



UNIVERSITY OF MINNESOTA

University Senate Consultative Committee
614 Social Sciences
267 19th Avenue South
Minneapolis, MN 55455
Telephone (612) 373-3226

SENATE CONSULTATIVE COMMITTEE MEETING
AND
DISCUSSION WITH VICE PRESIDENT KELLER

April 19, 1984
Regents Room, Morrill Hall
12:30 - 3:00

AGENDA

- 12:30 1. Discussion with Vice President Keller.
 (See attached letter.)
- 1:30 2. Minutes of April 5
3. Report of the Chair.
4. Report of the Student Chair.
5. Report of the Finance Committee.
6. Reports from the Regents' Meetings.
7. Nomination of Senate and Assembly Vice Chairperson.
8. Nomination of Senate and Assembly Committees and Chairs.
9. Revised Bylaws for Student Senate. Scott Singer.
 (See draft sent earlier directly from SSCC subcommittee.)
10. Invitation to Visit the Morris Campus.



UNIVERSITY OF MINNESOTA

University Senate Consultative Committee
614 Social Sciences
267 19th Avenue South
Minneapolis, MN 55455
Telephone (612) 373-3226

MINUTES
SENATE CONSULTATIVE COMMITTEE MEETING
AND
DISCUSSION WITH VICE PRESIDENT KELLER

APPROVED 5/3/84

April 19, 1984
Regents Room, Morrill Hall
12:40 - 2:50 p.m.

Members present: Charles Farrell, Virginia Fredricks, Phyllis Freier, Van Hayden, John Howe (Chr.), Susan Hunstiger, Julie Iverson, Marvin Mattson, Lisa McDonell, Jack Merwin, Mitch Richter, Irwin Rubenstein, Paul Schulte, Scott Singer, W. Donald Spring, Deon Stuthman, W. B. Sundquist, Colleen Traxler, John Turner.

Guests: Vice President Keller, SCC member-elect Paul Murphy, Mark Brenner, Michael Root, Maureen Smith, Mary Jane Plunkett.

1. Early Minnesota Daily story regarding IT dean search.

Professor Howe reported that earlier that day the FCC had noted the harm a premature story of that sort can do. We recognize the need, he said, for greater discretion and confidentiality on the part of the press and of those involved in the search process. We use this occasion to remind ourselves of the importance in a search of confidentiality until a candidate has accepted the post offered. Vice President Keller told SCC an individual had been very badly hurt by that early story. Not to hold the story for a few days was needless, disgraceful, and without any sensitivity, he said.

2. The collection of task force reports: How will an agenda for action be developed from them? What role will the Senate and the appropriate Senate committees play?

Vice President Keller told SCC that because it has turned out to be unwieldy to include the hundreds of task force recommendations in the President's Institutional Planning Statement, the president has asked his planning group staff to draft for him an aggregate set of recommendations from the reports.

- The set will go to the Budget Executive in May;
- From Budget Executive it will go to Senate structure; Senate committees would have until early fall to respond;
- Planning group would then respond to the suggested changes.

On some recommendations, Vice President Keller said, we need to move sooner:

(1) Abolishing the Library School. The proposal for the University to end its existing program and then attempt to build a new era will go this spring

to the Regents. We will simultaneously begin to act on the first stage of the recommendations of the Task Force on Information Processing and Management by offering information science courses. Broader implementation will require more time and a determination of their relative priority ranking.

(2) International Education structure at the University. The recommendation for a change in administrative structure will be delayed, but Academic Affairs will send a proposal as soon as possible for SCC's response. SCC and Vice President Keller both understand that faculty members will be added to the task force for its future work.

Professors Rubenstein and Mattson commented that it would be very desirable to have again the administration-faculty interface which the disbanded Planning Council provided. Vice President Keller remarked that where there is a well-defined problem to deal with the Planning Council approach is a good one.

Professor Howe cited the draft report of the Task Force on the International Character of the University as a case study in the need for faculty participation in preparing recommendations. SCEP's response to the task force called attention to unsubstantiated assertions underlying the recommendations, and to the prospect of considerable commitments required. Mr. Singer said that if that group is to be expanded, the SSCC would like to see students added as well.

Mr. Singer questioned the advisability of recommendations being implemented even before a report has been published as has happened concerning Graduate Education and Research. But the vice president said there is no need to wait for a report's approval to let people proceed with clearly useful initiatives people had come up with before the report was developed.

Proceeding slowly in the international education area. Professor Turner urged administrative caution before interpreting that any of the recommendations have the faculty's support. We don't know our needs until we make an inventory of what we are already doing with respect to each of the 10 criteria listed in the report. It is a serious matter that sooner or later implementation will involve a reallocation of resources.

Vice President Keller said that apart from the administrative structure for international education, this is an area to proceed in slowly and with a practical sense of what is already going on.

Professor Merwin said he believes it is important for the President to put his weight behind certain important recommendations. Professor Brenner added that the Senate Planning Committee endorses the concept that the President state his position on certain issues.

Involvement of the Senate and Senate committees.

Vice President Keller said he did not know whether the president and his planning group would prioritize the recommendations, but that they would do some sorting out. The administration may ask the Senate committees to help on prioritization.

Professor Howe called upon everyone to help sort out what recommendations are matters of policy that should go to the Senate.

Vice President Keller described going to the Senate as being like a referendum and said the issues are too complicated to be handled in that way. The

work is done in the committee system which is a representative form of government. Going on then to the full Senate risks the undoing of what committees have thought through carefully. The Senate has made errors in approving highly detailed documents which turn out to be unworkable. The outcome then is not as good as the thought process that went into it.

Professor Spring called the proposed time frame for considering the recommendations ideal for the Senate structure:

- Senate committees will meet earlier in the fall than usual and will have real items on their agenda;
- The SCC newsletter can inform the senators and the rest of the faculty of progress on these items;
- We can report to the Senate for information and thereby learn if there is any groundswell of opposition to a proposal.

Professor Merwin called attention to the useful model employed last year by the Senate Committee on Services to the Handicapped: they reported both their policy guidelines and procedural (implementation) recommendations to the SCC, but sent only the policy guidelines to the Senate.

It was noted that the Senate could be used more than it is as a town meeting forum for information and debate.

Professor Turner lamented the deficiency in our structure that results from the SCC's not having enough communication with the faculty even though central administration has consulted with us. He suggested an occasional opinion page article by the Daily.

Professor Rubenstein said the document of aggregate recommendations being prepared may have policy issues, and that the Senate ought to treat those.

Professor Brenner noted the importance, when administrative task force reports come out, of making it clear to the University community that they are going to Senate committees for response.

3. Position of Vice President for Planning and Academic Support Activities.

Vice President Keller stated that a lot of the changes which have been made in that position came out of conversations with the Consultative Committee and the Library Committee. After FCC's initial recommendation to move the Libraries under the planning vice president, it seemed a logical inconsistency to separate out from the Libraries -- which are in the information business -- the information processing functions of computers and related services. The administration decided to move this large area into the rubric of the newly defined vice presidency. The original job description has changed substantially. The search committee agreed to readvertise the position and extend the deadline to April 30. Vice President Keller called the outcome on the whole good, with a logical, stronger structure to the position.

Professor Merwin inquired about academic professional employees, in addition to faculty, having been eligible to apply. The vice president said he assumed the search committee had made that decision and had done it to permit consideration of candidates from the Libraries and other groups of P/A employees.

Asked about the obvious bearing of the job description change upon the search for an Assistant Vice President for Information Processing, Vice President Keller said any candidate for that position will be informed of the change in the reporting line.

Professor Stuthman interpreted this change as having the result that the new Vice President for Planning and Academic Support Activities will inherit an assistant vice president instead of participating in choosing one. Vice President Keller remarked that that assistant vice president serves all the vice presidents, and that all of them, plus the president, will be involved in making that selection.

4. The minutes of the April 5 meeting were approved with one correction. Van Hayden's name should be added to the list of members present.

5. Report of the Student Chair. Mr. Schulte.

- SSCC will go to the Duluth campus on May 10-11.
- SSCC is developing its slates of student nominees for Senate and Assembly committees. Student Senate will meet May 17.
- Work continues regarding lobbying.

6. Report of the Chair. Professor Howe.

A. SCC Reports - Spring issue. In the winter issue, we described the agenda but not what committees were doing about it. The next issue should report actions and recommendations and focus on a smaller number of topics. He invited suggestions for the content.

B. Sexual Harrassment report is finished. Copies will be available probably early in the week of April 23. There will be a motion for Senate action on May 17.

C. SCC members' suggestions are invited as to agenda items SCC should get to or wrap up in the remaining meetings.

7. Report of the Finance Committee. Professor Rubenstein.

Agenda for SFC's April 24 meeting:

- Legislative report (adjustment of University funding for extension and summer school, capital requests, University initiatives)
- Discussion on programmatic actions (what percent of the dollar changes are from across-the-board cuts and what percent from planning decisions; what is the nature and extent of unit "mortgages?")
- Faculty salaries -- how to apportion any extra monies among the faculty?

Subsequent SFC meeting:

- Discussion of whether central administration has a plan to ask the legislature to address the higher-than-average retirements anticipated from 1990 to 2000. Those U.S. universities that plan ahead to meet

this hiring opportunity will have better faculty to start the next century, he said. The University could request an initiative from the legislature.

Professor Freier recommended the University find a way of keeping track of the best people working here temporarily (post doctoral fellows, for example) so that it can search them out when ready to hire again.

8. Nomination of vice chairperson for the Senate and Assembly.

Professor Howe reported FCC's strong, unanimous consensus to nominate Professor Shirley Clark (which he had reported earlier to the SSCC co-chairs). While that role requires sometimes chairing the Assembly and the Senate, its larger dimension is sitting on the Consultative Committee.

Mr. Singer reported that the students had intended to nominate a candidate but that their proposed nominee had declined. He voiced his personal support for Professor Clark. He added that students want to make the point to the Senate and Assembly that the position can be held by a student.

Professor Rubenstein moved that the Senate Consultative Committee support the nomination of Professor Clark. The motion was approved without dissent.

9. Nomination of Senate and Assembly committee faculty members and chairs.

The Twin Cities student members had been informed in advance, through the SSCC co-chairs, about the recommendations for chairpersons, and they had no objections. (Student members will be sent copies of the slates for their information.)

10. Reports from the Regents meetings.

Educational Policy and Long Range Planning Committee. Prof. Fredricks. The greatest discussion was on the information item of changes in CLA's language entrance requirements.

Physical Plant and Investments. Prof. Stuthman. Regents approved

- Raising the limit at which bids are mandatory;
- U of M Retirees Housing Corp. housing proposal;
- Oversight of remodeling projects (dollar amount requiring Regents' approval and dollar range requiring reporting to Regents for information).

Budget and Legislative Coordinating Comm. Prof. Stuthman. Legislative update for information.

Faculty, Staff & Student Affairs. Ms. McDonell. Consideration of UMD's plea for a larger share of the support of women's intercollegiate athletics. Gary Engstrand is to collect data. Item grew into a discussion of all the perceived disparities in intercollegiate athletics support.

Committee of the Whole. Prof. Merwin.

- Further discussion of CLA language requirements. Regent Schertler requested Regents examine for policy implications.
- Tuition: worry over the 13% increase; discussion of ways to appeal to the legislature to reconsider the 32% of cost requirement which Regents see as too high.
- Recruiting project: report from Juliann Carson and President Magrath (merit scholarships). Agreement the strength of the academic program is above all what attracts and holds students; question is how to get the best yet not neglect the whole top 50%.

11. Revised bylaws for the Student Senate.

SSCC's special subcommittee has made revisions as recommended to them by Business and Rules. Mr. Singer distributed copies of the up-to-date draft for information and comment.

Professor Spring called attention to an anomaly in the proposed structure, which is that the Student Committee on Committees would report to the Student Senate. However, the faculty members of the Senate Committee on Committees report through the full Committee on Committees to the University Senate, not to the Faculty Senate. We should consider how the proposed student reporting process might affect, and probably slow down, the nominating procedures each year.

Mr. Singer explained that it is because students' involvement with the Senate is primarily through committees that we want it to be able to report to the Student Senate. Ms. Iverson added that the intent of the provision is to clarify the existence of the Student Committee on Committees to the student body.

It was agreed that Mr. Singer, Professor Spring, and Professor Purple (Business and Rules) would resolve this question in a conference call.

12. Morris Campus Provost Imholte has written to Professor Howe extending an invitation for the Consultative Committee to visit the Morris campus this spring. There was a warm response to the invitation, but the committee quickly discovered conflicts on each of the remaining meeting dates. The committee regrets being unable to accept for this spring. There was a consensus to plan the trip for a meeting early in the fall quarter.

The meeting adjourned at 2:50 p.m.

Respectfully submitted,

Meredith Poppele,
Executive Assistant



UNIVERSITY OF MINNESOTA

University Senate Consultative Committee
614 Social Sciences
267 19th Avenue South
Minneapolis, MN 55455
Telephone (612) 373-3226

April 12, 1984

Vice President Kenneth Keller
Office of Academic Affairs
213 Morrill Hall

Dear Ken:

We understand that the President must be out of town next Thursday, the 19th, but are pleased that you will be able to meet with us. Let me suggest several things that are on our minds and that we'd like to discuss with you.

The Faculty Consultative Committee would like to talk some in the morning about general salary strategies for the future. Specifically, we wonder if the Administration intends to seek special funds again for allocation to "meritorious departments" and "market impacted" faculty? We have some concerns about multiple salary allocations, how they fit together, what implications they have for our usual spring salary procedures, and the like. We also wonder about the future use of retrenchment monies for salary increase purposes. You may be intending to meet with SCFA or Finance on these matters, but the FCC has an interest in the policy issues they raise. Irwin Rubenstein will, of course, be at our meeting, and I'll see if Mike Bognanno can come.

In the afternoon, the Senate Consultative Committee would appreciate some discussion of how the administration intends to sort out the various task force reports and compile a proposed agenda for action. As you know, we have talked with you and the President on several occasions about how the process ought to work. The Consultative Committee, SCEP, and other groups have commented upon most of the reports that have been completed. We think that it's the administration's task to propose specific agendas to appropriate Senate committees for response. In some instances, it will no doubt be necessary to take various policy issues to the Senate for action. Committee consultation followed by administrative action will be suitable in many other cases. I believe the President indicated in the draft of his Institutional Planning Statement that he intended to prepare such an overall agenda -- I suppose once the Holt and Wallace reports

Kenneth Keller
April 12, 1984
page two

are completed. I think we need to clarify what the decision-making process will be before that time. I've invited Michael Root and Mark Brenner to join us for this discussion.

Finally, I think the SCC would appreciate knowing what's up with the Vice Presidency for Planning and . . . We're unclear about it. You might also report, as appropriate, on other major administrative searches.

If you have other things to bring before us, we'd be pleased to consider them. If so, perhaps someone from your office could give me a call in advance so I can inform the Committee.

Cordially,



John Howe, Chairperson,
Faculty and Senate Consultative
Committees

JH:mp

cc: President Magrath
Senate Consultative Committee
Professor Mario Bognanno
Professor Mark Brenner
Professor Michael Root



UNIVERSITY OF MINNESOTA
MORRIS

Office of the Provost
Morris, Minnesota 56267

2 May 1984

John Howe
Chairperson, Senate Consultative Committee
614 Social Sciences
University of Minnesota
267 19th Avenue South
Minneapolis, Minnesota 55455

Dear John,

Thanks for your telephone call and your letter of April 25. We understand the insurmountable obstacles you and your committee have faced in attempting to meet here this spring. We appreciate very much the consideration that you gave to our invitation.

We hope that you will be able to hold one of your fall quarter, 1984, meetings here. Please consider this letter as a formal invitation to the Consultative Committee to meet on the UMM campus during fall quarter.

See you soon.

Sincerely,

A handwritten signature in black ink.

John Q. Imholte
Provost

pt

cc: Don Spring



UNIVERSITY OF MINNESOTA

University Senate Consultative Committee
614 Social Sciences
267 19th Avenue South
Minneapolis, MN 55455
Telephone (612) 373-3226

April 25, 1984

Jack Imholte, Provost
University of Minnesota
Morris, Minnesota 56267

Dear Jack:

As I mentioned over the 'phone today, the Senate Consultative Committee thanks you for your invitation to visit the Morris Campus. It's been a while since we've been there, and we'd be pleased to come. Unfortunately our unusually crowded spring schedule, with the extra Faculty Senate meetings and all, makes it impossible for us to make the trip this spring. But we'll plan to venture west for one of our early meetings in the fall. And we'll hope that our good colleague, Don Spring, will be willing to come out of "retirement" to join us for that occasion!

Cordially,

A handwritten signature in cursive ink, appearing to read 'John Howe'.
John Howe, Chairperson
Senate Consultative Committee

JH:mp

c: Donald Spring



UNIVERSITY OF MINNESOTA
MORRIS

Office of the Provost
Morris, Minnesota 56267

2 April 1984

John Howe
History Department
Chair, Senate Consultative Committee
733 Social Science
267 19th Ave., S
Minneapolis, Minnesota 55455

Dear John:

Don Spring has informed me that the Senate Consultative Committee might consider holding one of its spring quarter meetings this year on the Morris campus. At the same time, he explained to me that there are both financial and scheduling difficulties that would have to be overcome before such a trip were possible.

Let me take this opportunity to offer a formal invitation to the Senate Consultative Committee to hold one of its spring quarter meetings on the Morris campus. Your committee has not met here for some time. The SCC's presence here would reinforce for our faculty and students the fact that they are indeed members of the University of Minnesota community.

I hope that it will be possible for you to meet here this spring. We would be both pleased and honored.

Sincerely,

A handwritten signature in black ink.

John Q. Imholte
Provost

pt

cc: Don Spring



UNIVERSITY OF MINNESOTA

File

Office of the President
202 Morrill Hall
100 Church Street S.E.
Minneapolis, Minnesota 55455

March 5, 1984

Mr. John Howe, Chair
Senate Consultative Committee
614 Social Sciences
West Bank

Dear John:

First, I thought that the discussions I had with you and the Faculty Consultative Committee, as well as the subsequent conversation on student recruiting matters with the full SCC, were extremely stimulating and useful in many practical ways. I will look forward to additional comments and suggestions from FCC and SCC on the various issues we have before us.

Second, the main reason for this note is to put in writing that I will be unable to preside at the April 19 University Senate meeting as I will be returning from Massachusetts where I am making a presentation to a group of academic administrators from the University of Massachusetts. I hope it will be convenient for John Turner or someone else (if John is not available) to chair the Senate meeting. Also, as you know, I was at least tentatively scheduled to meet with FCC and SCC on that day. Do you think it would be feasible to reschedule the FCC-SCC discussions to another date when the two committees will be meeting? If so, please have Meredith Poppele contact Dianna Fischer as I am sure something could be worked out; obviously we could simply drop the discussion that day, though I am reluctant to give up our opportunities for conversation which I think are useful.

Cordially,

C. Peter Magrath
President

CPM:kb

cc: Mrs. Dianna Fischer
Ms. Meredith Poppele



UNIVERSITY OF MINNESOTA

University Senate Consultative Committee
614 Social Sciences
267 19th Avenue South
Minneapolis, MN 55455
Telephone (612) 373-3226

April 20, 1984

Assistant Vice President John Wallace
105 Walter Library

Dear John:

At yesterday's Senate Consultative Committee meeting, we discussed with Ken several issues relating to International Education. He indicated that he would soon get to SCEP and SCC a proposal for central administrative leadership in the area. We also talked about pressing forward on some planning decisions in connection with legislative specials. We again renewed our interest in having several faculty added to the International Education Working Group if it is in the process of developing such proposals. Ken agreed that that ought to be done and we agreed that I would contact you again about it. I'd be happy to help identify several such faculty.

Cordially,


John Howe, Chairperson,
Senate Consultative Committee

JH:mp



UNIVERSITY OF MINNESOTA
TWIN CITIES

Minnesota Student Association
240 Coffman Memorial Union
300 Washington Avenue S.E.
Minneapolis, Minnesota 55455
(612) 373-2414

TO: Senate Committee on Business and Rules
Senate Consultative Committee
Senate Committee on Committees

FROM: Scott Singer, Co-Chair, Senate Student Consultative Committee
Co-Chair, SSCC Subcommittee on the Student Senate
Alice Edwards, Co-Chair, SSCC Subcommittee on the Student Senate
Paul Schulte, Co-Chair, SSCC

DATE: March 7, 1984

At our March 1, 1984 meeting, the SSCC approved and moved to forward toward action by the Senate, the enclosed proposed amendments to the University Senate Constitution, Bylaws and Rules.

These amendments have come out of a process activated during the 1982-83 academic year by the Student Consultative Committee. The intention is to provide a structure for the Student Senate which, while parallel to the University & Faculty Senate, provides for some characteristics which students believe are a special and necessary part of the Student Senate.

These amendments have been discussed by representatives of students on all campuses of the University and we believe they will help students to function more actively and effectively through the University Governance structure. We believe that at this time, the amendments proposed are necessary for the defining of a student role in the University Senate. The proposal for a Policy Statement is for the purpose of allowing the Student Senate to further define their role on their own in a manner which wouldn't necessitate action by the Faculty members of the Senate.

If you have any questions, please don't hesitate to contact any of us. We would be glad to discuss any or all of the proposed amendments with your committee.

cc: President's Office
Clerk of the Senate

Proposed Amendments to the
University Senate Constitution, Bylaws and Rules

Removal of Students from Senate Committees

Rules: Article III, Section 4 (New) Page 14

4 Removal of Student Committee Members for Neglect of Meetings.
A student member of a committee of the Senate shall forfeit membership by neglecting three consecutive meetings of the committee for which notification was given. A student member whose membership has been forfeited may appeal to the Student Committee on Committees for reinstatement.

Renumber 4-7 as 5-8

Executive and Steering Committee of the Student Senate

Bylaws: Article III, Section 1, Subsection A
under (3) of "Duties and Responsibilities"
point 2

*to serve with the student body presidents from UM-Crookston, UM-Duluth, UM-Morris, UM-Twin Cities, UM-Waseca, President of St. Paul Board of Colleges, and the chair of the Student Representatives to the Board of Regents, all as ex-officio voting members, as the executive and steering committee of the Student Senate.

Policy Statement of the Student Senate

Rules: Article II, Section 5 (New)

5 Policy Statement of the Student Senate

There shall be a policy statement of the Student Senate which shall define any further policy and structure of the Student Senate not contained in the University Senate Constitution, Bylaws or Rules. This statement shall be adopted and amended by a 2/3 vote of those members of the Student Senate present and voting at any meeting, or by a simple majority of those members of the Student Senate present and voting at two consecutive meetings.

operating procedures

Chair of the Student Senate and other officers

Constitution: Article III, Section 6
make existing text paragraph a

add (new) paragraph b

The officers of the Student Senate shall be a Chairperson, a Clerk, and a Treasurer. The Chairperson shall be elected by the Student Senate from the members of the Student Consultative Committee other than the Chairperson of the Student Consultative Committee. The Clerk and Treasurer shall be appointed by the Chair subject to the approval of the Student Senate. The

duties of the Clerk and Treasurer shall be prescribed in the Bylaws.

Bylaws: Article I, Section 9 (New)

The Treasurer of the Student Senate shall be the chief budget officer of the Student Senate. He/she shall chair the budget committee of the Student Senate.

Committees of the Student Senate

Bylaws: Article III, Section 4 (New)

Committees reporting to the Student Senate

A. The Budget Committee of the Student Senate

The Budget Committee of the Student Senate shall be the budgetary body of the Student Senate. It shall be chaired by the Treasurer of the Student Senate. Its remaining membership shall be determined by the Student Committee on Committees subject to approval by the Student Senate and the Student Consultative Committee.

B. Student Committee on Committees

The Student Committee on Committees shall consist of three students from the Twin Cities campus, including one from the St. Paul campus, and one student each from the Duluth, Morris, Crookston, and Waseca campuses. [Method of election shall be according to procedures determined by the relevant campus.] It shall review the geographical representation and input from the various campuses into Senate and University committees, and furnish the Senate Committee on Committees the slate of student nominees in the manner required by the University Senate Constitution and Bylaws. In addition, the student shall serve on the full Senate Committee on Committees.

*Membership shall be the student members of
the Senate Committee on Committees*

BUSINESS & RULES COMMITTEE
Tues., Apr. 10, 1984
606 Campus Club
12 noon

Present: Richard Purple (chr.), Caroline Czarnecki, Bright Dornblaser, David Lenander, Bill Meyer, and ex officio Marilee Ward

Academic professional staff members. Eleanor Fenton, associate dean, CEE, had reminded Mr. Purple that academic professional staff members on 2-year or more terms were eligible for election to the Senate/Assembly as well as to serve on committees of the Senate/Assembly. Ms. Ward assured him that instructions to collegiate units regarding 1984-85 elections had contained that information and that the Committee on Committees was aware of their eligibility.

Planning Committee. Mark Brenner, Planning Committee chair, had indicated that his committee would be revising the charge to the committee, which appears in the Senate bylaws, to reflect the present planning structure at the University.

Committee on Committees. David Shope of the Student Committee on Committees had written the Committee on Committees chair calling attention to the fact that students had not been invited to participate in the selection of chairs for next year's Assembly committees and requesting that he convene the full committee to make new recommendations. Mr. Purple explained that the Committee on Committees had been following the traditional practice and there was no conscious intent to pass over the students. He said the Committee on Committees had, on a close vote, rejected the proposal to rescind the appointments already made, but would meet on May 11 with all members invited to name chairs of committees of the Senate, which will then be distributed prior to the May 17 meeting of the University Senate. In the matter of improving synchronization of student elections to committees with the spring meeting schedule of the University Senate, the Business and Rules Committee decided that it could not effectively deal with the problem in the time remaining this year and would take it up next year. Mr. Lenander reported that he had suggested to the Student Committee on Committees that those students who would be returning to school next fall could well be asked early in the quarter to continue membership on those committees on which they are serving this year.

Recreational Sports Governing Board. Mr. Purple had received a verbal query as to whether the Assembly should review the proposed bylaws of the new Recreational Sports Governing Board. He asked Ms. Ward to check the Assembly November 1983 action, when the constitution of the Board was approved. (Ms. Ward found that the legislation specified that Assembly action was required for amendments to the constitution, but the bylaws and their amendments are acted on by the Governing Board.)

Student amendments to the Senate/Assembly constitution, bylaws, and rules. Scott Singer (co-chair, Senate Student Consultative Committee, and co-chair, SSCC Subcommittee on the Student Senate), Alice Edwards (co-chair, SCC Subcommittee on the Student Senate), and Paul Schulte (co-chair, SSCC) had written Business and Rules, the Senate Consultative Committee, and the Senate Committee on Committees proposing 6 amendments to the constitution, bylaws, and rules of the Senate. They said the intent was to provide a structure for the Student Senate which would parallel the University Senate and Faculty Senate structure and still contain some provisions that are a necessary part of the Student Senate. The motion was made and seconded to consider the entire document of 6 proposals.

Item 1 was a rules amendment providing for removal of student committee members for neglect of meetings. It was approved without dissent. Item 2 was described by Mr. Lenander as an effort to broaden the base of the Executive and Steering Committee of the Student Senate. It was approved without dissent. Item 3 was a rules amendment to provide for a policy statement of the Student Senate. Mr. Lenander said the students were looking to the future drawing up of a mission and goal statement. The motion was made to drop Item 3 pending further clarification with regard to the statement that the Student Senate policy statement would define the structure of the Student Senate. It appeared to Business and Rules that the provision sidestepped the current procedures for amending the constitution, bylaws, and rules. The motion was approved without dissent. Item 4 set up the officers of the Student Senate in the Senate constitution. It was approved without dissent, as was Item 5, which set up the office of treasurer of the Student Senate. Item 6A, which set up the Budget Committee of the Student Senate in the bylaws, was approved after being amended to reverse the order of approval of its membership by specifying the Student Consultative Committee first and the Student Senate second. Item 6B set up the Student Committee on Committees. It was noted that the present Senate bylaw section on the Committee on Committees would have to be amended if 6B were approved and the motion was made that the item should be referred back to the authors to call that fact to their attention. The motion was approved without dissent.

Returning to Item 1, it was agreed that it was the only approved item that should also be incorporated in the Twin Cities Campus Assembly document, and its proposed inclusion in the Assembly rules was approved without dissent.

The entire set as amended to include Items 1, 2, 4, 5, and 6A was approved for the University Senate May agenda, and Item 1 for the Assembly agenda next fall was also approved without dissent. Mr. Lenander and Mr. Meyers will go over the action with the authors and will contact Mr. Purple if further written confirmation of committee action is required.

Adjourned at 1:20 p.m.

Mr. Purple thanked Ms. Ward for her assistance during the year and the committee expressed appreciation to Mr. Purple for his leadership. The meeting was adjourned at 1:20 p.m.

Marilee Ward
Senate/Assembly Clerk

SCC REPORTS

THE UNIVERSITY OF MINNESOTA ALL UNIVERSITY SENATE CONSULTATIVE COMMITTEE

Spring, 1984

Volume 3, Number 2

Faculty/student governance at the University at times seems something of a mystery--even to those of us who find ourselves deeply involved in it! In part, that's because much of the most important work is done in committees and never reaches the Senate floor for action or becomes generally known. It's also because we often have difficulty finding satisfactory ways of reporting what we do to our faculty and student constituents.

During the 1983-84 academic year, we have tried to communicate with you by publicizing committee members' names and 'phone numbers, announcing the times and places of committee meetings, reporting to the Senate on the progress of committee business, and responding in timely fashion to questions and suggestions that come to us.

The SCC REPORTS represents another effort at accountability. In the Winter Quarter REPORTS, we itemized the wide range of issues then under consideration by the Senate and its committees. In this newsletter we report in greater detail on some of the advice we have given and actions we have taken on behalf of faculty and students during the year. We think you will agree that it has been a busy year for faculty/student governance. We hope you will agree that it has been a productive year as well.

John Howe, Chairperson
Senate Consultative Committee
Telephone: 373-3226

THE TENURE CODE

Nothing has been of greater importance or occupied more of the faculty's time this year than revision of the Tenure Code. Beginning early last fall, working initially with a Tenure Code draft prepared during 1982-83, the Tenure Committee met with a variety of faculty members and groups, held a series of public hearings, and then revised the draft for Faculty Senate consideration. That revision was distributed to all faculty in December. During the Winter and Spring Quarters, the Faculty Senate has held six meetings, during which more than 60 amendments to the code have been considered. The meeting scheduled for May 24 is expected to be the last at which amendments are addressed. All faculty senators will then receive a clean, revised copy of the Tenure Code proposal, and on June 7 the Faculty Senate is expected to vote on the document as a whole. It will then go to the Regents for their consideration and approval. The Faculty Consultative Committee and Tenure Committee Chairperson Fred Morrison have met twice with the Regents to discuss the new Code and elicit their suggestions. Similar discussions have been held with central administration. If all goes well, three years of effort will soon culminate in the adoption of a new Tenure Code designed both to protect faculty rights and strengthen the University.

CONDITIONS OF FACULTY EMPLOYMENT

The year brought a number of improvements in the conditions of faculty employment, thanks largely to the vigorous efforts of the Senate Committee on Faculty Affairs. SCFA successfully argued that the University Hospitals should join the AWARE program, thus providing for full medical coverage at no additional cost for University faculty and staff who are patients there and covered by Blue Cross and Blue Shield. At the urging of

both SCFA and the Faculty Consultative Committee, the administration reversed its decision of July 1, 1983 to cancel University retirement contributions for faculty on leave without pay. The policy now provides that retirement benefits will continue to accrue when faculty are on sabbatical or disability leave, on leave without pay for less than a month, on a phased retirement program, on a research-related leave, or when an outside employer does not make retirement contributions. On May 17 the Faculty Senate approved the SCFA recommendation that the salary cap on which disability income can be paid be raised from \$40,000 to \$65,000, and that faculty, at the time of retirement, have the option of transferring their retirement funds into an IRA.

SALARIES

This spring several Senate committees--including Finance and Faculty Affairs--have continued to support an "all merit" system of salary allocation. At the urging of the Faculty Consultative Committee and SCFA, a subcommittee of SCFA conducted a study of last spring's "all merit" allocations to determine whether they worked to the disadvantage of female and minority faculty. SCFA found that they did not, but did uncover evidence that length of service seemed to correlate inversely with the rate of salary increase, thus generating salary compression. SCFA has asked the administration to monitor this carefully and will conduct a similar analysis next fall of this spring's salary decisions. SCFA also has recommended that salary adjustments resulting from individual retention or equity considerations be financed by resources designated centrally for such purposes. SCFA will continue to work with Academic Affairs in the task of computerizing academic personnel data so that salary structures and trends may be more carefully analyzed.

An ad hoc faculty group from SCFA, Finance, and the Faculty Consultative Committee has met on several occasions to advise Vice President Keller on the allocation of special "unit merit," "individual merit," and "comparative market disadvantage" salary monies. The ad hoc group has supported these strategies of special salary allocation. At the same time, it has advised Vice President Keller that salary decisions should be consolidated rather than made seriatim throughout the year; that all salary allocations should be made according to established practices in departments and colleges; that merit should continue to be a central consideration in all salary decisions; and that there should be careful debate before retrenchment monies are used for special salary allocations.

The Committee on Equal Employment Opportunity for Women has expressed concern that the "unit merit" awards had a significantly adverse impact on women. The committee has pointed out to Vice President Keller that women are significantly underrepresented in the 17 units rewarded, and has argued that if true sex equity is to be achieved, it is essential that the University develop excellence in traditionally female as well as traditionally male units.

Finally, the Faculty Consultative Committee has consistently urged that central administration continue to make faculty salaries the first priority in the University's legislative request so that steady progress can be made toward the goals of salary improvement set by the Senate in May, 1982.

FACULTY RIGHTS

During 1983-84 the Judicial Committee took fourteen faculty cases under advisement. Most involved disputes over tenure decisions for probationary faculty. The Committee also discussed two related matters: instances in which final action by the President was not in conformity with Judicial Committee recommendations, and cases where other University administrators failed to comply with the President's determination. The President and the Committee have now jointly approved a compliance procedure and it has been incorporated into the Committee's Rules.

A Special FCC Subcommittee on University Grievance Procedures continues its work on the codification and revision of other University and collegiate grievance procedures. The goal is to clarify those procedures and encourage the resolution of most grievances.

at the departmental and collegiate levels. That report will be completed in the fall.

SEXUAL HARASSMENT POLICY AND PROCEDURES

In 1981, the Senate passed legislation establishing a Sexual Harassment Policy and Procedures. That legislation contained a 1984 sunset clause. During the winter and spring of this year a special subcommittee of SCFA has worked to develop a revised Policy and Procedures document. That document continues many of the 1981 arrangements, but makes a number of important changes--perhaps most significantly its questioning of "consent" as a sufficient defense against charges of sexual harassment, especially in situations involving a "power differential" between complainant and defendant. The new document was approved by the University Senate on May 17. It will be widely publicized in the fall. Copies are available from the University Senate Office.

ISSUES OF SPECIAL CONCERN TO WOMEN

Mention has already been made of the EEOW's concern over the impact of special "unit merit" salary allocations on female faculty. The EEOW has also been active in advising the administration on its response to six petitions filed last spring under the terms of the Rajender Decree. The EEOW and the Faculty Consultative Committee have together devised procedures for advising the administration on three of the petitions, those having to do with 1) the University's "internal tribunals" for handling individual Rajender complaints, 2) the consequences of the PA job classification for women's employment, and 3) the effects upon women of recent retrenchment and reallocation decisions. An ad hoc faculty group dealing with issue number one is scheduled to report this spring.

THE LEGISLATIVE SESSION

1983-84 was the year for presenting the University's capital request to the legislature. The Finance and Consultative Committees represented faculty and student interests during the development of the University's request. They met numerous times with Vice President Keller and President Magrath and urged that the strongest possible case be made for longstanding priorities: Electrical Engineering, Animal Science, and Smith and Green Halls. The Finance Committee recommended that the recreational sports facility request be placed in a special category so that it would not be viewed as competitive with academic building requests.

The Consultative Committee also asked for periodic reports from central administration on progress at the state capital, and expressed concern that outside initiatives such as the Supercomputer Institute not compromise the University's own priorities, and that support for new athletic facilities not come at the expense of academic building requests. The faculty's legislative liaison, Professor W. Phillips Shively, reported to FCC on several occasions and worked hard and successfully to secure legislative appropriation of faculty retirement monies withheld during the last round of state retrenchment. This summer both Finance and SCC will be consulting with central administration on the development of the biennial request for 1985-87.

UNIVERSITY FINANCE

The Senate Finance Committee met frequently, usually with Vice President Keller, to offer advice on a wide range of budgetary issues. None was more important or occupied more agenda time than the issue of Graduate School tuition. After a number of sessions with Vice President Keller and Dean Holt, the Finance Committee endorsed the final graduate tuition package, but accompanied it with a resolution calling for increased student aid so that the net increase to graduate students is less than the average increase to other University students, and less than the average graduate cost increases in the major public universities.

RESEARCH

The Senate Committee on Research has agreed to a new University policy for the distribution of indirect cost recovery funds above the fixed \$11.9 million legislative offset. The policy calls for one-third of the monies to be returned to the collegiate units that generated them, with the other two-thirds to be used centrally for the general support of research. The Vice President for Academic Affairs will report annually to the Research Committee on the actual distribution of these funds.

The Research Committee has also spent considerable time formulating a policy for handling allegations of fraud in research. That policy, though still under development, is likely to provide for 1) an initial investigation at the departmental level following the accusation of fraud, 2) a decision by the dean on initiating a collegiate inquiry if the evidence for fraud is strong, 3) a formal University investigation if the charges prove to have merit, and 4) safeguards for the rights of all faculty involved and for the reputation of the University. Working out the details of that policy and a mechanism for its enforcement will be high on the committee's agenda for 1984-85.

PLANNING

With the demise of the President's Planning Council, the Senate Planning Committee, along with the Consultative Committee, has taken on prime responsibility for consulting with central administration on the planning process. The Planning Committee has repeatedly urged that the structure and outcomes of the planning process must be made clear if planning is to retain legitimacy within the University community. In its discussions with the President's planning staff, the Committee emphasized that faculty, students, and the external community would welcome strong leadership statements from the administration concerning the University's goals, objectives, and priorities. These should be made clear in the President's Institutional Planning Statement, now under development. The Committee also recommended that the planning statement should acknowledge the importance of basic as well as applied research, and should emphasize the academic proposals of the Task Force on the Student Experience. The Committee has urged that the schedule of planning be arranged so that collegiate units have sufficient time to develop their priorities with full faculty participation. Together with the Consultative and Library Committees, the Planning Committee has stressed the importance of appointing someone with strong academic credentials to the Vice Presidency for Planning.

TASK FORCES AND SENATE GOVERNANCE

During the past year, SCEP, Finance, Planning, and the Consultative Committee have spent a great deal of time examining and commenting upon the reports of the various administrative task forces appointed to deal with 1) Higher Education and the Economy of the State; 2) Graduate Education and Research; 3) The Undergraduate Experience; 4) Facilitating the Scholarly Activities of the Faculty; 5) Information Processing and Management; 6) The Support and Development of Academic Skills; and 7) The International Character of the University (see below).

The comments on the reports of these committees are far too numerous to list here. Copies of them are available on request from each of the committee chairs. Each of the committees has also expressed to the President its unease over the frequent use of administratively appointed task forces and their implications for the Senate, its committees, and its place in University governance. Not enough attention appears to have been given in recent years to the recommendation of the SCC's Subcommittee on Senate reorganization, unanimously approved by the Senate on May 15, 1980, that specially created subcommittees of the Senate rather than administrative task forces should be used to deal with major problems requiring careful and timely attention, and that lie beyond the capacity of regular Senate committees. Nor has it been clear how the Senate structure should respond to the task force recommendations, that is, which

recommendations are appropriately the objects of administrative decision and which call for Senate action. Discussions are continuing with central administration concerning the best way to sort out the large and complex agenda that has been generated, and to handle such tasks in the future. The President has indicated that his office and the Budget Executive will this summer consolidate the various reports and from them develop a specific set of recommendations for implementation. Those recommendations will go to appropriate Senate committees for their consideration. The Consultative Committee has emphasized that the process must allow sufficient time for full consideration of the proposals, especially before they are worked into the legislative request.

On a related matter, both SCEP and SCC are concerned about the often spotty administrative implementation of Senate policies. This will be a major concern of both committees in 1984-85.

INTERNATIONAL EDUCATION

The Senate Committee on Educational Policy, the Committee on International Education, and the Senate Consultative Committee have all reviewed the recommendations of the President's Task Force on the International Character of the University. The International Education Committee has given broad endorsement to the recommendations. While recognizing the importance of international education to the University, SCEP has questioned a number of the Task Force's specific recommendations and, more generally, has wondered whether international programs should be given a higher priority than others. The SCC has applauded the Task Force's efforts, but has urged that we clarify what we are now doing and how well we are doing it before developing new programs; that we clearly identify what our goals in international education ought to be; and that we be very careful in the recruitment and support of foreign students. SCC has also urged that a number of faculty and students with special competence in international education be added to the original Task Force before it turns its attention to the development of specific programmatic and funding proposals.

INLOADING OF SUMMER SCHOOL AND EXTENSION CLASSES

Both the Educational Policy Committee and Faculty Affairs have examined the issue of inloading. While recognizing the potential benefits of greater flexibility in faculty teaching, a more balanced curriculum across time of day and the calendar year, and increased funding from the legislature, both committees have also pointed out potential difficulties, such as the loss of extra faculty income from summer and evening teaching, possible increases in faculty members' teaching loads, and the involuntary assignment of individuals' teaching responsibilities to evening and summer. Both committees have urged caution in moving toward inloading and have insisted that colleges and departments proceed democratically in determining whether and to what extent they will begin implementation.