



UNIVERSITY OF MINNESOTA
TWIN CITIES

All University Senate Consultative Committee

220 Biological Sciences Center
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Telephone (612)373-3226

FACULTY CONSULTATIVE COMMITTEE
CONVERSATION WITH THE PRESIDENT
September 3, 1981

Chairman Douglas Pratt convened the meeting of the FCC with President Magrath and Vice President Keller at 11:20 a.m. in Morrill Hall Room 300. The other FCC members present were Marcia Eaton, John Howe, Marvin Mattson, Rick Purple, Paul Quie, Donald Spring, and Patricia Swan. Guests were Carol Pazandak, Maureen Smith and Marc Perrusquia.

1. Search for a successor to Lyle French as Vice President for Health Sciences. The hope is that Dr. French will remain in office until a successor is confirmed. Lee Stauffer will chair the search committee. President Magrath believes the position is justified and needed, as he has in years past made clear to the SCC.

President Magrath finds this transition point a good time to reassert that the Vice President for Academic Affairs is in fact the "first among equals." The VPAA, for example, chairs the Budget Executive, and his confirmation is needed on promotion and tenure requests approved by the Vice President for Health Sciences.

John Howe said that while many faculty members do appreciate the structural definitions of the positions, they are also sensitive to the symbolic emphasis of the Health Sciences vice presidency. It is important for faculty to understand that the questions of parallelism have been thoughtfully addressed. SCC and the administration, he advised, need to be in a position to assure the faculty that the questions raised about the position have been considered seriously.

President Magrath pointed out that, for whatever reasons, most research Universities have an analogous position for their health sciences. He added that he of course retains final authority for recommending the budget to the Regents.

Patricia Swan observed that while the present organization with its central

coordination of budgeting and planning has appeared beneficial to people in the Health Sciences, other units lack the benefit of this organizational mode. In many small units deans feel but one among many and relatively isolated from the Vice President for Academic Affairs. They may find it impossible to achieve the kind of contact they need to be most effective on their jobs.

President Magrath stated that although many units can make the argument that having their own vice president would be valuable, he finds the present design and the number of six vice presidents most functional and practical. He is not in favor of creating any other vice presidential position.

The Watson Report (January 1979) found that the University's deans felt their communication was not as effective as it should be. President Magrath believes that the new operating process of developing the planning documents in conjunction with meetings with the Vice President for Academic Affairs has corrected that need reasonably well.

Rick Purple recommended that the President's fall letter to the faculty indicate the consultation that took place over the summer regarding the VPHS position. Marcia Eaton suggested that someone examine the nature of the benefits of this structure to Health Sciences and whether there would be a way of extending them to other units through a possible restructuring of the heavily burdened Office of Academic Affairs. Such a study might be undertaken by the Planning Council.

Vice President Keller said that if one can in fact detect relative advantages between units it means the Budget Executive is not working effectively enough. However, he thinks it is. Budget Executive members are clear as to their roles as central officers. The present set-up should not permit any lobbying advantage internally for any unit.

John Howe said that, given the acceptance of the need for the Health Sciences position, concern focuses on who the final candidates will be. The President emphasized points from his letter to the search committee that the individual chosen be someone with excellent qualifications in the Health Sciences with good human, leadership, and collaborative qualities, and someone desiring to be and capable of being effective on behalf of the University as a whole as well as the Health Sciences.

John Howe asked if it was customary for the chairperson of SCC to meet with a search committee at an early stage; in this case it would be for the purpose of transmitting the concerns that have come to its attention. The President said that it was not customary but would be acceptable.

2. University budget. Doug Pratt said there is a perception that some retrenchment decisions were made over the summer. He asked the President and Vice President to bring the FCC up to date.

President Magrath said that with regard to the shift of the support base for the Minnesota Foundation from non-renewable sources to departments, he and Vice President Keller feel they were remiss in not discussing the change with the Finance Committee and SCC. He distributed copies of his June 10 memo to the deans and provosts which announced the shift of support funding.

The President and Vice President said that otherwise they have not yet taken any new budgetary action, but have sent an alert (not a directive) to deans that some retrenchment appears to be essential. They alerted the deans to exercise caution in the face of the apparent need to recover funds for faculty and civil service pay raises. They have also consulted with the academic deans and sought their arguments on what should and should not be done.

Pat Swan asked how close the University is to defining what people will be able to do and not be able to do. President Magrath believes the University must reallocate for salary increases, and that for 1982-83 the reallocation must be selective. For 1981-82 the University wants to provide something beyond what the state will provide while disturbing general budgets as little as possible. Vice President Keller added that the University has estimated what it needs to set aside to provide adequate faculty salary increases and civil service salary increases as determined by the state, and that estimate is \$6 million.

Doug Pratt pointed out that it is very difficult at this late date for units to make any formula retrenchment. Added to this is a new concern over the state Finance Commission's recent hints at additional retrenchment which calls for caution in the face of an even less certain future.

Rick Purple asked if the University expects to undertake any more land sales. The President said there is little more the University should do here.

Marcia Eaton pointed out that while faculty members want more salary money, other things are also important to them. The way in which any retrenchment program is presented to the faculty will affect how they receive it. She hoped central administration would tell, first, the ways programmatic retrenchment is to occur and second, tell how the University will proceed with requesting a special legislative appropriation to make up for the needed faculty salary increases. Dr. Keller said that a memorandum has just gone out to the faculty

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on the budget approach to the 1980's; he also has a planning conference scheduled with each dean.

President Magrath added that while the administration may regard the salary problem as "bedrock," the University does not have the resources to deal with it internally except symbolically by a small increment.

3. General Counsel for the University - search. The President said that the search is well underway; he hopes to receive the slate of final candidates by mid or late fall. The position is necessary. The University's legal assistance system must be restructured and the University must rely somewhat less on outside counsel. Rick Purple proposed, and the President and Vice President concurred, that the SCC be among the groups interviewing the finalists.

The meeting adjourned at 12:25 p.m.

Meredith Poppele,
Recorder



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August 20, 1981

President C. Peter Magrath
202 Morrill Hall

Dear Peter:

The Faculty Consultative Committee looks forward to its first meeting with you in the new academic year on Thursday, September 3, from 11:15 to 12:15. We would like to discuss two matters which will come up again in the larger meeting with the entire SCC: the search committee for a new Vice President for the Health Sciences, and the administration's recent O&M budgetary retrenchment decisions. Additional items or questions may arise from the faculty in the interim, and we will welcome the opportunity to consider any matters you wish to bring to our attention.

We believe we are required by the open meeting regulation in the revised Senate Constitution to notify the press (Daily and University Relations) of our meeting with you, and we will do so.

Cordially,

Douglas C. Pratt, Chair,
Faculty Consultative Committee

DCP:mbp

Enclosure: list of materials sent to FCC

cc: FCC members