICAL PLANT AND SPACE ALLOCATION SUBCOMMITTEE—Faculty/PA: Mary Sue Simmons (chair), George Benson, Mark Davison, Bill Kennedy, David Kittelson, 1 to be named. Civil Service: Stan Bonnema. Students: Kurt Woodward, 1 to be named. Ex Officio: Betty Grundner, Clint Hewitt, Robert Kvavik, Sue Markham, Vilis Vikmanis.

RESEARCH—Faculty/PA: Irwin Rubenstein (chair), Sara Evans, Robert Jones, Essie Kariv-Miller, Eric Klinger (UMM), Paul Sackett, Jonathan Wirtschafter, Albert Yonas. Civil Service: John Basgen. Students: Danita Carlson, Dan Sargent, 1 to be named. Ex Officio: Signe Betsinger, N. L. Gault, Robert Holt, Nick LaFontaine, Tony Potami, Kenneth Reid.

SERVICES FOR THE HANDICAPPED—Faculty/PA: Corinne Ellingham (chair), Dennis Ahlburg, Linda Belote (UMD), Terence Collins, Nancy Eustis, Susan Gangl, Glenice Johnson (UMC), Joe Reichle, James Slagle, Thomas Straw (UMM), Kathleen Swart, Stephen Weeks. Civil Service: Barbara Howard, 1 to be named. Students: Gene Chelberg, Cindy Decker, Katherine Meyer, Teika Pakalns, Chad Werner (UMM), 1 to be named. Ex Officio: Sue Forsythe, Harvey Jaeger, Sue Kroeger.

SOCIAL CONCERNS—Faculty/PA: Norman Bowie (chair), Genevieve Escure, George French (UMC), Warren Gore, Helga Leitner, Esther Wattenberg, Jacquelyn Zita. Civil Service: Darlene Anton, Linda Gullickson, 1 to be named. Alumni: Lynn Boldt, Laura Langer, Martha Studer. Students: Susan Lambright, Amitava Kumar, Tabitha Manressa, Ron Merckling, Rhonda Pierce, Carrie Sauter, Sarah Stai, Leigh Williams. Ex Officio: Katherine Cram, Betty Hackett, Anne Truax.

STUDENT AFFAIRS—Faculty/PA: Earl Nolting (chair), Sheila Corcoran-Perry, Bruce Downing, Alan Lipowitz, Chris Macosko, Toni McNaron. Civil Service: Mary Koskan. Alumni: Stacy Einck. Students: Rich Carr, Craig Conway (UMM), Rajive Das, Sequoia Davis, Pharia Le, Jim Mortenson, Kristina Peterson, Denise Tolbert, 1 to be named. Ex Officio: Marvalene Hughes.

INFORMATION:

ALL-UNIVERSITY HONORS—Faculty/PA: Fred Lukermann (chair), Ellen Berscheid, Caroline Czarnecki, Jack Imholte (UMM), David Storvick, 1 to be named. Alumni: Cathy Milota, Betsy Neff, Barbara O'Leary, Chuck Osborne, Paul Taylor. Students: David Bussert, 2 to be named. Ex Officio: Margaret Carlson, Gerald Fischer, Marcia Fluer, Ettore Infante.

COMMITTEE ON COMMITTEES—Faculty/PA: Geoffrey Maruyama (chair), Carl Adams, Wilbert Ahern (UMM), Subir Banerjee, Ed Cushing, Robert Johnson (UMC), Jean Montgomery, Michael Steffes. Students: Blaine Cross, David Ness (UMM), Cindy Pham, Sandy Pham, 4 to be named.

CONSULTATIVE—Faculty: Thomas Scott (chair), Mario Bognanno, Amos Deinard, Judith Garrard, Paul Holm (UMC), Norman Kerr, Karen Seashore Louis, Charlotte Striebel, James Van Alstine (UMM), Shirley Zimmerman. Students: James Arcand (UMD), Michael Handberg, David Lee, Tom Lopez (UMM), Denise Tolbert, Christine VeLure, Jeffrey Winker, 2 to be named. Ex Officio: Ettore Infante, Stanford Lehmborg, Burton Shapiro.

GEOFFREY MARUYAMA
Chair

DISCUSSION:

After a brief discussion about the selection process for committee members, the committee memberships were approved.

APPROVED

VI. SENATE CONSULTATIVE COMMITTEE COMMITTEE ON COMMITTEES ADMINISTRATORS IN SENATE

Action

MOTION:

That the Constitution, Article III, Section 1. Membership, and Section 4. Election of University Senate Members, be amended to define administrators who are eligible to serve in the Senate as follows: (additions are underlined; deletions, crossed out)

1. "...~~Members of the Council of Deans~~—Academic officers with class titles 9302-9329 shall serve as ex officio nonvoting members." (of the Senate)

4. c. "~~Members of the Council of Deans~~—Academic officers with class titles 9302-9329 shall not be eligible for election to the Senate as members of the faculties under "a" hereof."

COMMENT:

There is no longer a group known as the Council of Deans; however, the above definition will include those individuals who have traditionally served as ex officio members of the Senate.

INFORMATION:

The Committee on Committees has the authority to require the resignation from Senate committees of any person who accepts a primary appointment, acting or permanent, as a major central administrative or collegiate officer (9302-9329 class titles). An appointment is considered primary if it is 50 percent or more time.

THOMAS SCOTT, Chair
Consultative Committee
GEOFFREY MARUYAMA, Chair
Committee on Committees

DISCUSSION:

Professor Maruyama presented the motion for a second reading. He reminded Senate members that Constitutional amendments require two-thirds affirmative votes at one meeting or a majority at each of two consecutive meetings. The motion received approval by a majority of the members present and voting at the May 1991 Senate meeting and required a second majority approval.

APPROVED 147 TO 1

VII. SENATE CONSULTATIVE COMMITTEE OMBUDS COMMITTEE REPORT

Information and Discussion

DISCUSSION:

Professor Thomas Scott, chair of the Senate Consultative Committee, said the Ombuds Committee had been appointed by the Senate Consultative Committee in the spring of 1990 to review and evaluate various dispute resolution models and to make recommendations for an organizational structure to serve all campuses and all constituencies of the University community. He reminded members that copies of the report had been mailed to Senators. Professor Charlotte Striebel, Chair of the Ombuds Committee, was then introduced to discuss the report and answer questions.

Professor Striebel opened her remarks by clarifying the membership of the Ombuds Committee and stating that not all committee members endorsed the report. She said the committee attempted to develop a structure that would fit into the existing structure of grievance resolutions and procedures currently in place at the University. Professor Striebel outlined some of the models her committee reviewed. She praised the Student Ombuds Service and said a similar mechanism should be in place to serve all members of the University community. The Ombuds Committee recommended that the principle vehicle for carrying out this service would be a committee of seven people who would act as Ombudspersons representing the different constituencies served by the Ombuds Service. She ended her remarks by encouraging questions and discussion of the report and said she hoped the report could be brought back for action at the February Senate meeting.

Esther Reese, Director of the Student Advocate Service, expressed concern about the investigative process used by the Ombuds Committee. She pointed out that students were not represented on the committee nor were they consulted about the report. She encouraged the committee to identify the problems it proposes to correct.

Senator Tim Wolf and other student Senators reiterated Ms. Reese's concern about the lack of student involvement in producing the report. Mr. Wolf also questioned the appropriateness of the Ombuds Committee having authority to recommend how student organizations, which are funded by student fees, should operate.

Professor Michael Wade, member of the Senate Committee on Faculty Affairs (SCFA), reported that the Faculty Affairs Committee was in the process of reviewing the document and would be making its recommendation to the Consultative Committee sometime fall quarter.

Professor Striebel said she will report the Senate's comments and concerns to her committee.

VIII. UNIVERSITY POLICY AGENDA 1991-92

The Chair of the Senate Consultative Committee has called upon the President to submit his annual policy agenda to the University Senate. This report responds to that request by summarizing a statement entitled: 1991-92 Presidential Goals and Objectives and Work Plan Priorities. The statement, which was developed in August and shared with the Board of Regents, the SCC and other governance groups, and the Deans, Directors, and Department Heads, contains eight goals, 58 objectives, and 37 specific priorities as well as an implementation timetable. For purposes here, only the goals and selected priorities are presented. Copies of the entire statement and explanation are available through the President's Office.

GOAL 1:

Reaffirm and communicate the mission and aspirations of the University of Minnesota.

Priorities:

Prepare, present, and disseminate succinct information on the University's impact on the state's economy.

Prepare an agenda for planning beyond 1993.

GOAL 2:

Ensure continued responsiveness and accountability in managerial decision making across the University.

Priorities:

Make budget adjustments for 1991-92 made necessary by cuts in state funding.

Implement the 1991-92 phase of the Restructuring and Reallocation Plan.

Complete the first phase of the College and University Financial System (CUFS).

GOAL 3:

Pursue resources for the University from state, federal, and private sources.

Priorities:

Provide faculty and staff salary increases, eliciting, to extent possible, state funding for such increases.

Ensure restoration of cuts imposed by the Governor's vetoes.

Prepare and present capital request.

GOAL 4:

Promote and facilitate the well-being and effectiveness of University faculty and staff.

Priorities:

Continue aggressive recruitment of outstanding faculty and staff, including ensuring strong representation of women and minorities.

Establish a new procedure for evaluation of academic personnel and a new system for salary setting.

Initiate review of grievance system.

GOAL 5:

Maintain and enhance the University's teaching programs and student environment.

Priorities:

Implement first phase of the new liberal education requirements.

Assess effects of and consider strengthening the new preparation requirements.

Identify and remove "real" obstacle to transfer among systems and within the University.

GOAL 6:

Maintain and enhance the University's research and scholarly and artistic activities.

Priorities:

Implement first phase of funding from the McKnight Endowment for the Arts and Humanities.

Begin construction of the Weisman Art and Teaching Museum, the Mann Music Building, the Biological Sciences Building, and the UMD Classroom Building.

GOAL 7:

Maintain and enhance the University's outreach and public service contributions.

Priorities:

Establish the "Outreach Council" as a means to better coordinate outreach activities.

Intensify contacts with the state in regard to economic development, including the new "Minnesota Technology, Inc."

GOAL 8:

Ensure a sense of community that recognizes, appreciates, and fosters unity with diversity.

Priorities:

Continue the implementation of recommendations from the "Task Force on Excellence through Diversity" and "the Diversity Forum."

Review the student recruitment, admission, and orientation process to ensure that potential students receive appropriate information, encouragement, and welcome into the University community.

In addition to the above pursuits, the following programs will be reviewed by the Graduate School during 1991-92:

- | | |
|--------------------------------|------------------------------------|
| Agronomy and Plant Breeding | Forest Products |
| Art History | Genetics |
| Cell and Developmental Biology | Microbiology |
| Computer Design | Minnesota Building Research Center |
| Design, Housing and Apparel | Plant Biological Sciences |

NILS HASSELMO
President

DISCUSSION:

President Hasselmo presented the University's Policy Agenda for 1991-92 which, he said, was a summary of the statement entitled "1991-92 Presidential Goals and Objectives and Work Plan Priorities." Complete copies of the statement can be obtained in his office. He said the agenda is an evolving document and encouraged Senate members to share their comments or questions with him at anytime during the year. The President said he will be providing the Board of Regents and various consultative groups with a similar document again in the spring.

ACCEPTED

IX. PRESIDENT'S COMMENTS

DISCUSSION:

President Hasselmo commented on three topics: 1) racism, 2) discrimination of individuals because of sexual orientation, and 3) the University's budget plan.

1. Racism

The President reported that incidents of racism are still occurring at the University of Minnesota. He said such incidents are totally incompatible with everything the University of Minnesota stands for and encouraged Senate members to join him in speaking out against racism.

"Acts of hatred, name calling, false claims, racial superiority, and the like are totally intolerable and unacceptable in the University environment," he said. In addition, "Racism makes teaching and learning impossible and it hurts the targets of this poison."

*President Hasselmo said a number of measures have been undertaken over the last several years to try and combat racism. Last spring a diversity forum was organized by Josie Johnson and others. The document prepared in connection with that forum was shared with the University community and asked faculty, students, and staff to consider the issue and bring it up for discussion whenever appropriate. A comprehensive handbook called **University Programs that Address the Issue of Minority Students, Faculty, and Staff** has recently been issued by the Office of Minority Affairs and the President urged Senate members to read it. Copies of the handbook are available in the Office of Minority Affairs, 200 Morrill Hall.*

2. Discrimination of individuals because of sexual orientation

The President said that while the University's policy does not permit discrimination because of sexual orientation, the University is operating under the rules of the Department of Defense that do exclude gays, lesbians, and bisexuals from service in the military. This is a clear violation of University policy. President Hasselmo said the University administration is continuing

to seek change at the national level and that educational associations are working to accomplish that goal. He reported that all major associations in higher education have taken on this particular issue and have pursued contacts with the Department of Defense and the United States Congress. The Big Ten Presidents have been given the opportunity to meet with representatives of the Defense Department to discuss ROTC-related issues and President Hasselmo will be participating in those discussions with other Big Ten Presidents and Chancellors. The President believes this is an important first step for placing the ROTC issue on the agenda with the Defense Department.

In response to the ROTC resolution approved by the Senate last spring, the President said he has discussed the issue with the Board of Regents, which in turn held an open forum on the issue. He will continue discussions with the chair and the vice-chair of the Board of Regents concerning the timing of further considerations by the Board. The President said he will also continue to update the Senate on this issue at each of its meetings.

3. Budget

Lastly, the President reported on the University's budget plans. He said State funding to the University had been cut by \$27 million for the biennium, resulting in no inflationary increases for salaries or supplies and equipment. Taking into consideration those cuts, a budget plan has been prepared and will be presented for information and discussion to the Board of Regents at its November meeting. At the same time, the plan will be presented to various consultative bodies at the University. The Regents will be asked to take action on the budget plan at their December meeting. The Board is planning to hold an open forum prior to the December meeting.

The budget plan contains measures that will not only cover the shortfall in the budget for this year, but also plans for a salary increase for the second year of the biennium. This has been accomplished by setting aside funds that would make available a pool of about five percent for salary increases. Specific distribution plans have not been established.

An attempt was made to balance the need to make certain programmatic cuts against the need to raise tuition. The total plan calls for \$47 million, of which \$15 million would come from a nine percent overall tuition increase for next year. \$32 million would come through a combination of program cuts and certain targeted tuition increases. Some targeted enrollment increases would also enhance tuition revenues.

In addition to the \$27 million cut and the need to compensate for the absence of inflationary increases, the Governor vetoed State Specials in the amount of \$23 million for the second year of the biennium. The State Specials are programs in the University that are directly funded by line item appropriations by the Legislature. The University will be asking the Legislature for an over-ride of the vetoes or some alternative that will restore the funding for the particular programs. The University has made it clear to the Legislature that if funding is not provided for these programs, they may be eliminated because they cannot appropriately be funded by tuition.

X. SENATE CONSULTATIVE COMMITTEE REPORT BY THE CHAIR

DISCUSSION:

Professor Thomas Scott, Chair of the Senate Consultative Committee (SCC), reported that SCC had been extremely busy since early summer consulting on the University's budget plans and the filling of the Provost's position. In addition, the committee has been and continues to be actively involved in other University matters such as considering proposals for changes in the computing operations on campus. He encouraged Senate members to contact him or other members of the Consultative Committee about issues they would like addressed or with comments or concerns.

In addition, he said the Consultative Committee, and perhaps other Senate committees, will watch closely the major changes in higher education that are currently underway both on the national and state levels.

Lastly, Professor Scott introduced Professor Virginia Gray, professor of political science and Faculty Legislative Liaison, and encouraged Senators to be in contact with her as the process of legislative relations involves both quantity as well as quality of interaction among faculty and legislators.

XI. QUESTIONS TO THE PRESIDENT

FROM: John Howe
Senate Alternate
College of Liberal Arts

Last spring the Twin Cities Campus Assembly approved a new liberal education agenda for the Twin Cities campus. At today's meeting the Assembly will vote on creating a Council on Liberal Education to oversee that agenda. If the Council is approved:

- a. When do you expect the Council to begin functioning, and
- b. What broad schedule do you anticipate for implementing the liberal education agenda?

RESPONSE:

President Hasselmo reminded Senators that establishment of the Council on Liberal Education was just approved at the preceding Twin Cities Campus Assembly meeting. Appointment of the Council will begin immediately and he expects it to be operating by the end of winter quarter.

The first item of business for the Council will be implementation of the diversity core curriculum and it is expected that curriculum will be in place for the 1993-94 academic year. It is further expected that most of the other new requirements will be in place for the 1995-96 academic year.

The President said the issue of resources is important and that it will be necessary to look to a re-dedication of faculty effort to implement the curriculum. In the reallocation plan that was adopted in March 1991, some funding was set aside for system-wide initiatives including undergraduate education and it will be possible, to some extent, to look to that source also.

XII. COMMITTEE ON COMMITTEES

ANNUAL REPORT, 1990-91

Committee on Committees primary task each year is to prepare faculty, academic professional, and student nominations to committees. In order to gather as many nominations as possible, faculty committee members sent letters to all faculty, deans and department heads, committee chairs, Senate members, and the Academic Staff Advisory Committee, soliciting nominations. In addition, announcements were placed in BRIEF and FOOTNOTE. A reference book was compiled from the returns for the committee's use through 1992. Student committee members gathered nominations by posting announcements, advertising, and participating in informational fairs. Several meetings were then held to prepare the nominations for 1991-92 committees. Consideration was given to adequate representation by race, gender, academic rank, campus, and collegiate unit.

The committee also accomplished the following tasks:

1. Nominated for approval by the Twin Cities Campus Assembly a committee to prepare a slate of candidates for the Assembly Steering Committee election.
2. Recommended to Vice President Marvalene Hughes faculty to serve on the Sexual Violence Advisory Council.
3. Appointed faculty and student members to a number of non-Senate committees.
4. Presented to the Senate a motion to reconstitute the Equal Employment Opportunity for Women Committee as a Senate committee upon expiration of the Rajender Consent Decree on January 1, 1991. Motion was subsequently approved by the Assembly on November 1, 1990.
5. Appointed "University Delegates" to 28 college grievance committees, as required in the University's Grievance Policy and Procedures.
6. Presented to the Senate a motion revising the Senate Judicial Committee's duties and responsibilities to clarify its role in and relationship to the University grievance procedures.
7. Presented to the Senate and Assembly motions to redefine "ex officio" members of the Senate and Assembly as "academic officers with class titles 9302-9329" to preclude those individuals who are responsible for administering the policies which the Senate and Assembly develop from serving as voting members.
8. After considerable work by the Committee on Committees' Subcommittee on Academic Professional Eligibility in the Senate and Assembly, a motion was presented to the Senate Consultative Committee recommending expanding the pool of P&A eligible to serve in the Senate and Assembly and on committees. A determination was made that the current rules no longer included all categories of academic professionals that originally were intended to be eligible.
9. During deliberations of the issue on academic professional eligibility, Committee on Committees realized that in certain situations a committee might benefit from having as one of its members someone from a non-collegiate unit (currently, only faculty, academic professionals, and students affiliated with a collegiate unit are eligible to participate). As a result, motions were presented to the Senate and Assembly recommending that Committee on Committees have the discretion to appoint someone from a non-collegiate unit as a committee member, if such representation is appropriate. Motions were approved by the Senate and Assembly May 16, 1991.
10. A final task completed by the committee was drafting a policy on administrators serving on the Senate and Assembly. The committee recommended to the Senate and Assembly that a person holding an administrative appointment of 50 percent time or more shall not be eligible to serve in the Senate/Assembly or on its committees.

This year Committee on Committees appointed 76 faculty and academic professionals to serve on various Senate and Assembly committees and, as presented each year, the chart below indicates the proportions of NEW faculty and academic professional appointments by rank and gender, with comparable all-University figures.

Rank	Distribution by Rank		Distribution by Sex	
	Percent of New Committee Members of this Rank	Percent of Faculty/Aca Prof Members of this Rank	Percent of New Committee Members who are Women	Percent of Faculty/Aca Prof Members who are Women
Professor	61%	38%	28%	11%
Associate Professor	28	26	43	24
Assistant Professor	0	25	100	32
Instructor	4	6	67	44
Academic Professional*	7	5	80	51
Total	100%	100%		

*Figures reflect only those academic professionals who are eligible to serve on the Senate and Assembly and its committees.

MARIO BOGNANNO
Chair

ACCEPTED

XIII. LIBRARY COMMITTEE ANNUAL REPORT, 1990-91

The Senate Library Committee met a total of seven times during the academic year. In the fall the committee considered changes in circulation policy for Twin Cities Campus libraries, especially with regard to enforcement sanctions. The committee had approved extensive policy revisions in the spring of 1990, but had not discussed sanctions. The purpose of the changes and sanctions was to establish uniform, campus-wide, circulation procedures. The wide diversity in existing policies threatened to complicate installation of the automated circulation component of LUMINA, scheduled for Summer, 1991. Following approval by the Library Committee, the policy and sanctions were ratified by the Senate Consultative Committee. An appeals procedure was approved by the Library Committee, for library users who have exhausted normal channels for resolving problems relating to lending policies and sanctions.

Other topics discussed during the year included trends in publishing federal government data in electronic format, the Library reallocation plan, serials price increases and strategies for containment (Serials include journals, annual reviews, and any other materials published in installments), improvements in Walter Library, and planning for a University Archives and Overflow Facility.

Members of the committee were pleased with the open and cooperative relationship with Thomas Shaughnessy, University Librarian, who met with us regularly. We were also appreciative of the efforts of other members of the Library staff who joined us for the discussion of specific issues.

The committee recognizes the continuing financial needs of the library system in addressing the ongoing revolution in information technology. We were pleased that the University administration was cognizant of this need in developing reallocation proposals. We were impressed with the sensibility and cost effectiveness of the proposed archives and overflow facility to help the Libraries deal with space problems. We hope that this project will become a high priority for the University.

DOUGLAS PRATT
Chair

ACCEPTED

XIV. SOCIAL CONCERNS COMMITTEE ANNUAL REPORT, 1990-91

The Social Concerns Committee dealt with three major issues during the 1990-91 academic year: 1) the ROTC/equal opportunity conflict, 2) campus climate as experienced by gays and lesbians, and 3) the formulation of a general policy for evaluating investment and financial actions, together with a formulation of a more general set of guidelines for choosing and assessing issues of social concern.

1. The ROTC/Equal Opportunity Conflict

As is by now well known, the University's sponsorship of ROTC is in violation of the University's own equal opportunity policy—specifically, the guarantee of equal access to all educational programs, regardless of a person's sexual orientation. The main function of ROTC is to prepare undergraduates for military service as officers, a privilege that the military denies to persons of same-sex orientation. Gays and lesbians are also ineligible for ROTC scholarships. The federal regulations that apply to ROTC, and that discriminate against persons of same-sex orientation, have been challenged by numerous empirical studies of the fitness of gays and lesbians for military service.

The Social Concerns Committee has been investigating this issue for three years. Unsatisfied with its own previous suggestions concerning the resolution of this conflict, the Committee authored and sponsored a new proposal, which was overwhelmingly endorsed by the Minnesota Student Association, unanimously endorsed by the Faculty Consultative Committee, and which was passed 153-12 by the Senate at its meeting on February 14, 1991.

The resolution affirms the equal opportunity policy in its entirety as central to the role of the University as a public educational institution; it also affirms the value of ROTC and calls upon the administration to lobby for a change in the regulations governing ROTC so that ROTC could be kept on campus without violating the University's equal opportunity policy; but the resolution also calls for a deadline for settling the conflict, after which time the ROTC program would begin to be phased out. The deadline is June 30, 1993.

The resolution was publicly presented and defended on four different occasions, most recently at the Board of Regents Open Forum on the issue, May 9, 1991.

2. Campus Climate as Experienced by Gays and Lesbians

In response to a request from President Hasselmo, the Social Concerns Committee established a *Select Committee on Gay, Lesbian and Bisexual Concerns*, with the assignment to conduct a thorough assessment of campus climate as experienced by gays, lesbians and bisexuals. The request reflects President Hasselmo's concern to "ensure a sense of community that recognizes, appreciates, and fosters unity through diversity," and also his concern to raise the University community's "awareness of, and ability to combat" discrimination.

Select Committee members have interests, expertises and roles within the University community that make them especially helpful for such an investigation. The committee membership is broadly representative of students, faculty and staff, heterosexual, gay and lesbian, from CLA, CBS, GC and Law, with representatives of the Office of Equal Opportunity, the Office of Student Judicial Affairs, Student Academic Support Services, the Legal Aid Clinic, lesbian, gay and bisexual student organizations, and the Alumnae.

The Select Committee has begun to oversee the work of a number of "task groups" that are focusing on issues such as harassment, heterosexism and homophobia; educational resources, not only for the classroom, but also for the workplace, student life and services; personnel and benefits; and special concerns of lesbians. It will conduct surveys and interviews, sponsor forums, and distribute reports and educational information. There is no set schedule for completion of the task groups' activities, but the Select Committee foresees extending its investigations at least throughout the 91-92 academic year.

3. Guidelines for Evaluating Investment and Financial Actions, and for Choosing and Assessing General Issues of Social Concern

The Subcommittee on Socially Responsible Investment was chaired by Norman Bowie of the Social Concerns Committee and included other Committee members. Subcommittee members from outside the Committee included James Eckmann from the Dayton-Hudson Corporation, and Roger Paschke, Director of the University Office of Asset Management. The Subcommittee met on several occasions to discuss and revise an "Investment Policy Relating to Social Concerns," which was originally drafted by Roger Paschke.

In the past, the Social Concerns Committee has provided advice on shareholder resolutions to the Office of Asset Management and the Board of Regents. There has been a growing sense of discomfort over the manner in which that advice is generated—namely, on a case-by-case basis, with no general guidelines for judging the issues, and often with limited information about the issues and financial consequences. There has also been some concern about limiting the Committee's role to shareholder issues vs. other financial issues facing the University.

The Subcommittee's "Investment Policy" is an attempt to address these problems. The most important stipulation of the policy is that the Subcommittee and Committee pick *one or a few* investment issues annually to research *thoroughly* and advise on.

In the course of drafting this document, the Subcommittee agreed that there was a need for a similar, but more general sort of policy to guide the selection and evaluation of issues of social concern. Consequently, Roger Paschke drafted a "Guidelines for Annual Review of Major Social Issues." Like the "Investment Policy," the "Guidelines" recommend that the Social Concerns Committee yearly exercise care in picking a limited number of issues, which are then researched in depth, with formal reports describing the outcomes of the investigations. The "Guidelines" are also very explicit about the sorts of actions that the Committee should consider taking, and the sorts of careful considerations that should precede those actions.

For his considerable contributions to the Social Concerns Committee this year, the Committee would like to express special thanks to Roger Paschke.

JOHN BEATTY
Chair

ACCEPTED

XV. STUDENT AFFAIRS COMMITTEE ANNUAL REPORT, 1990-1991

The Senate Committee on Student Affairs (SCSA) met seven times during the 1990-1991 academic year. SCSA is concerned with all issues dealing with the social welfare of students at the University of Minnesota. The major issues addressed during the year included the mission statement and goals set by the new Vice President for Student Affairs, the student fees allocation process, and the organization of a work group to revise the Student Conduct Code. During the winter quarter, while the Chair was on leave, the committee was chaired by Earl Nolting. Specific activities and actions during the year included the following:

1. The committee was pleased that Dr. Marvalene Hughes, the new Student Affairs Vice President, had decided that she herself would serve as the ex officio representative to the committee from her office. Much of the committee's time, after its first organization meeting in the fall, was devoted to discussion of her plans and the issues facing her office. Considerable time was devoted to discussing implication of the University's Restructure and Reallocation Plan for Student Affairs.
2. One of these issues was that of racial harassment, arising out of two incidents that took place in dormitories during the fall quarter. The committee provided counsel to Dr. Hughes on University-wide initiatives planned to address the problem.
3. The committee had anticipated spending considerable time during the fall in reviewing revisions of the Manual for Registered Student Organizations. However, the scope of revisions was more extensive than expected, and review has been postponed to 1991-92.
4. While recognizing its general responsibility "to provide supervision over the financial affairs and regular publications of all University-registered student organizations," the committee declined to review a specific grievance brought to it by a former employee of the Minnesota Daily; the constitution of the committee is deemed not appropriate for such review.
5. The committee heard a report from Donald Peters of the Boynton Health Service on their efforts, in cooperation with the Community University Health Care Center, to address the special needs for health care coverage for international students and their dependents.
6. The committee reviewed and endorsed Boynton Health Service plans and budget, but expressed concerns to the Student Service Fees Committee over possible future changes which might result in reduced aggregate fee income.
7. The committee listened to concerns of the Graduate and Professional Students Assembly concerning the student fee allocation process and efforts being made to resolve the issues.
8. The committee devoted time in its last two meetings to issues around the planned review/revision of the Student Conduct Code: makeup of the review committee, representation of SCSA, and the timeline, and offered to play a major consultative role.

BRUCE T. DOWNING
Chair

ACCEPTED

XVI. OLD BUSINESS

DISCUSSION:

President Hasselmo took this opportunity on the agenda to invite Provost Infante to speak to the Senate. He said it had been a pleasure working with him during the past several months, usually on extraordinarily taxing but important University business.

Provost Infante thanked the President for the opportunity to speak to the Senate. He said much of the past three months since assuming the position of Provost had been spent learning about areas of the University that he did not know well before. In addition, he has spent considerable time working on the University's budget plans, on certain support activities such as computing, and on developing appropriate external relations, both in the state and in Washington. Provost Infante said he considers it a great honor to have been asked to serve as Provost and that while he has never considered himself to be a particularly prayerful person, he often finds himself looking to the heavens and saying "Oh Lord, how about sending some faith down to this newly-minted Provost, but above all, how about \$27 million in cash."

XVII. NEW BUSINESS

NONE

XVIII. TRIBUTE TO DECEASED MEMBERS OF THE UNIVERSITY COMMUNITY

FACULTY MEMBERS

ROBERT D. APPELMAN

1931-1991

Dr. Robert D. Appleman, Professor of Animal Science and Extension Dairy Scientist, University of Minnesota, passed away on Friday, June 21 of cancer. Dr. Appleman's professional career spanned the University of Maryland, University of California, University of Nebraska, and the University of Minnesota. He received his B.S. (1954), M.S. (1955), and Ph.D. (1967) degrees from Oklahoma State University. He received the American Dairy Science Association DeLaval Extension Award in 1983, the Director's—Distinguished Faculty Award, Minnesota Extension Service in 1985, and the ADSA MSD AGVET Dairy Management Research Award in 1991.

Dr. Appleman is recognized and respected nationally and internationally for his dairy management expertise. In the past 10 years, he published 29 scientific articles, 23 technical reports, authored chapters in 4 published books and 32 extension publications, and was invited to speak at several national and/or international scientific symposia. Bob conducted many farmer and industry Extension meetings throughout Minnesota.

Bob's faculty appointment at the University of Minnesota was in Animal Science Extension but this did not deter Bob's interest in research. Bob's research and Extension roles were highly complementary. His Extension role gave him a sensitivity to producer needs, and his research role provided him with an avenue to quickly respond to needs with new research knowledge. Bob made major leadership contributions to the international arena by way of transfer of technology and grant development.

Bob was a bridge builder between interdisciplinary gaps. He had an uncanny ability through his enthusiasm and articulation of problems, to initiate and lead the development of Extension and research teams that transcended the disciplines of dairy science, agricultural engineering, agricultural economics, and veterinary medicine. His leadership was a primary factor in the successful conduct of these efforts.

Bob's major areas of Extension and research focus over the last 10 years were stray voltage, milking systems and mastitis, and strategies for profitable dairying. The importance of the problem and need for new knowledge were primary selection criteria of his research focus. Bob was recognized as a significant scientific authority on stray voltage, milking systems, mastitis, and dairy facilities. This is evidenced by his scientific publications, invited participation in regional, national, and international symposia, and consultations with several milking machine manufacturers. Bob served as the University of Minnesota representative to the North Central Regional Research Project NC-119 since 1973. He chaired this project committee in 1977 and chaired the project revision committee in 1986. His North Central Regional publication, *Stray Voltage Problems With Dairy Cows*, NCR 125, has had a distribution of over 150,000 copies. He was an invited speaker and/or had been consulted by industry and producers in 24 states and Canada on this topic. He served on the North Central Regional Conference Task Force (1981) and on the Organizing Committee for the National Stray Voltage Symposium (1982).

Bob was the Animal Science Extension leader in the Department of Animal Science from 1979-1989. He served on several University and industry committees, and was appointed to the Governor's Dairy Task Force in 1988. He served on several ADSA committees over his long membership affiliation and chaired the ADSA Production Division in 1976. He was also active in the National Mastitis Council, National Stray Voltage Research Council, Dairy Chore Reduction Program, and North Central Regional Research Project NC-119. He served on several department review teams and had international experiences in Columbia, South America, Mexico, Sweden, and Morocco.

Bob is survived by wife, Rita; daughters, Lora Lewis and Mary Ann Leach of Kearney, Nebraska, and Brenda Homer of North St. Paul, Minnesota; son, Ron of New York City, New York; mother, Eva Appleman of Wichita, Kansas; and 4 grandchildren.

THOMAS W. CHAMBERLIN

1914-1991

Long time University of Minnesota, Duluth faculty member Thomas Wilson Chamberlin, 77, whose 35-year career at UMD included heading the geography department and serving as academic dean, died August 14, 1991 in Duluth, Minnesota. He was a member of the original faculty of UMD in 1947, the year Duluth State Teacher's College was made a University of Minnesota campus.

Dr. Chamberlin was born in Gays, Illinois. He received his bachelor of education degree from Eastern Illinois State College in 1936; his master of arts degree from Clark University in Worcester, Massachusetts in 1937; his doctor of philosophy degree from Clark University in 1946; and received an honorary doctor of pedagogy in 1956 from Eastern Illinois State College.

At UMD he taught in and was head of the geography department. He was academic dean from 1954 to 1970 and a special assistant to the UMD provost before returning to teaching geography from 1971 until retiring in 1982.

Dr. Chamberlin was a member of the American Association of Higher Education, American Geographical Society, Association of American Geographers, Minnesota Academy of Science, Minnesota Education Association, National Council for Geographic Education, National Education Association, Phi Delta Kappa and Gamma Theta Upsilon.

Dr. Chamberlin was involved with various Duluth campus committees and all-university committees during his teaching career. He had many articles published in professional journals during his career and after his retirement. Dr. Chamberlin traveled extensively throughout the world, building a slide collection for use in his lectures. He toured Russia, Europe, the Orient and the United States.

Dr. Chamberlin served in the United States Navy during World War II and retired in 1967 as a commander with the Navy Reserves.

He served on the executive board of the Lake Superior Council of Boy Scouts; was director of the Duluth Chamber of Commerce; was on the Duluth Community Action Board from 1965-1981 and was its president in 1966-67; was chairman of the Duluth Human Resources Coalition; served on the Duluth Public Library Board from 1957-71 and was vice president from 1964-67 and president from 1968-70; was on the Duluth Welfare Council Executive Committee from 1959-69, serving as president from 1964-66; served on the Minnesota Department of Education Task Force for Human Relations in Teacher Education from 1970-72; and the St. Luke's Hospital School of Nursing Advisory Committee from 1957-65. He was awarded the Economic and Social Justice Award by the Minnesota Community Action Association in 1990 in recognition of his exemplary work to eradicate poverty in the community.

RONALD D. EDSTROM 1936-1991

Ronald Dwight Edstrom, Professor of Biochemistry, died on August 26, 1991 after sustaining severe head injuries in an accidental fall at his home.

Dr. Edstrom was a native of Oakland, California. He graduated from the University of California at Berkeley and earned a doctorate in biochemistry at the University's Davis campus. He did postdoctoral training at the University of Michigan and Johns Hopkins University Medical School. He joined the Biochemistry Department at the University of Minnesota Medical School in 1965.

Edstrom's research interests were the study of how cells receive and process hormonal signals that regulate metabolism. He pioneered the use of atomic force and scanning tunneling microscopy to provide unique images of the surface of an enzyme protein. With these techniques, the interaction of phosphorylase and phosphorylase kinase were visualized for the first time, an achievement which according to Dean Robert Holt of the Graduate School, opened a whole new world of science. Dr. Edstrom's research was recognized internationally; he was a frequent speaker at scientific conferences and served as a reviewer for several scientific journals.

He was an outstanding teacher and a sought after graduate advisor who insisted on fairness in all dealings with students. He was a developer and codirector for 10 years of Career Opportunities in Health Sciences, a program to motivate scientific interests among minority high school students. Parts of the program have since been adopted by other universities nationwide.

In addition to his scientific activities, he was an accomplished winemaker, an expert carpenter and a photographer of vision. In this latter interest, he participated with other artists in a project to document and interpret the life on the Iron Range in Minnesota.

He is survived by his wife, Marilyn Meinke; a son, John, and a daughter Jenny, and stepchildren David, Pieter and Elizabeth Koenst.

GORDON W. GULLION 1923-1991

Gordon W. Gullion, 68, a University of Minnesota professor and world renowned expert on ruffed grouse, died on September 23, 1991 after a long battle with cancer. Gullion's three decades of research on ruffed grouse and other forest wildlife has been instrumental in the development of practices used by public agencies and private foresters to manage forests for the combined benefit of wildlife and timber production.

Gullion was born in Eugene, Oregon and received his B.S. degree at the University of Oregon at Eugene and his M.S. at the University of California at Berkeley under the direction of the notable wildlife scientist, Starker Leopold. After working for seven years with the Nevada Fish and Game Department on sage grouse and Gambel's quail, he joined the Department of Fisheries and Wildlife at the University of Minnesota in 1958 to head the forest wildlife project at the Cloquet Forestry Center. For the next 32 years, he conducted a management oriented study of ruffed grouse and its habitat relationships that is unequalled in duration and intensity in the world. His studies have clearly identified the influence of specific habitat components, especially aspen, on the life history of ruffed grouse and from these findings, he formulated forest management procedures to benefit ruffed grouse and other wildlife.

Hundreds of students, researchers, land managers and private forest owners have been influenced by Gullion and his research. He also played a key role in the Ruffed Grouse Society by authoring wildlife management booklets, newsletter articles, and serving on the national board of directors and as chairman of the research committee since 1972.

Gullion has authored over 160 professional and popular articles including the 1984 book, *Grouse of the North Shore*. During the past year he has been honored by the Minnesota Forestry Association with an award for "excellence in wildlife habitat management;" by the North Central Section of The Wildlife Society with its premier award, the Professional Award of Merit; by the Izaak Walton League with its Honor Roll Award; and by Minnesota Governor Arne Carlson for "outstanding work in forestry and ruffed grouse research."

The Department of Fisheries and Wildlife, University of Minnesota has established a fund for an endowed chair to honor Gordon Gullion and to perpetuate his work. Contributions may be sent to:

Gordon W. Gullion Fund
University of Minnesota Foundation
201 Coffey Hall
1420 Eckles Avenue
St. Paul, MN 55108

DIANE HEDIN
1943-1991

Diane Hedin, professor in the School of Social Work and the Center for Youth Development and Research, died in Minneapolis of cancer on August 11, 1991. A memorial service was held on August 14, 1991, in Minneapolis. She was on medical leave at the time of her death. She is survived by her husband, Dan Conrad, and her son, Jeremy. Hedin was born on September 15, 1943. She earned a B.A. in International Relations in 1964, a M.A. in International Relations in 1967, and a Ph.D. in Educational Psychology in 1979, all from the University of Minnesota.

Hedin joined the faculty in 1968 as a Research Fellow in the Center for Urban and Regional Affairs (CURA). In 1970 she moved to the newly created Center for Youth Development and Research. In 1984 her tenure home became the School of Social Work. She was promoted to the rank of professor in 1987. Hedin created the Minnesota Youth Poll, used to survey teenagers state-wide on their attitudes about a range of issues. The qualitative research associated with these surveys gained her international renown. It influenced the way people viewed teenage behavior and how to provide services to them. Her scholarly work includes over 75 articles, books, chapters and reports; 55 professional presentations; and funding for 19 research projects. Her leadership as a youth researcher and practitioner was reflected in her extensive involvement in local and national youth advisory councils and boards; she was sought out as a consultant on youth related issues.

Her research and teaching was aimed at providing applied, practical information to youth workers. Especially significant is her legacy of introducing adolescents to experiential learning as participant-learners. Her pioneering work in evaluating experiential learning had led to a systematic and comprehensive method of evaluating such learning.

"She was one of the most gifted people I've ever encountered," said Gisela Konopka, professor emerita of youth development and social work; "she will be known as one who translated knowledge into action." Dan Conrad, Diane's husband and frequent co-author, said that the basic principle of her life was "respect kids—take them seriously." She and Conrad wrote, "there is virtually no limit to what young people can do, no social need they cannot at least do something about. With a broad enough perspective, it's hard to think of a positive social role teenagers have not at some time filled: from leading crusades, commanding armies, advising kings and being kings, to making scientific discoveries, composing symphonies and exposing injustices. What youth can do is limited more by social and political convention than by capacity, energy or willingness."

Her short professional career was characterized by vision, innovation, leadership and dedication. She contributed significantly to the advancement of youth research. She set a standard for qualitative research and applied scholarship that continues to motivate her colleagues. But this is not the only contribution she made to her community. She was a warm and generous person who inspired young people to work to improve their communities and to reach their full potential.

EDWARD C. HANISCH
1921-1990

Edward C. Hanisch, Associate Professor Emeritus in the Departments of Anesthesiology and Obstetrics and Gynecology died June 20, 1990 after a long illness from chronic lymphatic leukemia.

Born in St. Paul, Nebraska, where his father was a family physician for more than half a century, he attended Kemper Military Academy and received undergraduate and medical training at the University of Nebraska, graduating with an M.D. degree in 1945.

After an internship at Cleveland City Hospital, two years as a Lieutenant (jg) USNR at the Veterans Administration Hospital in Fort Meade, South Dakota and two years as an internal medicine resident at Bronson Methodist Hospital in Kalamazoo, Michigan, he practiced with his father and brother in St. Paul until 1953.

After residency training in Obstetrics and Gynecology from 1953 to 1958 at the Universities of Arkansas and Missouri, he practiced in the Huron Clinic in South Dakota for nine years. Because of a burning desire to provide better obstetrical anesthesia, he left practice to complete a two year residency in Anesthesiology at the University of Kansas.

After one year as an Assistant Professor at the University of Kansas, he was recruited in 1970 by the Departments of Obstetrics and Gynecology and Anesthesiology at Minnesota to head the Section of Obstetrical Anesthesia in the Department of Anesthesiology. His mature clinical experience in Obstetrics and Internal Medicine together with the superimposed specialty training in Anesthesiology placed him in a unique position to assume the responsibility for all teaching, service, and research activities in Obstetrical Anesthesia and infant resuscitation in these two departments. In this capacity his willingness and ability to express himself as a teacher of professionals at all levels of training was outstanding, impressive, and most appreciated. As a teacher and practitioner colleagues in both departments held him in high esteem. One colleague said, "He stood uncompromisingly for principles in medical practice with great vigor and commitment. He was a dear, dear man remembered by students and associates." A former Minnesota medical graduate, serving in the US Public Health Service, met by this biographer in the South Pacific, remembered the one month one-to-one teaching association with Dr. Hanisch in the operating room as the most memorable experience in medical school.

Dr. Hanisch was certified by both the American Board of Obstetrics and Gynecology and the American Board of Anesthesiology. He was also an active member in many local, national, and international societies in both specialties.

Because of ill health, he retired in July 1986 after 16 years as a faculty member. Of his long illness another colleague said, "He has set a standard of courage and wisdom for all of us."

Dr. Hanisch leaves his wife of 47 years, Ruth, son Russell, daughter Paula, and two grandsons. Memorials were requested by the family to the Minnesota Medical Foundation for Lymphoma Research.

JAMES A. MACKEY
1937-1991

James A. Mackey, professor of social studies education in the Department of Curriculum and Instruction, died of cancer June 23, 1991. Professor Mackey was an authority on adolescent behavior who taught social studies education at the University of Minnesota for 22 years. He was widely recognized for his lively, imaginative teaching style and was an inspiration for many social studies teachers throughout the nation.

Professor Mackey would rather be teaching than doing anything else. He brought a spirit of joy to his classes that was the envy of all. He challenged teachers to make social studies relevant to children and adolescents in a changing and challenging world. In his classes and public lectures, Mackey was known for his ability to bring a sense of humor to the most pressing social issues. He often cloaked his serious messages in jokes and anecdotes so that students laughed until they cried in his classes. He believed social studies teachers should face important ethical and political issues, so he created a series of ethical dilemmas to stimulate discussion of difficult issues. Professor Mackey continued to teach into spring quarter, checking himself out of the hospital to teach. On the Wednesday before his death, equipped with a portable oxygen tank and sitting in a wheelchair, he led a stimulating 1-1/2 hour class discussion despite excruciating pain and weakness.

His work on adolescent alienation was recognized internationally and he had developed an alienation scale that was tested with a nationwide sample. In the early 1980s he did research on children's attitudes toward peace. Asked to draw pictures of war, children can easily create images of conflict and such objects as tanks, bombs, and G.I. Joe, Mackey said, but ask them about peace, and they have no way to visualize it. They lack training in conflict resolution, compromise, and cooperation necessary to bring peace.

Professor Mackey authored more than 30 refereed articles in academic journals and several newspaper articles on a range of educational issues. He was the co-author of *The School Curriculum*, a book for teachers and education students on the influences on teaching. Dr. Mackey was involved with the State Department of Education Mentoring Program in linking lesson planning and classroom management techniques. He was responsible for the redesign of the social studies program in secondary education at the University of Minnesota into a nationally recognized fifth year post-baccalaureate program. His most recent article on adolescent development, "Adolescents' Social, Cognitive, and Moral Development and Secondary School Social Studies," was recently published in a handbook on research about teaching. He completed an article last month on stereotypes suggesting that teachers discuss the problems of Japanese Americans during World War II. An article advising educators on how to write about their research for newspaper opinion pages appeared in a book the week of his death.

Mackey was born in Mitchell, South Dakota on October 20, 1937. He is survived by his wife, Beth Mackey, his daughter Marisa Mackey-Boyd (29), two sons Stephen (28) and Martin (17), and a grandson, Charles Boyd (2). He received his bachelor's of science degree in 1959 from Northern State College in Aberdeen, SD, his master's of science in 1965 and his doctor of education degree in 1973 from Indiana University. He joined the faculty at the University of Minnesota in 1969.

He was admired by his colleagues and loved by his students, and most importantly, he was a friend to everyone.

HAROLD MATSON

1911-1991

Harold Matson's career at the University of Minnesota began in 1952. He retired in 1981, but continued to teach on an adjunct basis through spring quarter 1990. He died on Tuesday, April 30, 1991. During that time, he had responsibilities at the Southern Experiment Station, Southern School of Agriculture, and since 1971 devoted his time to the University of Minnesota, Waseca. His responsibilities included buildings and grounds, as well as teaching in the area of agricultural mechanization, primarily welding and drafting. He devoted his complete time to the teaching responsibilities for approximately the last 15 years.

As he arrived at Waseca, the new physical plant for the Southern School of Agriculture, which was about to begin, was under construction. He supervised that construction, and all subsequent building through the majority of physical plant additions on the Waseca campus. He also supervised the physical plant at the Southern Experiment Station. In addition to those physical plant responsibilities, he served as a "favorite" faculty member to all of the male students of the Southern School of Agriculture, who studied welding and other farm structures courses under him. That role carried over as the college program started.

Byron Harrison, division director for Agricultural Industries and Production, said of Harold, "That role of a well respected and cherished faculty member continued during his tenure with UMW. I was pleased that he was willing to continue to teaching welding for us on an adjunct basis after retirement. He was as effective in his last assignment as at any time."

As the most senior faculty member at UMW, he had the honor of carrying the mace for all official ceremonies at the college, including commencements from 1973 (the first) through 1981. UMW borrowed the mace from the Twin Cities until in 1981 Mr. and Mrs. Matson had a replica made for the Waseca campus. That has been used on the campus since that time. He was selected the Outstanding Educator at UMW in 1978 by South Central Education Association. He received his B.A. from Moorhead (Minn.) State College and his M.A. from the University of Minnesota. He taught at the high school level at St. Charles, Robbinsdale, and Albert Lea high schools in Minnesota before joining the University of Minnesota in 1952. He served in the U.S. Navy and Naval Reserve during WWII. In addition to being a member of state and national vocational and education organizations, he was very active in the Waseca community, including the Waseca School Board.

He is survived by his wife, Luella; a daughter, Mrs. Gary (Pam) Reiersen, St. Louis Park; son, Mr. and Mrs. Rick Matson, Edina; and three grandchildren.

RICHARD B. MORRILL

1931-1991

Richard B. Morrill, associate professor of architecture, who taught at the University for 25 years, died on May 1, 1991. A native of Bronxville, New York, Morrill came to the Twin Cities to attend Macalester College, from which he graduated in 1953. He then obtained architecture degrees from Minnesota (1959) and the Massachusetts Institute of Technology (1960). He spent 15 years working on architectural projects with Ralph Rapson, former head of what is now the College of Architecture and Landscape Architecture, on such projects as Cedar-Riverside and the Guthrie Theater. He was involved in the design of several buildings on the University's campuses, including Rarig Center (with Ralph Rapson), a new student center at the Morris campus (currently under construction), and, just off campus in Dinkytown, the southeast branch of the Minneapolis Public Library.

In 1975 Morrill started his own firm, Architectural Framework, with his colleague, Kay Lockhart, who also teaches at the college. Eulogies by colleagues James Stageberg and Herb Baldwin were offered at a memorial service on May 4. A Richard B. Morrill Memorial Fund has been established in the University of Minnesota Foundation to endow the thesis "stretch" award for undergraduate students in the Department of Architecture. Morrill's colleague, J. Stephen Weeks, has commented on the appropriateness of naming the thesis award for Dick: "The spirit of this prize is worthy of the encouragement and 'fellowship' he pro-

vided, a level of confidence he always seemed to generate for students struggling with difficult issues, and the gentle search for the best opportunities in his students that inevitably improved their ideas."

The College of Architecture and Landscape Architecture commencement ceremonies on June 9, 1991, were dedicated to Dick Morrill's memory. He is survived by his wife, JoAnn; children, Paul, Catherine, Elizabeth and Todd Renville, and Cynthia; mother, Katherine Anderson Morrill; brother, William Ashley, and Nancy Morrill.

ROBERT I. ROELOFS 1939-1991

Neuromuscular disease specialist Robert I. Roelofs died Monday at the University of Minnesota Hospital and Clinic. Roelofs, 52, a resident of Minneapolis and an associate professor of neurology at the University, had suffered from primary amyloidosis, a type of kidney disease.

A native of Rock Valley, Iowa, Roelofs received a bachelor's degree in 1961 from the University of Iowa, and a master's degree in anatomy and his medical degree in 1965, also from Iowa. He completed a medicine internship at Boston City Hospital and later completed his neurology residency at the University of Minnesota. He then took specialty training in neuromuscular diseases at the National Institutes of Health in Bethesda, MD, and in 1978 joined the faculty of the University of Minnesota.

Roelofs was the director of the University's neuromuscular disease program, and also had founded and directed the University's muscular dystrophy clinic. Additionally, he directed the neurology department's residency program. He made particular contributions to the advancement of knowledge of the disease amyotrophic lateral sclerosis (ALS, also known as Lou Gehrig's disease), both in his care for afflicted patients and in his attempts to understand the disease's cause. He published some 27 scientific articles concerning both ALS and muscular dystrophy.

"Dr. Roelofs was very highly regarded by his patients, his colleagues at the University, and by the community of neurologists throughout the upper midwest," said Richard Price, professor and head of neurology at the University. "He was an outstanding neurologist and a compassionate and thorough physician who devoted his energies to the care of his patients and the support of their families.

Roelofs is survived by his wife, Pat, and three children: Sarah and Stacey of Minneapolis, and Gregory of San Francisco.

WILLIAM A. ROSENDAHL 1913-1991

William A. Rosendahl, professor emeritus of English, died in St. Paul on August 28. He was 78. He was born September 2, 1913, in Montgomery, West Virginia, where he spent his childhood. After completing undergraduate and graduate studies at Northwestern University, he joined the faculty of the University of Minnesota at Duluth in 1949 and spent his entire professional career at the University, first on the Duluth campus and later on the Minneapolis campus. Officially retired in 1986, he continued teaching in Extension classes until his death. His love of teaching, his love of literature, his dedication to the advancement of his students, and his concern for the welfare of the University, characterized his forty years of service.

Professor Rosendahl's areas of specialized literary interest were Shakespeare and the English Romantics, but his teaching covered the whole spectrum of undergraduate studies in English literature. His introductory courses were notably effective in awakening an interest in literature in students from all fields. "As a chemistry major," runs one typical letter of unsolicited praise, "I had little knowledge of the subject matter and even less enthusiasm for it when I began the course. I know (Professor Rosendahl's) enthusiasm for the subject has rubbed off on me. Some of his knowledge has and, hopefully, some of his wisdom has too." In 1966 Bill received the Standard Oil Award for Outstanding Teacher.

His wisdom reached well beyond the classroom. At Duluth he moved steadily up through the professorial ranks and eventually served sixteen years as department chairman. During his chairmanship the department built an excellent reputation, preparing many of its students for advanced work in various fields. Both at this time and subsequent to his being invited to join the Department of English on the Minneapolis campus in 1966, he served on various University-wide committees as well as eight years in the University Senate and four years as Assistant Chairman of the English Department in Minneapolis. In the late 'sixties he was active in a University team-project, sponsored by the Ford Foundation, to establish cooperative exchanges with Concepcion University in Chile. Colleagues and the administration alike counted on Bill's judgment, whether it involved a search for a University president, the future of the University Library, the general welfare of the faculty, or the well-being of his own department.

A wise and dedicated educator, Bill Rosendahl was also something more. In testimonials spontaneously offered at his memorial service from colleagues in various disciplines, from neighbors, former students, spouses of former students, from friends and family, allusions were made to his wit, his drollery, his gift for storytelling, his being an incomparably good listener, but the quality most frequently mentioned was his gentleness. The impact of this wise and gentle teacher, scholar, and administrator will long be remembered by the many whose lives he touched.

Professor Rosendahl is survived by his wife, Louise, of St. Paul, his daughters, Lucy Rosendahl Erickson of Cross River, N.Y., and Ann Elizabeth Knapp of Apple Valley, and two grandchildren.

ARNOLD S. WOESTEHOF 1914-1991

Arnold S. Woestehoff, former Associate Professor in the Department of Curriculum and Instruction and director of teacher placement in the College of Education at the University of Minnesota died of cancer February 24, 1991 at age 76.

A native of Benson, Minnesota, Woestehoff attended Vandercook School of Music in Chicago and earned an education degree from the former St. Cloud State Teachers College. He taught high school music, English and social studies in Floodwood and Pipestone, Minnesota and served as high school principal in Kerkhoven, Minnesota.

Woestehoff obtained his master's and doctorate in education from the University of Minnesota and became director of the College of Education's Bureau of Recommendations in 1951. He continued in teacher placement administration until his retirement in 1982.

Woestehoff played a major role at the national level in improving teacher placement and career extension services. He was president of the Association for School, College and University Staffing, a consultant to the U.S. Departments of Education and Labor, and a member of the Governor's Committee on Teacher Supply. He was also a lifetime member of the National Education Association, Minnesota Education Association and Phi Delta Kappa.

An interest in the international dimensions of teacher education resulted in worldwide travel for Woestehoff including an extended trip in the 1960's during which he examined teacher preparation in Thailand, Afghanistan and Iran.

A man of many interests, Woestehoff was also an accomplished musician. In recent years he played violin with the St. Anthony Civic Orchestra and the Northeast Chamber Orchestra.

Woestehoff is survived by his wife, Frances; two daughters, Mary Jo Eide and Sue Peterson; a son, Jon; brothers Orville and Ellsworth; a sister, Angeline Chapman; and six grandchildren.

A memorial service and celebration of Arnold Woestehoff's life was held at the Campus Club in Coffman Memorial Union at the University of Minnesota on February 27, 1991. Memorial funds have been directed to the College of Education at the University of Minnesota.

ACADEMIC PROFESSIONALS

MOHAMED GAZZALY
1943-1991

JOANADELLE TETLIE
1922-1991

STUDENTS

MICHAEL BEUTHLING

JULIE EVERSON

SCOTT MEYER

IHAB IBRAHIM SLAIEH

CARIN STREUFERT

SCOT UNGER

THOMAS WASSON

XIX. ADJOURNMENT

The meeting was adjourned at 4:15 p.m.

MARTHA KVANBECK
ABSTRACTOR

The first meeting of the Faculty Senate for 1991-92 was convened in 25 Law Building, Minneapolis campus, on Thursday, October 31, 1991, at 4:15 p.m. (immediately following the University Senate meeting). Coordinate campuses were linked by telephone. Checking or signing the roll as present were 127 voting faculty members. President Nils Hasselmo presided.

I. MINUTES FOR APRIL 18, 1991 AND MAY 16, 1991

Action

APPROVED

II. COMMITTEE ON COMMITTEES COMMITTEES OF THE FACULTY SENATE, 1991-92

ACTION

FACULTY AFFAIRS—Faculty: Avner Ben-Ner (chair), Carl Adams, Mary Dempsey, Ann Fallon, Daniel Feeney, Roger Feldman, Richard Goldstein, Audrey Grosch, Ruth Kanfer, Morris Kleiner, Donald Rasmusson, Bernard Selzler (UMC), W. Donald Spring (UMM), Michael Wade, Gayle Graham Yates, Judith Younger. Academic Professional: Steve Laursen. Students: 2 to be named. Ex Officio: Carol Carrier, Diane Mulvihill, Roger Paschke, George Seltzer.

JUDICIAL—Faculty: David Ward (chair), Jean Bauer, Hyman Berman, David Born, Pauline Boss, Richard Brunning, Jonathan Chaplin, Amos Deinard, Susan Gerberich, Hillel Gershenson, James Holte, Jack Imholte (UMM), Fred Johnson, Tarvald Kvalseth, Barbara Loken, Cleon Melsa (UMC), Larry Miller, C. Robert Morris, George Ruth, Harold Schwartz, James Scoville, Marilyn Sime, Alan Sinaiko, David Smith, Roderick Squires, Susan Ubbelohde, Frank Wilderson.

GEOFFREY MARUYAMA
Chair

APPROVED

III. FACULTY CONSULTATIVE COMMITTEE FACULTY COMMITTEE ON COMMITTEES JUDICIAL COMMITTEE

Action

MOTION:

To amend the Bylaws, Article III, Section 9, revising the duties and responsibilities of the Senate Judicial Committee as follows:

Duties and Responsibilities

- a. The powers, duties, and procedures of the Judicial Committee are set forth in Regulations Concerning Faculty Tenure (Tenure Code), as printed July 1, 1985, and in the Judicial Committee's Statement of Procedural Principles and Rules of Procedure ~~Rules and Procedures.~~
- b. ~~To make recommendations to the president on appeals relating to questions of academic freedom and responsibility that have been filed with the Office of the President and referred to the committee. The committee may designate faculty student civil service academic professional panels drawn from its membership to consider particular appeals to report their findings and recommendations to the committee for action.~~
- b. To hear complaints by faculty members claiming violations to the Tenure Code in the areas of: personnel (promotion) decisions concerning tenured faculty; personnel decisions concerning probationary faculty; improper refusal of a new appointment to a non-regular faculty member; unrequested leave of absence from disability; termination or suspension of a faculty appointment for cause; termination or suspension in instances of fiscal emergency. Faculty members may bring these types of cases directly to the Judicial Committee without first going through other grievance procedures.
- c. ~~To determine the routing of appeals on academic freedom and responsibility for cases not covered by existing policies of the Senate.~~
- c. To hear complaints of faculty members arising within the context of a case properly before the Judicial Committee as described in Section (b) above.
- d. ~~To review policies and practices relating to appeals procedures on academic freedom and responsibility and to recommend changes that may be indicated.~~
- d. To cooperate with the University Grievance Officer and the University Grievance Committee regarding the routing of appeals relating to academic freedom and responsibility and other grievances and to make recommendations regarding them.
- e. To recommend to the Faculty Consultative Committee such actions or policies as it deems appropriate.
- f. To submit an annual report to the Faculty Senate.

COMMENT:

The Faculty Consultative Committee and the Faculty Committee on Committees recommend the above revisions of the Judicial Committee's duties and responsibilities to clarify the committee's role in and relationship to the University grievance system since implementation of the new University Grievance Policy in September 1990.

THOMAS SCOTT, Chair
Faculty Consultative Committee
GEOFFREY MARUYAMA, Chair
Faculty Committee on Committees

DISCUSSION:

Professor Thomas Scott, Chair of the Faculty Consultative Committee, presented the motion to revise the duties and responsibilities of the Senate Judicial Committee. He said the purpose of the motion was to clarify the committee's role in and relationship to other University grievance procedures.

APPROVED 83 TO 0

IV. FACULTY AFFAIRS COMMITTEE ANNUAL REPORT, 1990-91

The Senate Committee on Faculty Affairs (SCFA) met approximately five times per quarter to discuss issues of interest to the faculty of the University of Minnesota. Included on the committee were faculty members Avner Ben-Ner (chair), Carl Adams, Richard Christenson, Ann Fallon, Daniel Feeney, Roger Feldman, Richard Goldstein, Audrey Grosch, Roberta Humphreys, Ruth Kanfer, Morris Kleiner, Donald Rasmusson, Steve Scallen, W. Donald Spring, Michael Wade, Gayle Graham Yates; P & A member Barbara Warren; student member Constantine Papaconstantinou; and ex officio members Carol Carrier, Robert Fahnhorst, Roger Paschke, George Seltzer. In order to facilitate its business the committee was divided into the following subcommittees:

- Faculty Retirement Program
- Faculty and Academic Staff Assistance Office
- Faculty Benefits Other than Retirement and Health Plans
- Health Plans
- Tenure
- Improving Access to Benefits Information
- Performance Appraisal and Salary Increases

The committee began its year by establishing a tentative agenda and set of goals. The following is a summary of the committee's accomplishments this year.

Search Procedures for Academic Positions

The committee examined the revised outline of the search procedures for academic positions called "Framework for Academic Searches." Members of the committee expressed general uneasiness with the lack of specificity in, for example, the meaning of criteria for evaluation. It was agreed that the Office of Equal Opportunity and Affirmative Action and the Office of Academic Affairs would draft a clearer set of guidelines to answer questions not addressed in the framework document.

Domestic Partnerships

The Committee examined the issue of domestic partnerships raised by the Task Force on Domestic Partnerships. The main issues are whether non-traditional domestic partnerships should be recognized in the same way as traditional partnerships and, if so, whether benefits should be extended to such partners. The committee will continue to examine this issue during 1991-92 with input from the University Attorney's Office.

Death Benefits

The committee agreed that there is a need for additional counseling for "newly-hired" and "just-retiring" faculty about the limited nature of the University's death benefit. Robert Fahnhorst of Employee Benefits will be preparing a working plan for addressing this issue in consultation with SCFA and its Subcommittee on Benefits. [Appeared since in the May 1991 Employee Benefits' newsletter "*U*" and *Your Benefits*.]

University Policy on Inside v. Outside Consulting

Confusion of the University's internal consulting policies prompted the committee to request that the Vice President for Academic Affairs determine the best course of action on this issue and report its recommendations to SCFA.

Disability Insurance/Benefits

In the Spring of 1990 SCFA passed a proposal concerning disability insurance and after receiving cost figures from central administration recommended three changes to Senior Vice President Robert Erickson. He agreed to implement two of the three. They included increasing the maximum monthly benefit from \$3,250 to \$4,000 and changing the offset for partial disability for those who return to work from 60% to 50%. The third recommendation regarding a cost of living adjustment was too expensive. However, Vice President Erickson will ask Employee Benefits to reconsider the monthly benefit every two years.

Salary Structures

The Working Group on Salary Structure and Performance Evaluations (chaired by Morris Kleiner) presented its preliminary report for SCFA's review. While the working group praised the current system for its flexibility in determining salaries, it found that regular and meaningful performance evaluation procedures need to be developed. The working group will submit its final report to SCFA, hopefully by fall 1991.

Faculty/Academic Staff Advocacy and Grievance Advisory Program (FASAO)

The FASAO program was established in 1986 to provide information and assistance to all academic employees regarding internal University grievance procedures. A preliminary review of the program and its director by the FASAO Subcommittee concluded that the program was beneficial to those who had used it and that the program director's work was satisfactory.

They recommended:

- 1) continuing the program;
- 2) encouraging the program director to meet with members of various departments to discuss their needs and to increase awareness of the program; and
- 3) increasing the amount of advertising to remind faculty and P & A about the program. Final review is due Fall 1991.

Clinical Faculty Track in the Medical School

The committee voted unanimously not to adopt the Tenure Committee's recommendation to support a clinical faculty track for the Medical School.

Sabbaticals

The Faculty Benefits Subcommittee submitted recommendations for changes in the University's sabbatical leave plan. Some of the changes include allowing a faculty member to take a leave for one year at two-thirds of full salary or for two quarters with three-fourths of full salary, giving priority to first time applicants for Bush Sabbatical Awards if applications are of similar merit, and requesting academic units and central administration to assist departments in meeting financial obligations when leaves cause special replacement problems.

Health Plan Task Force

SCFA devoted considerable time to reviewing and responding to the Health Plans Task Force report and supported the proposed plan with the following changes: 1) The request for proposals should be worded so as to encourage all sizes of plans to bid and even elicit multiple proposals from a given plan to allow final policy decisions (e.g., employee costs v. breadth of the Choice Plan) to be based on the bids, not actuarial estimates or potential biases. 2) The administration should be asked to request a June 1, 1991 deadline for separation from the State. 3) A specific faculty/staff governance structure should be designed to oversee follow-up deliberations on the U-MN Health Plan. 4) The University should develop a system to measure and convey to employees information concerning quality of care.

Members of the Senate Committee on Faculty Affairs worked very hard this year and I wish to express my appreciation for their contributions and support.

AVNER BEN-NER
Chair

ACCEPTED

V. OLD BUSINESS

NONE

VI. NEW BUSINESS

NONE

VII. ADJOURNMENT

The meeting was adjourned at 4:30 p.m.

**MARTHA KVANBECK
ABTRACTOR**

The first meeting of the Student Senate for 1991-92 was convened in 25 Law Building, Minneapolis campus, on Thursday, October 31, 1991, at 4:30 p.m. (immediately following the Faculty Senate meeting). Coordinate campuses were linked by telephone. Checking or signing the roll as present were 47 voting student members. Aric Nissen presided.

I. APPROVAL OF AGENDA

APPROVED

II. APPROVAL OF MINUTES FOR APRIL 18, 1991 AND MAY 16, 1991

APPROVED

III. REPORTS AND QUESTIONS

DISCUSSION:

Aric Nissen reported that he had spent considerable time in recent months testifying before legislative committees and the Blue Ribbon Commission on Post-secondary Education. He said the student agenda, indicating that high quality, affordable, and accessible education were of high priority to students, was forwarded to appropriate Legislators.

Tim Wolf, Student Representative to the Board of Regents, said he had been working with University administrators and Regents to examine budget alternatives. He encouraged Senators to continue consulting with their student colleagues in order that student needs continue to be heard.

IV. OLD BUSINESS

- A. Election of Chair and Vice-chair

DISCUSSION:

After candidates were nominated and given an opportunity to speak to the Student Senate, Tom Lopez (UMM) was elected Student Senate Chair and Michael Handberg (TC) was elected Vice-chair.

APPROVED

V. NEW BUSINESS

- A. Approval of budget
- B. SLAC structure
- C. Legislative Director search
- D. New business from the floor

DISCUSSION:

Student Senate Budget

Copies of the proposed Student Senate Budget were distributed. Mr. Nissen said the budget request is larger than in previous years for three reasons: 1) the Minnesota Student Association will not be continuing its subsidy of the Student Senate 2) expenses for the Student Lobbying Advisory Committee have been included and 3) the travel expense has been increased to allow for better communication among campuses.

The budget was approved and will be forwarded to the Senate Budget Subcommittee for consideration.

Student Lobbying Advisory Committee Structure

Mr. Nissen reported that until the Student Senate has its own Constitution and Bylaws, the Student Lobbying Advisory Committee (SLAC) will continue to include one representative from each Student Association with decisions being made by a consensus of members. Student Association dues will continue to be based on constituency size.

Legislative Director

Mr. Nissen distributed copies of the job description for the Student Legislative Director and asked members to review it and begin steps to initiate the search process on their respective campuses. The Student Senate would like to have the position filled by mid-December.

VI. ADJOURNMENT

The meeting was adjourned at 5:30 p.m.

MARTHA KVANBECK
ABSTRACTOR

APPENDIX A

ELECTED MEMBERS AND ALTERNATES, 1991-92

(key to unit codes follows membership list)

ELECTED FACULTY/ACADEMIC PROFESSIONAL MEMBERS

	Unit	Term		Unit	Term
Adams, John	12	89-92	Hoover, Emily	2	91-94
Albertson, Vernon	22	91-94	House, James	15	91-94
Albrecht, Lisa	8	90-93	Hughes, Jack	14	91-94
Anderson, Gary	6	89-92	Humphreys, Roberta	22	90-93
Aroskar, Mila	21	91-92	Imholte, Jack	33	90-93
Arvey, Richard	14	91-93	Jain, Naresh	22	89-92
Bache, Robert	15	89-92	Johnson, Carol	13	89-92
Bailey, Fredric	22	90-93	Johnson, Fred	8	91-94
Baldwin, Guy	12	91-92	Jordan, Peter	17	91-94
Banerjee, Subir	22	91-94	Kac, Michael	12	91-94
Banker, Rajiv	14	91-94	Kagan, Alan	12	90-93
Barbara, Paul	22	89-92	Kain, Richard	22	91-94
Bauer, Jean	10	90-92	Kanee, Stephen	12	91-94
Baxter, John	22	91-94	Kaveh, Mostafa	22	89-92
Befort, Stephen	11	89-92	Kegler, Stanley	7	90-93
Berman, Hyman	12	90-93	Keierleber, Dennis	5	90-93
Bland, Carole	15	91-94	Kersey, John	15	89-92
Bloom, Paul	2	91-94	King, Richard	15	91-93
Bomash, Bill	16	91-94	Kobluk, Cal	24	89-92
Boss, Pauline	10	90-93	Kroll, Becky	23	91-94
Bruininks, Robert	7	89-92	Larsen, Phil	2	89-92
Brunning, Richard	15	89-92	Laslett, Barbara	12	89-92
Buchwald, Henry	15	89-92	Le, Chap	21	89-92
Burk, Thomas	17	90-93	Lehmborg, Stanford	12	91-94
Canafax, Daniel	19	91-94	Light, Paul	20	89-92
Cardozo, Richard	14	90-93	Lipowitz, Alan	24	91-93
Carr, Robert	22	89-92	Liu, Benjamin	22	89-92
Carter, Clarence	13	91-94	Liu, Hung-Wen	22	91-94
Cerra, Frank	15	91-94	Malmberg, John	5	91-94
Charvat, Iris	4	90-93	Maruyama, Geoffrey	7	89-92
Cheng, H. H.	2	90-93	McGinnis, Barbara	33	90-92
Chervany, Norman	14	89-92	Messer-Davidow, Ellen	12	91-94
Chou, Shelley	15	91-94	Miller, Carol	8	89-92
Clayton, Thomas	12	91-94	Miller, Frank	12	90-93
Chrisham, Patricia	18	90-93	Moller, James	15	91-94
Cunningham, William	4	89-92	Montgomery, Jean	12	90-93
Davison, Mark	7	89-92	Moon, Roger	2	90-93
DeLattre, Roland	12	89-92	Munholland, John K.	12	91-94
Delaney, John	15	91-94	Murphy, Paul	12	91-94
Downing, Bruce	12	89-92	Myers, Kenneth	25	91-94
Duin, Ann	2	91-92	Nagaraja, K. V.	24	91-93
Dykstra, Robert	7	90-93	Nassauer, Joan	3	91-94
Egan, Ellen	18	89-92	Nelsestuen, Gary	4	91-94
Eisenberg, Richard	30	90-93	Newell, Kathleen	6	89-92
Feeney, Daniel	24	91-94	Newstrand, Lois	9	90-93
Feigal, Robert	6	90-93	Oegema, Theodore	15	89-92
Ferrieri, Patricia	15	89-92	Oehlert, Gary	12	91-94
Foreman, Gertrude	13	90-93	Olson, David	10	91-94
Franciosi, Alfonso	22	91-92	Penrod, Steven	11	91-94
Frohrib, Darrel	22	89-92	Quie, Paul	15	91-94
Geisser, Seymour	12	89-92	Rasmusson, Donald	2	89-92
Gilanshah, Farah	33	91-94	Richter, Wayne	22	91-94
Gray, Virginia	12	91-94	Robertson, Paul	15	90-93
Gremmels, James	33	91-94	Rohrer, Richard	13	89-92
Hafferty, Frederic	30	89-92	Roth, Martin	12	90-93
Halley, J. Woods	22	89-92	Scheman, Naomi	12	91-94
Hamilton, David	15	90-93	Selzler, Bernard	25	89-92
Hammond, Jerry	2	91-92	Shapiro, Alan	22	90-93
Hansen, Leslie	2	91-94	Shapiro, Burton	6	90-93
Hicks, Dale	2	90-93	Shier, Thomas	19	90-93
Holder, Bobby	25	90-93	Shively, W. Phillips	12	89-92

	Unit	Term		Unit	Term
Siegal, Gerald	12	90-93	VanEssendelft, William	5	90-93
Simmons, Michael	4	90-93	Vercellotti, Gregory	15	89-92
Skaggs, Richard	12	91-94	Wallace, John	12	89-92
Skinner, Gail	16	89-92	Wangensteen, O. Douglas	15	90-93
Smalley, Jared	16	89-92	Weckwerth, Vernon	21	89-92
Soulen, Thomas	4	89-92	Weinberger, Hans	22	89-92
Spring, W. Donald	33	91-93	Welch, Wayne	7	90-93
Stavrou, Theophanis	12	89-92	Wharton, Keith	2	91-94
Stein, Marvin	22	90-93	White, James	15	90-93
Steffes, Michael	15	91-94	Wildung, David	1	91-94
Stelson, Kim	22	90-93	Williams, Carolyn	21	90-93
Stuthman, Deon	2	90-93	Wirtschaftler, Jonathan	15	90-93
Sutton, Vern	12	90-93	Wood, Frank	7	91-92
Thompson, Theodore	15	90-93	Zimmermann, William	22	89-92
Towle, Howard	15	90-93			

FACULTY CONSULTATIVE COMMITTEE

	Term		Term
Bognanno, Mario	91-94	Louis, Karen Seashore	91-92
Deinard, Amos	90-93	Scott, Thomas (Chair)	90-93
Garrard, Judith	91-92	Striebel, Charlotte	89-92
Holm, Paul (UMC)	90-93	VanAlstine, James (UMM)	87-93
Kerr, Norman	89-92	Zimmerman, Shirley	90-94

ELECTED FACULTY/ACADEMIC PROFESSIONAL ALTERNATES

	Unit		Unit
Ballou, Mercedes	33	Lykken, David	12
Benson, Katherine	33	Masten, Ann	7
Copa, George	7	McCormick, Alon	22
Czarnecki, Caroline	24	Messing, William	22
Daly, Carol	5	Miller, Beverly	9
Davis, Eaugenia	10	Nantell, Timothy	14
DeLeon, Lois	8	Noland, Wayland	22
DeLong, Marilyn	10	Nolting, Earl	5
Deressa, Solomon	23	Norberg, Arthur	22
Deno, Stanley	7	Parker, Gary	22
Dickey, John	22	Peterson, Kathy	4
Donahue, James	6	Phair, Craig	6
Ellis, Paul	22	Phillips, Jane	4
Fosgate, George	33	Polzin, David	24
Fossum, John	14	Pratt, Douglas	4
Franciosi, Alfonso	22	Robinson, Elaine	24
Freeman, Mervin	16	Rockne, Mary	9
Galaskiewicz, Joseph	12	Rose, Susan	7
Grosch, Audrey	13	Rosenberg, Murray	4
Hancher, C. Michael	12	Scanlan, Tom	2
Hejhal, Dennis	22	Shulman, Yechiel	22
Henderson, Susan	5	Smith, Karl	22
Hupp, Susan	7	Tellegen, Auke	12
Jernberg, James	20	Trent, Micky	24
Jones, Roger	22	Walker, Joyce	16
Kariv-Miller, Essie	22	Ward, W. Dixon	12
Kautz, Barbara	13	Wartchow, Diane	8
Kelsey, Donald	13	Warthesen, Joseph	2
King, Jean	7	Weeks, John	13
Kroll, Patrick	8	Weeks, Steve	3
Kruttschmitt, Candace	12	Williams, Charles	16
Labuza, Theodore	2	Williams, Gloria	10
Lange, Dale	7	Zeyen, Richard	2
Lee, Maria-Luisa	33		
Leo, Perry	22		

Faculty/academic professional senators from the following units may ask any faculty/academic professional from within their unit who is eligible to vote for senators to serve as an alternate:

Agricultural Experiment Station	Medical School
Crookston	Natural Resources
Dentistry	Nursing
Duluth School of Medicine	Pharmacy
Law	Public Health
Liberal Arts	

ELECTED STUDENT MEMBERS-as of October 31, 1991

Students are elected for a 1-year term

	Unit		Unit
Brady, David	12	Ness, David	33
Bussert, David	8	Nissen, Aric	12
Calpas, Dean	6	Odell, Kim	27
Cross, Blaine	9	Olson, Kristine	12
Ditty, Linda	29	Pederson, Diane	26
Eastman, Deborah	9	Peterson, Kristina	12
Eloundou, Denise	34	Pham, Cindy	12
Frankovich, Stacy	5	Pham, Sandy	12
Gjerstad, Kurt	25	Pierce, Rhonda	22
Glenn, Christopher	5	Sage, Adora	9
Goel, Love	32	Sauter, Carrie	12
Harrold, Julie	9	Schmechel, Steve	15
Herman, Paula	18	Schmid, Andrew	29
Hess, Paul	33	Schroeder, Tami	33
Holtz, Doug	5	Sinha, Sanjiv	9
Hoppenrath, Terry	12	Stal, Sarah	5
Jacobson, Robert	12	Steen, Jon	11
Jensen, Eric	12	Stewart, Nora	5
Katz, Alexander	22	Stradle, Eric	32
Kowalski, Kim	5	Strauss, Eric	12
Lambright, Susan	10	Thornley, David	9
Lee, Peter	15	Todd, Trisha	21
Mackenthun, Alan	22	VanDrasek, Barb	9
Manressa, Tabitha	8	Warweg, Chris	14
McGregor, Leslie	2	Whitcomb, Deborah	9
McPhail, Michael	22	Williams, Laurel	24
Mortenson, Jim	12	Wolf, Tim	12
Mueller, Lori	12	Yankton, Lisa	30

STUDENT SENATE CONSULTATIVE COMMITTEE

Arcand, James (UMD)	Tolbert, Denise
Handberg, Michael	VeLure, Christine
Lee, David	Winker, Jeffrey
Lopez, Tom (UMM)	

STUDENT ALTERNATES

	Unit		Unit
Sullivan, Linda	5	Swierczek, Joseph	5

Students in units other than Continuing Education and Extension may ask any student in their unit who is eligible to vote for senators to serve as an alternate.

UNIVERSITY SENATE CODES

Agricultural Experiment Station	1	Pharmacy	19
Agriculture	2	Public Affairs	20
Architecture & Landscape Architecture	3	Public Health	21
Biological Sciences	4	Technology	22
Continuing Education and Extension	5	University College	23
Dentistry	6	Veterinary Medicine	24
Education	7	Crookston	25
General College	8	UMD, Business and Economics	26
Graduate School	9	UMD, Education and Human Service Professions	27
Human Ecology	10	UMD, Fine Arts	28
Law	11	UMD, Liberal Arts	29
Liberal Arts	12	UMD, Medicine	30
Libraries	13	UMD, Science and Engineering	32
Management	14	Other (includes non-collective bargaining faculty/ academic professionals from UMD and UMW)	31
Medical School	15	Morris	33
Minnesota Extension Service	16	Waseca	34
Natural Resources	17		
Nursing	18		