



UNIVERSITY OF MINNESOTA
TWIN CITIES

All University Senate Consultative Committee

220 Biological Sciences Center
1445 Gortner Avenue
St. Paul, Minnesota 55108
Telephone (612)373-3226

MINUTES

FACULTY CONSULTATIVE COMMITTEE AND CONVERSATION WITH THE PRESIDENT Thursday, April 8, 1982

A regular meeting of the Faculty Consultative Committee was convened by Chairman Douglas Pratt at 10:30 a.m. on April 8 in 300 Morrill Hall. Other members present were Bob Brasted, Marcia Eaton, Virginia Fredricks, John Howe, Marv Mattson, Paul Quie, Donald Spring and Patricia Swan. Guests were Professor Wesley Simonton (Library School) and Pam Coyle (Daily).

1. FCC appointments to Senate and Assembly committees.

- ACIA (3 vacancies) FCC recommends that Charles Walcott, whose term does not expire this year, continue as chair. Doug Pratt will try to fill the vacancies from among the following names recommended: Sander Latts (GC) for a second term; Jack Clark (CLA), Norman Dahl (CLA), Eugene Gennaro (CLA), Bob Brasted (IT) and Grace Gray (Vet. Med.).

- All University Honors (1 vacancy). Wayland Noland (IT), named last year by FCC to Honors but immediately prevailed upon by Library Committee to serve Library for an extra year as its chair, will be asked.

- Business and Rules (1 vacancy). Rick Purple.

- Planning (3 vacancies, including one from a coordinate campus). Mario Bognanno (Management) (on SCFA through '84), Gerald Kline (CLA), Mark Brenner (CBS), and Larry Christiansen (UMC) or Eric Klinger (UMM).

2. Program Priorities appeals. Pat Swan reported that the Library School's is the only appeal to have been made so far above the collegiate level.

3. Subcommittee on financial emergency. Marcia Eaton reported that the subcommittee hopes by next week to submit to the FCC a draft document on guidelines for implementing a financial emergency declaration and a statement of safeguards for faculty (which might later serve as a model for a revised Section 15 of the Tenure Code).

CONVERSATION WITH THE PRESIDENT

President Magrath, Vice President Keller, Rick Purple, and Kim Krueger from WMM radio joined the meeting at 11:00 a.m.

1. Faculty salaries. President Magrath said that the April 6 Senate forum gave a clear signal no one seems to favor a further retrenchment for 1982-83.

Central administration sends to the Regents for information at their April 15-16 meeting a draft budget plan; Regents vote on budget plan in June. Central administration is not yet prepared to make a recommendation on the distribution of salary increases.

Pat Swan said the faculty are dismayed but find the proposed course reasonable within the set of awful choices. Virginia Fredricks commented that in talking to faculty after the forum she found agreement that should any retrenchment be necessary during the next biennium, it would need to be announced early enough not to catch people unawares after they had made hiring commitments, particularly for T.A.'s.

Forum participants evidenced strong interest in development of a long-range policy on salaries. There was discussion in the FCC meeting of what kind of detail would be useful in a plan for improving faculty salaries over the next five years or so, as has been recommended by Robert Holt and others. President Magrath asked what aspects beyond the legislative request component ought to be in the plan. The Budget Executive should be informed by the plan as it works up the legislative request this summer. SCFA presumably will produce a plan, but that plan will generate the question of means to achieve the stated goals. President Magrath asked for a strong, credible policy for the Regents' consideration. No one will disagree on the principles of salary improvement, he said, but a plan for "packaging and tactics" will be helpful to all who have to sell it.

In response to Virginia Fredricks' question on the University's ability to maintain the higher base (6.5% after a 2-month delay in starting the raise), the President and Vice President replied that already-planned budget cuts will provide sufficient reserve to meet the raised base whatever the legislature does. The President said that ultimately the policy on University faculty salaries has to be a state decision.

Donald Spring reported that the Morris campus sentiment is unanimously against retrenchment, believing the recent cuts to have been catastrophic.

There was some question as to whether every faculty member was eligible for recent across-the-board increases (yes) and whether all had gotten them. The President would appreciate a letter documenting any case of misunderstanding or uncertainty. There may have been instances of confusion on the portion of money available for mandated pay increases to T.A.'s.

Merit principle. Rick Purple stated that he was worried about the erosion of this principle in salary distribution practices, and called it an important tool in personnel management. Donald Spring commented that he hopes across-the-board awards at a unit like Morris where the salary average is lower will be a percentage increase and not a dollar increase.

It was agreed there is no actual outside control on how a unit distributes money allotted for increases. Purple argued that it would be worth risking an uproar to establish the principle that merit will be recognized through increases because the University of Minnesota is a high quality institution, and that no across-the-board increases, or very minimal ones, will be given. President Magrath stated that while he believes very much in the merit system, he can still

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argue that everyone receive at least a token increase. The number of genuinely unproductive faculty is very small. The meritorious faculty are, by and large, paid better than their colleagues, he said.

President Magrath said the administration expects to receive the proposal for a long-range faculty salary policy from Faculty Affairs, along with whatever comments the Faculty Consultative Committee wants to append.

The conversation concluded at 12:30 p.m.

Meredith Poppele,
SCC Secretary



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April 2, 1982

President C. Peter Magrath
202 Morrill Hall

Dear Peter:

At the Faculty Consultative Committee's April 8 meeting with you (11:00 a.m.), we would like to continue our discussion with you of faculty salaries for 1982-83, in the light of points which will have been made at the April 6 forum.

As usual we welcome hearing from you regarding important concerns that you would like to share with us.

Cordially,

A handwritten signature in cursive script, appearing to read 'Doug'.

Douglas C. Pratt, Chair,
Senate Consultative Committee

DCP:mbp

cc: V. P. Keller
V. P. Hasselmo