



UNIVERSITY OF MINNESOTA

University Senate Consultative Committee
164 Food Science and Nutrition
1334 Eckles Avenue
St. Paul, Minnesota 55108
Telephone (612)373-3226

DRAFT
MINUTES
FACULTY CONSULTATIVE COMMITTEE
September 30, 1982

12:30-1:00

Faculty members present: Virginia Fredricks, Phyllis Freier, Marv Mattson, W. D. Spring, Burt Sundquist, Pat Swan (Chair), John Turner.

Guests: Ronald Bonaguidi, Anne Hunt, Dawn Hull, Rick Linden, Dennis Kronebusch, Barry Hogen, Vernis Ziegelmann, Maureen Smith.

1. Agenda. Item 4, relating to the Humphrey Institute, was dropped. A resolution to be presented by John Turner was added.
2. Planning Committee nomination. The FCC discussed whether to ask a veteran to serve for one year, or to ask a younger member who might be rather new to University planning to serve, with the intention of appointing him or her next year for a three-year term. The FCC settled on the second approach and nominated Michael Root, Philosophy.
3. Faculty Workload Task Force nominations. Pat Swan recommended that the faculty named should be familiar with looking at data. A number of names from diverse units of the University were proposed. Pat Swan will ask for equal numbers of faculty as administrators on the task force and be guided by the FCC's discussion in requesting individuals to serve.
3. Committee on Charitable Drives. Pat Swan explained that in January 1983 the Cooperating Fund, a relatively new umbrella agency, will conduct a drive on campus. A small committee is being formed, the recommended composition of which will be two faculty members (one each from Faculty Concerns and Social Concerns committees), two civil service employees, and one administrative officer. The committee's task will be to become acquainted with the Cooperating Fund, to study the January campaign and see whether there are any problems with it, and to make a recommendation to the civil service and to the faculty as to whether in future years the Cooperating Fund should be included in the fall Consolidated Fund drive.

Pat Swan proposed the FCC ask the Faculty Affairs and the Social Concerns Committees to vote on the recommendation from the ad hoc committee. The Civil Service Committee would also vote on the recommendation. The FCC would then take a motion on the question to the May 5 Senate meeting. FCC approved the plan. Swan will report the names from SCFA and Social Concerns when they are known.

4. Resolution regarding the principles of excellence, merit and equity in reference to methods of determining faculty salaries.

Professor Turner distributed copies of a resolution which he had previously read by telephone to each FCC member present. Virginia Fredricks moved and John Turner seconded adoption of the resolution as submitted. Donald Spring proposed substitution of the word 'norms' for 'schedules' in the three places where the phrase 'salary schedules' appeared. The substitution was accepted as a friendly amendment. The motion carried unanimously. (Note: Professor John Howe was unable to attend the meeting. He had heard the resolution before the meeting and asked to be recorded as favoring its adoption.)

John Turner moved the FCC forward the resolution, with the indication that it had been passed by a unanimous vote of the meeting, to the twelve Regents of the University, the President, and the Academic Vice President. The motion carried without dissent.

The FCC also will send a copy to the Senate Committee on Faculty Affairs, via its chairman, George Sell. Pat Swan will meet with President Magrath on October 6 and will reemphasize the arguments of the resolution.

The FCC meeting adjourned at 1:00 p.m.

Meredith Poppele,
SCC Exec. Ass't.



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Report of the Chair to the Faculty Consultative Committee
for September 30, 1982 meeting

1. Planning Committee dilemma. Joseph Galaskiewicz (Sociology) has just been appointed to the committee; his term will end in 1985. We need to find a one-year replacement for him. We could decide to ask for one year a veteran with lots of experience, or we could decide that the new person would continue beyond one year, in which case we would want to find a strong member but not necessarily someone with a lot of experience in planning. People suggested so far are:

Ron Akehurst (French and Italian)
Michael Root (Philosophy)

Other possibilities might include

Martin Snoke (Psychoeducational Studies)
Shirley Clark (Education, Sociology)
Janet Spector (Anthropology, Women's Studies)
Jack Merwin (Education).

2. Faculty Workload Task Force. Probably we only need to name three faculty members to the task force--people who have had some experience with this issue and in working with such data. The task force probably won't meet a lot but good counsel is what we want. The following suggestions have been received to date:

Victor Bloomfield (Head, Biochemistry - College of Biological Sciences)
John Howe (What about it, John?)
Ted Davis (Head, Chemical Engineering)
Bill Hartup (CLA, Child Development)
John Clark (Sociology).

3. Charitable Committee. (Twin Cities Faculty Assembly Steering Committee business). In January the Cooperating Fund will be conducting a drive for contributors among Twin Cities campus faculty and civil service. The Assembly will then be asked to consider whether or not the Cooperating Fund should become part of the annual fall Consolidated Fund drive. To help us decide, a committee formed jointly among the faculty, the civil service and the administration will review the experience in January and make a recommendation to the Assembly Committee on Faculty Affairs and the Assembly Committee on Social Concerns. These committees will bring the matter to the Twin Cities Campus Assembly.

I believe we should appoint one faculty member from Faculty Affairs and one faculty member from Social Concerns to serve on the joint committee. I will have suggestions at the meeting. The administrative member will be Jean Parmalee of the Minnesota Foundation.

4. Humphrey Institute. I interpret Bradford's request to meet with the SCC as a request for a hearing and perhaps a self-justification. I believe it would be dangerous for us to open up SCC for individual faculty grievances. Therefore my recommendation is that we do not invite Professor Bradford to address our committee and that we remind him again that we did not discuss his personal situation to any extent in the SCC but rather dealt with the need for policy development in the Humphrey Institute for Public Affairs.

However, after reading the material Bradford sent, I believe we need to register clearly our concern for the principle of academic freedom in such matters and to urge even more strongly the Vice President for Academic Affairs to assure that the Institute establish policy with regard to the awarding of research grants from its funds and with regard to Institute publications. I propose we write a letter to this effect. Perhaps we could send a copy of this letter to Bradford??

5. Faculty named to the University-industry relationships task force:

Doug Pratt (SCC; Head, Botany)

Eugene Allen (Research Comm.; Animal Science and Food Science & Nutrition)

Ellen Berscheid (Faculty Affairs Comm.; Psychology)

Perry Blackshear (Research Comm.; Mechanical Engineering)

Robert Holt (Chr., Political Science)

Dennis Watson (Head, Microbiology).

Circ 5ce 10/21



UNIVERSITY OF MINNESOTA
DULUTH

Office of the Dean

College of Letters and Science
108 Mathematics-Geology Building
Duluth, Minnesota 55812
(218) 726-7201

11 October 82

Patricia B. Swan, Chair
University Senate and Faculty
Consultative Committees
Food Science and Nutrition
University of Minnesota
1334 Eckles Avenue
St. Paul MN 55108

Dear Pat:

Thanks for your letter of 6 October. As I mentioned in our brief "happy hour" when you were here, more communication and the spirit of good communication are necessary between the UMD faculty and both Morrill Hall and the TC faculty. My way of assisting has been to invite TC faculty to present seminars here and to encourage UMD faculty to reciprocate. (A small step in the right direction.)

There is no doubt in my mind that any major university must be totally committed to a merit system. The rhetoric espoused by UEA could easily be considered a basis for GC claims for salary parity with the Medical School. The Faculty Senate Consultative Committee resolution of 30 September embodies the traditions of the highest quality universities. But, as you state, in the heat of confrontation the reaction of many Duluth faculty members was, "It is none of their business." The 30 October letter from leading members of the TC faculty to the Board of Regents drew even more fire from the beleaguered UMD faculty.

I believe the Regents have acted in the best interests of the institution and have also acted wisely in offering salary increases averaging 11 percent and 7 percent (base). If accepted this would give UEA a symbolic victory. I believe the Regents (and Morrill Hall) should have done more to stress the principle that in a truly merit system it really doesn't matter what campus you are on. There will be a reasonable "equity" based on the perceived competitive merit. Faculty "stars" in Duluth who would rank high if "transferred" to corresponding TC departments should draw commensurate salaries. And they do.

Back to communication. My ten years on the TC campus (with my continuing active role as a professor in the Center for Ancient Studies) combined with my seven years here gives me a unique perspective on such items as campus missions, quality, intercampus communication and so forth. I would be happy to share my views with your committee if there is a desire on your part to hear them.

P.B. Swan
11 October 82
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I applaud your concern for the serious problems that have arisen with the move to collective bargaining by only a fraction of the University faculty. The Regents were correct in opposing in court the fractionation of the faculty. There should be only one faculty not four. Splitting the faculty can only be divisive.

A large part of the unhappiness we all feel stems from our collective loss of 20 percent of our purchasing power relative to many other professional and nonprofessional groups. You are right in suggesting that the central question is money needs (funding). The attendant question is priorities. I believe your committee can make its greatest contribution by assisting the administration with the planning process and in making the hard decisions on priorities.

Cordially,



George Rapp, Jr.
Dean and
Professor of Geology and Archaeology

GRRjr:vw



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October 6, 1982

George Rapp, Jr., Dean,
College of Letters and Science
108 Mathematics-Geology Building
University of Minnesota
Duluth, Minnesota 55812

Dear Rip:

Communication at best is difficult. In the heat of confrontation it is close to impossible. The University Senate Faculty Consultative Committee has entered the conversation on Duluth salaries by passing the attached resolution.

We hope it is clear as to the principles and practices which we believe should govern faculty salaries. We do not believe that geographical differences are germane--only differences in the nature and quality of the work being done should be considered. Thus, we in no way want to be "anti-Duluth" but rather we believe that Duluth, like us, should be governed by principles that encourage excellence in the tasks we set for ourselves. We are convinced that the Regents should not compromise those principles.

I'm sorry that confrontation seems to be the way we have to go. The faculty down here and on other campuses did not desire to enter the conversation between Duluth faculty and the administration until it appeared that the Duluth faculty was demanding compromise on principles. Then, we felt we could not be silent.

I hope that all of this has not completely disrupted your own work!

Regards,

Patricia B. Swan, Chair,
University Senate and Faculty
Consultative Committees

PBS:mbp

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October 6, 1982

To: Honorable Charles H. Casey
Honorable William B. Dosland
Honorable Willis K. Drake
Honorable Erwin L. Goldfine
Honorable Lauris Krenik
Honorable David M. Lebedoff
Honorable Verne Long
Honorable Charles F. McGuiggan
Honorable Wenda W. Moore
Honorable David K. Roe
Honorable Mary T. Schertler
Honorable Michael W. Unger

From: Faculty Consultative Committee

Because we have strong concerns about the issues involved, we wish the Regents to know exactly who were the professors who voted for the attached resolution, which you received in the mail.

Voting for the resolution were:

Professor M. Virginia Fredricks, College of Liberal Arts
Professor Phyllis Freier, Institute of Technology
Professor John Howe, College of Liberal Arts
Professor Marvin Mattson, University of Minnesota, Crookston
Professor Douglas C. Pratt, College of Biological Sciences
Professor Wesley B. Sundquist, College of Agriculture
Professor W. Donald Spring, University of Minnesota, Morris
Professor Patricia B. Swan, Colleges of Agriculture and Home Economics
Regents Professor John Turner, College of Liberal Arts

Professor Paul Quie was out of the country and unable to participate.

Resolution passed unanimously on September 30, 1982, by the University Faculty Senate Consultative Committee:

In the belief that--

- * Standards of excellence and merit should be applied to individual faculty members, regardless of geographic location or unit membership.
- * The principle of equity is also fundamental to a just schedule of remuneration, and such equity requires that individual faculty members who make equal contributions to research and teaching should, at least in the long run, receive equal compensation.
- * If the University of Minnesota is to maintain its standing as one of the great universities in the nation, the principles applied in faculty remuneration must remain sensitive to market forces. Indeed, the salary norms on all of the University campuses must be responsive to the actual competitive pressures that are placed upon the institution so that the best research and teaching talent can be attracted and retained.
- * The institutions considered to be peers for salary comparisons must be governed to a commanding extent by nationally-set norms. The best standards are those established by the American Council on Education and the American Association of University Professors. These organizations have set up, on the basis of mission and role, the peer-group institutions with which the coordinate campuses and the Twin Cities campus are, respectively, comparable. The well-being of the University requires that the institution follow the nationally-established norms, rather than permitting an individual campus to create its own classificatory standards.
- * Equalization of faculty salary norms by an arbitrary, riveted formula based on category will lead to the unwarranted dissipation of resources which will reduce the capability of the entire University to respond to its mission, including especially its graduate training and research functions.
- * Reward on the basis of merit and equity -- so essential to the strength of the University -- is such a crucial principle that it should never be left to the decision of an outside arbitrator who, according to customary practice, will be inclined to compromise on the issue.

Therefore we strongly urge the Members of the Board of Regents and the President of the University to continue to resist the equalization of salary norms and to stand by their decision not to submit the issue to binding arbitration.



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September 30, 1982

President C. Peter Magrath
202 Morrill Hall
Minneapolis Campus

Dear Peter:

At our meeting of September 30 the Faculty Consultative Committee passed unanimously the following resolution:

In the belief that --

- * Standards of excellence and merit should be applied to individual faculty members, regardless of geographic location or unit membership.
- * The principle of equity is also fundamental to a just schedule of remuneration, and such equity requires that individual faculty members who make equal contributions to research and teaching should, at least in the long run, receive equal compensation.
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C. Peter Magrath
September 30, 1980
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- * Equalization of faculty salary norms by an arbitrary, riveted formula based on category will lead to the unwarranted dissipation of resources which will reduce the capability of the entire University to respond to its mission, including especially its graduate training and research functions.
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Therefore, we strongly urge the Members of the Board of Regents and the President of the University to continue to resist the equalization of salary norms and to stand by their decision not to submit the issue to binding arbitration.

As you can imagine, we have been discussing the issues touched upon in our resolution over the past several days. We have very strong concerns about the issues raised by the Duluth/Waseca faculty union. I look forward to discussing this matter with you when we meet on Wednesday.

Sincerely,



Patricia B. Swan, Chair,
Faculty Consultative Committee

PBS:mbp

cc: Kenneth Keller