



UNIVERSITY OF MINNESOTA

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

FACULTY CONSULTATIVE COMMITTEE
MEETING AND
DISCUSSION WITH THE PRESIDENT

January 19, 1984
10:15 - 12:30
300 Morrill Hall

AGENDA

1. Minutes of January 5 (to be sent later).
2. Report of the Chair.
3. Presidential Review. (Report from John Howe on conversation with Professor Kaufmann, and plans for faculty participation).
4. Tenure Code. (Discussion of the revised draft, plans for Faculty Senate meetings, and future discussions with the Regents). (Code being mailed separately.)
5. Report of the Nominating Committee for Committee on Committees.
6. Discussion with the President.



UNIVERSITY OF MINNESOTA

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

FACULTY CONSULTATIVE COMMITTEE
MINUTES

January 19, 1984
300 Morrill Hall
10:15 - 11:10

Members present: Virginia Fredricks, Phyllis Freier, John Howe (Chr.), Marvin Mattson, Jack Merwin, Irwin Rubenstein, Donald Spring, Deon Stuthman, John Turner.

Guests: Maureen Smith, John Hughes.

1. Report of the Chair. Professor Howe.

A. The Report of the Committee on Facilitating the Scholarly Activity of the Faculty has been published. Professor Merwin, who chaired the committee, noted that the report was addressed to the Faculty Affairs Committee which had been designated the contact committee. He expressed appreciation for FCC's help in securing Senate funding to pay for the survey. Professor Merwin noted that for all but one of its recommendations the committee identifies a likely group to address the suggestion.

B. The King case. The Regents rescinded their December action, held an immediate hearing, and reached the outcome of dismissing Professor King.

Professor Spring urged that Regents' procedures require that if there is ever a likelihood of the Regents not abiding by the President's recommendation on a personnel matter the business be held over to a second meeting.

C. Senate Committee on Faculty Affairs agenda.

- Subcommittee studying the all-merit salary increase distribution will report to SCFA during the spring;
- Inloading (re faculty compensation and workload);
- University contributions to retirement funds of faculty on leave without pay;
- University hospitals participation in Aware;
- the cap on disability payments.

D. Faculty legislative liaison. Professor Shively will represent the faculty at the February 20 capital request hearing. FCC will arrange to meet with him before that occasion.

2. Report on naming a nominating committee for Committee on Committees (Assembly approval required). (Professors Fredricks, Merwin, Stuthman).

Bruce Overmier (CLA) to chair
V. Elving Anderson (CBS)
John Taborn (CLA)
Bill Hartup (Ed.)
Joanne Eicher (Home Ec.)

Back-ups: Marcia Eaton (CLA)
Don Browne (CLA)
Matt Tirrell (IT)
Eleanor Fenton (CEE)

FCC approved the lists and authorized Professor Howe to meet with the nominating committee to discuss the importance of their task.

3. Tenure Code.

First Faculty Senate meeting postponed to February 9. Professor Howe reported that, following the successful efforts of the committees involved to have the revisions to the draft prepared promptly, a foul-up occurred in the mailing of the code to the faculty. Consequently it may not now be possible to complete the business in winter quarter as the key committees had hoped and intended.

Rules. Professor Howe reported on the meeting of Professors Howe, Bognanno, Morrison, Purple, and Turner to set the rules, which will hold close to the general house rules for the Faculty Senate.

- The proposer of an amendment and the responder will each be allowed six minutes; each subsequent speaker, two minutes.
- Amendments are to be submitted to the Senate office no later than 48 hours before a Faculty Senate meeting to give the Tenure Committee time to reflect on the content. Motions from the floor will be discouraged.
- The succession of Faculty Senate meetings should be viewed as one continuous session. The code will be attended to section by section. If the first meeting covers Sections I-VIII, and the second Sections IX-XV, returning to any earlier sections will be permitted at the third meeting.

FCC recommendations:

- Minnesota Daily notice should include prominent mention of the sections to be addressed at the upcoming meeting.
- Someone must resolve how and when the Senate will deal with the AAUP resolution favoring retention of the 1945 code.
- Daily notice should state explicitly that any faculty member may propose an amendment and may speak in the Senate. (Notice of 1/19 does not do so.)
- Faculty need to see proposed amendments before they arrive at the meeting at which they will vote on them. Deadline should be earlier; amendments should be printed in the Daily and communicated to the coordinate campuses in advance of each meeting.
- Professors Morrison, Howe, and Purple should be free to break into the proceedings to set straight any misunderstandings that are voiced.

The FCC meeting adjourned at 11:10 to reconvene immediately for the conversation with the President.

Meredith Poppele, Recorder



UNIVERSITY OF MINNESOTA

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

MINUTES
FACULTY CONSULTATIVE COMMITTEE DISCUSSION WITH THE PRESIDENT
January 19, 1984
300 Morrill Hall
11:10 - 12:50

Participants: President Magrath, Vice Presidents Keller and Vanselow, Professors Fredricks, Freier, Howe (Chr.), Mattson, Merwin, Rubenstein, Spring, Stuthman, Turner.

Guests: John Hughes, Maureen Smith.

1. Vice President for Planning and Academic Support Activities.

(This item was moved from the SCC to the FCC agenda because the president would be unable to attend today's SCC meeting.)

The Regents have raised several questions to the president, he reported, including whether attention would be diverted from the planning function by housing some academic units in this office. The president will send Regents information regarding especially the organizational structure. President Magrath told FCC the position would be pretty much as outlined in his January 12 letter to Professor Howe.

Professors Freier and Turner each voiced their concerns that the position as presently defined will not get strong applicants. The President pointed out that the position as previously defined included even more non-academic elements, and yet the University got top-drawer prospects and officers for it. He called the proposed contents important; Vice President Keller noted International Education as especially important. President Magrath said the functions of this vice president will be integrally linked with those of the other vice presidents. He said he sees a 10% open factor for a "minister without portfolio" aspect to the position.

FCC members proposed two areas for strengthening the position: official inclusion of the planning vice president in the Budget Executive, and the addition to the portfolio of a major academic unit.

A. Budget Executive composition.

Professor Merwin asked whether the omission of mention of the Budget Executive from the position description means a change is intended. Not necessarily, said Drs. Magrath and Keller. Vice President Keller said we think we are evolving in the Budget Executive to a very good way of involving all the vice presidents. The Budget Executive arrives at its decisions by consensus and does not take votes, he added.

The Vice President for Academic Affairs chairs the Budget Executive and sets its agenda, the President told FCC, and the vice president's office takes and distributes the meeting minutes.

Vice President Keller recommended that SCC or FCC discuss the Budget Executive with him at a future meeting.

Professor Merwin noted that because planning decisions can only be implemented through the Budget Executive, that is where the action takes place. Professor Stuthman said that whether or not the planning vice president would sit on the Budget Executive is germane to the search. He would prefer that the Consultative Committee discuss the Budget Executive with Vice President Keller before the position description is published.

Professor Mattson stressed the budget-planning link. Vice President Keller said the Budget Executive has to be sensitive to the planning effort. The planning vice president, he said, can be de jure on the Budget Executive. There are some reasons why that may not be the best arrangement but, he said, he could agree to it.

Adding another academic unit to the planning vice president's portfolio.

Professor Turner asked if the new vice president's list of responsibilities could be made more substantive by adding a unit such as University Libraries.

Vice President Keller told FCC he did not feel strongly about this question. When it was suggested earlier that the libraries be in the new portfolio, the libraries argued against the change, he reported, saying:

- the normal reporting route of university libraries in the U.S. is to the academic affairs office;
- locating them elsewhere would increase the perception that the libraries are not an academic unit;
- the libraries belong in Academic Affairs because they are such a major budgeting unit.

The Vice President suggested FCC seek the advice of the Senate Library Committee. We can make a decision regarding whether or not to include the libraries under the new vice presidency, he added.

Professor Turner told the meeting that, from an institutional point of view, the library needs some improvement, especially in automation. Moving the library's administrative location could be an opportunity to strengthen it, for Academic Affairs has too heavy a load.

Conclusions.

The President told FCC he would like to send his letter to the search committee, defining the main components of the position, within two to three weeks. Professor Phil Shively has agreed to chair this internal search. Not every part of the position would have to be settled immediately. He hopes the new vice president can begin to serve by July 1.

Professor Howe noted that FCC was discussing the structure of the President's administration, which is the President's prerogative.

President Magrath told FCC that he was prepared to say that if FCC concludes it is important in terms of perception that the administration specify the planning vice president will be included in the Budget Executive, it can be done. We cannot make a decision yet regarding the library.

2. Supercomputers and University Research Policies.

Professor Howe explained that a January 9 Daily story suggesting a potential conflict between the University's policy prohibiting secret research and the realities of supercomputing needed public clarification.

Professor Magrath said the University's research and supercomputing are compatible and enhance each other. He was baffled by the comments in the article that supercomputing could lead to secret research, and could not understand the genesis of the story. He reiterated his complete opposition to secret research. The question has never come up in any of the University's discussions regarding supercomputing or anything else. Vice President Keller said the story appeared to be a total construct.

Communicating with the University about supercomputing.

Professor Turner said he favors the move to supercomputing and thinks it is being planned properly. He suggested even more communication on the topic. He thinks there remains a lot of misunderstanding on supercomputing within IT, with many people thinking they haven't been consulted.

Vice President Keller said he would continue to work to try to get out information. Last year he asked Peter Patton (then director of the University Computer Center) to meet with the computer directors in all units of the University. Much of what we have decided is based upon the conversations Dr. Patton reported to me, he added. Dr. Keller said that a letter to the faculty, similar to what he reported to the Regents, and which recounts what consulting took place, might be useful. He noted that in two open-agenda two-hour meetings between the President and Vice President and the Electrical Engineering faculty, supercomputing was not brought up.

President Magrath told FCC that, subject to acting dean Murthy's agreement, he would be happy to arrange with Vice President Keller for an open forum with IT. Professor Stuthman asked that a forum be open to anyone since supercomputing will affect many parts of the University.

Vice President Keller noted that so far this year the faculty rate of supercomputing is double that of last year, confirming his assumption that the more financial support for such use there is, the more use there will be.

3. Private fundraising. Status of new initiatives.

(The reference document was President Magrath's April 4, 1983 letter to deans and selected others, which he copied to the FCC at that time.)

President Magrath told FCC the University's fundraising efforts have changed a lot. The deans generally approved our undertaking fundraising, not at the expense of our already targeted areas, to maximize discretionary resources

for units such as the arts and humanities. A committee of deans was assembled. We have had some reasonable success and have concluded that we must do a much better job of approaching University alumni. They are a major target to be exploited. The percentage of alumni contributing has increased from 7 or 8% to 12% in recent years, but the proportion is still modest in comparison to private universities and some of the public universities.

He told FCC that Vice President Lilly continues to feel very strongly about this initiative, and that in filling the Robert Odegard position (Associate Vice President for Alumni and Development, and Vice President and Executive Director of the U. of M. Foundation) the University will look for a person who will undertake the solicitation of alumni. However, we would not undo the existing efforts in the unit and coordinate campus development offices. There will also continue to be some targeted efforts for features such as the University art gallery.

The President said he would be glad to report back and discuss progress with FCC in a few months.

4. University salary structure: Comparisons among the state university system, the Twin Cities model group, and Duluth "equalized."

The reference data were taken from a November 30 letter of Professor Edward Ney, who in turn had gotten them from a September 30 letter of Vice President Keller.

Dr. Keller told FCC that interpretations from these data can be inaccurate, particularly because faculty in the Twin Cities campuses spend much less time in the lower ranks than the comparison units in these tables. It is necessary to control for time in rank.

The greatest number of Twin Cities campus faculty are full professors. The average Twin Cities faculty salary is significantly higher than that of the other campuses.

Vice President Keller provided additional data on rank by rank comparisons of Minnesota with its peers in the Big Ten and in all AAU universities. For full professors, U of M average salaries are

100% of the Big Ten average,
101.7% of the AAU average.

For associate professors

97.6% of the Big Ten average;

For assistant professors

96.8% of the Big Ten average.

This year the University of Minnesota is below the median in most categories. UMD stands relatively high in its comparison group of IIA institutions.

President Magrath told FCC there are some discrete problems of maintaining equity at UMM and UMC and that some units on the Twin Cities campus have serious salary shortfalls. However, just having smaller settlements at UMW and UMD would not answer our faculty salary needs. Vice President Keller said there should be no seeking to disadvantage someone else, but rather to treat everyone fairly

and appropriately.

Professor Spring reported that the Morris campus faculty do not have data on their peer group comparisons. Vice President Keller volunteered to share with Professor Spring the administration's data for last year and this year.

Professor Rubenstein stated that the marginal cost of being above average is more than offset by having a faculty that is above average.

Professor Mattson inquired as to the meaning of articles in the northern Minnesota press regarding administrative changes advocated for at least the Duluth campus. President Magrath reported that public accounts indicate a UMD professor has declared that since the University administration will not agree to binding arbitration (but, the President noted, want to continue collective bargaining talks), authority changes will be sought both in the legislature and before the Andersen Commission concerning the relationship of the University president to the coordinate campuses.

Professor Turner spoke on faculty salaries remaining the University's top priority. Even though money for different University uses comes from different pots (funds for University hospitals, athletic facilities, and so on), legislators tend to lump them together and conclude the University has gotten a lot. In the same year the University sought the biggest ever salary increase (32% over the biennium) it also sought the biggest capital request, that for the hospitals.

But, President Magrath reminded the FCC, the University only sought use of the state's borrowing authority. No state capital money was sought for the hospitals. Still, said Professor Turner, legislators said they got the most University contacts promoting the Hospitals project. Several FCC members recalled public misperception on that matter.

Professor Turner asked that the University continue the little momentum on faculty salary improvement it got going last year with the combined efforts of central administration and the Faculty Association. It is serious and important to the faculty. We need to balance our prospective new athletic image with an academic image, he concluded.

The meeting was adjourned at 12:50.

Meredith Poppele,
recorder



UNIVERSITY OF MINNESOTA

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

January 16, 1984

President C. Peter Magrath
202 Morrill Hall

re: January 19 meeting with the
Faculty Consultative Committee

Dear Peter:

We have identified several issues that we would like to discuss with you when you meet with the FCC on January 19.

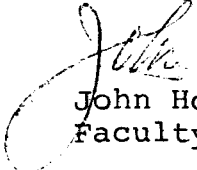
At the Senate meeting of November 17, Professors Ney and Hobbie presented salary data comparing the various University campuses and the state university system. We would like to explore those data and their implications with you.

A report in the Daily, dated January 9, 1984, raised questions about the possible implications of supercomputing at the University for our research policies. I have attached a copy of that article for your reference. We would appreciate clarification on the matter.

Finally we recall a letter from you to Deans and Selected Others, dated last April 4, in which you discussed new dimensions in private fund raising for the University. They sounded very promising. We wonder whether anything has transpired?

As always, we request your initiatives in bringing important items of University business before us.

Sincerely yours,


John Howe, Chairperson,
Faculty Consultative Committee

CC: Faculty Consultative Committee
Vice President Kenneth Keller
Vice President Neal Vanselow

Enc.



UNIVERSITY OF MINNESOTA
TWIN CITIES

Department of Economics
1035 Management and Economics
271 19th Avenue South
Minneapolis, Minnesota 55455

27 March 1984

Vice President Kenneth Keller
Office of Vice President for
Academic Affairs
213 Morrill Hall

Dear ~~Vice President~~ ^{Ken} Keller:

Because of time pressure, the Senate Library Committee has charged me to report its sentiments following your presentation at Monday's meeting, 26 March 1984. While I have not had an opportunity to canvas the entire committee to elicit its approval of this letter, I have consulted closely with key members of the committee and believe that the following correctly summarizes the opinion of its members.

It is the opinion of the Senate Library Committee that the proposed transfer of administrative responsibility for University Libraries from the Office of the Vice President for Academic Affairs to the new Office of the Vice President for Planning and Support Services, as currently defined, is ill-advised both in substance and procedure.

Following our meeting, we have grave misgivings that the University Libraries would not receive adequate attention within a vice presidency where it would be second in priority to the Office of International Programs. The shift appears merely an administrative expediency.

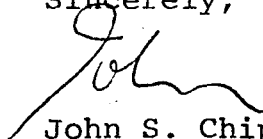
The committee also feels that the current search for the Vice President for Planning in which administrative responsibility for the University Libraries is advertised as an ambiguous possibility is not guaranteed to produce a set of candidates interested in the long term development of the libraries.

Consequently, the Senate Library Committee recommends that for the time being the University Libraries should continue to report to the Office of the Vice President for Academic Affairs and that the current notices for the position of Vice President for Planning should be amended to remove the University Libraries from the proposed list of support units. This recommendation should not be construed,

./2
Vice President Kenneth Keller

however, as an indication that this committee would not be interested in pursuing the possibility of some other appropriate reassignment of the University Libraries, including a joinder with the Computer Center and other related information activities into an expanded vice presidency for planning and academic support services or into a free-standing vice presidency for information resources.

Sincerely,



John S. Chipman
Chair, Senate Library Committee

JSC:me

cc. Members of the Senate Library Committee
Members of the Consultative Committee

COMPARATIVE SALARY DATA

| Rank | State Univ. System Est 6/30/83 | Twin Cities Model Group 1982-83 | Duluth "Equalized" |
|---------------------|--------------------------------------|---------------------------------------|-----------------------|
| Professor | 35,935 | 37,961 | 36,430 |
| Associate Professor | 30,122 | 27,255 | 28,180 |
| Assistant Professor | 23,844 | 22,634 | 23,542 |
| Instructor | 17,532 | 22,258 | 21,592 |

Salaries with respect to the Twin Cities for the State University System and Duluth are given in percentage in the following table.

| Rank | State Univ. System | Duluth |
|---------------------|-----------------------|--------|
| Professor | 94.7% | 96.0% |
| Associate Professor | 110.5 | 103.4 |
| Assistant Professor | 105.3 | 104.0 |
| Instructor | 78.0 | 97.0 |
| Average | 97.1 | 100.1 |



UNIVERSITY OF MINNESOTA
TWIN CITIES

Department of Astronomy
School of Physics and Astronomy
116 Church Street S.E.
Minneapolis, Minnesota 55455
(612) 373-3751

November 30, 1983

The Honorable Rudy Perpich
Governor of Minnesota
130 State Capitol
St. Paul, Minnesota 55155

Dear Governor Perpich:

The Minnesota Daily of Wednesday, November 23, 1983, quoted you as saying, "UMD (faculty members) are getting screwed as far as salary (is concerned). Either treat them fairly or spin them off."

There may be cogent reasons to "spin off" Duluth, but salary is not one of them. Where did you get your facts?

I have a letter from Vice President Keller written September 30, 1983, which gives the following figures for the State University System, UMD, and the Twin Cities.

| Rank | State Univ. System Est 6/30/83 | Twin Cities Model Group 1982-83 | Duluth "Equalized" |
|---------------------|--------------------------------------|---------------------------------------|-----------------------|
| Professor | 35,935 | 37,961 | 36,430 |
| Associate Professor | 30,122 | 27,255 | 28,180 |
| Assistant Professor | 23,844 | 22,634 | 23,542 |
| Instructor | 17,532 | 22,258 | 21,592 |

Salaries with respect to the Twin Cities for the State University System and Duluth are given in percentage in the following table.

| Rank | State Univ. System | Duluth |
|---------------------|-----------------------|--------|
| Professor | 94.7% | 96.0% |
| Associate Professor | 110.5 | 103.4 |
| Assistant Professor | 105.3 | 104.0 |
| Instructor | 78.0 | 97.0 |
| Average | 97.1 | 100.1 |

The conclusion I draw is that the salaries at Duluth and in the State University System have been more than equalized. They are too high with respect to the Twin Cities salaries.

I remind you of two differences which favor higher salaries on the Twin Cities campus.

- 1) The University of Minnesota is in competition with "flagship universities" in other states. We are hard pressed to acquire the outstanding staff members needed to maintain or improve our position. One measure of perceived quality is the number of faculty members who are academicians.

Election to the National Academies is the highest honor (next to the Nobel Prizes and the National Medal of Science) which can be achieved in academe. The table gives the number of members in Minnesota and our surrounding states.

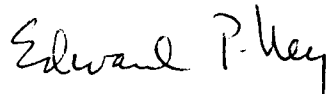
| | Members of the NAS | Members of the NAE | Total |
|--------------|-----------------------|-----------------------|-------|
| Minnesota | 14 | 14 | 28 |
| Wisconsin | 41 | 9 | 50 |
| Illinois | 81 | 61 | 142 |
| Michigan | 15 | 26 | 41 |
| North Dakota | 0 | 0 | 0 |
| South Dakota | 0 | 0 | 0 |
| Nebraska | 1 | 0 | 1 |
| Iowa | 6 | 2 | 8 |

It is clear that although we do better than North and South Dakota, Nebraska and Iowa, we are outclassed by Illinois, Wisconsin and Michigan. Incidentally, none of the academicians are from the states colleges or Duluth.

- 2) The cost of living in the Twin Cities is higher than in Duluth or in the community college cities. This is a simple economic fact, but I do not give it nearly the weight of the first argument dealing with research universities.

Finally, I don't believe that the faculty members at UMD or the community colleges are "getting screwed" with respect to salaries. On the other hand, salaries on the Twin Cities campus do not reflect the fact that we are a research university, competing with less than 50 of the most outstanding institutions in the U. S.

Sincerely yours,



Edward P. Ney
Regents' Professor of Physics and Astronomy

EPN:ijq

cc: C. Peter Mcgrath, President, University of Minnesota
Kenneth Keller, Vice President, University of Minnesota
Hyman Berman, Professor of History
John Turner, Senate Vice Chair
John Howe, Chairman, Faculty Consultative Committee
C. Elmer Anderson, Committee on the Future of Post Secondary Education in Minnesota
B. McEachern, Chairman, House Education Committee
Carolyn Rodriguez, Vice Chairman, House Education Committee
James Pehler, Chairman, Senate Education Committee