



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 VICE PRESIDENT KELLER

April 19, 1984
300 Morrill Hall
10:15 - 12:15

AGENDA

- 10:15
1. Minutes of March 15 (sent earlier) and April 5 (enclosed).
 2. Report of the Chair.
 3. Report of the Nominating Committee - Virginia Fredricks.
- 11:00-12:00
4. Discussion with Vice President Keller (see attached letter).



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MINUTES
FACULTY CONSULTATIVE COMMITTEE
AND
FCC DISCUSSION WITH VICE PRESIDENT KELLER

APPROVED 5/3/84

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

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

Guests: Vice President Keller, member-elect Paul Murphy, Mario Bognanno, Doug Iverson, Kate Parry, Maureen Smith.

1. The minutes of the March 15 and April 5 meetings were accepted as written.
2. Report of the Chair.

A. Vice chairperson of the Assembly and Senate. A round of telephone calls had determined that Professor Shirley Clark was the FCC's unanimous choice for the nomination. She has agreed to be nominated and Professor Howe will make the nomination in today's Assembly and Senate meetings.

The student co-chairs have told Professor Howe that the SCC students wish to remind the Senate and Assembly that a student may serve in that position and that there have been years in which a student did so serve.

B. Additional Faculty Senate meeting. A number of conflicts on the intended date, May 10, have come to light. FCC will explore the suitability of May 24 instead.

C. FCC will invite Professor Shively for May 3 to talk about the then-completed legislative session.

D. Please advise Professor Howe of any agenda items FCC should include in its remaining three scheduled meetings.

3. Report of the Nominating Committee for Senate and Assembly committees.

Professor Fredricks presented the report of the nominating committee including one name substitution to replace a name on the list sent in advance.

Professor Fredricks moved the slate. The motion carried without dissent.

The subcommittee called FCC's attention to a timing difficulty regarding the Finance Committee. It is generally agreed desirable for that committee to include membership from a broad spectrum of University units. However, since the at-large member is nominated in the spring and the representatives to SFC from the several Senate committees are not named until those committees have organized (usually sometime in the summer) the at-large nomination is made with no awareness of what academic units the eventual members will come from.

other

4. Premature Daily story on IT Dean search.

FCC members called it extremely serious for the search that the name of the candidate first asked to take the post was published before the candidate had responded. The Daily needs to realize the harm that will result should that candidate decline, faculty said. There needs to be a broad policy that when a major search is underway information on names should not be published until a candidate has accepted. There was a consensus in FCC that Professor Howe should write a letter in a tone of mutual concern about our University to Daily news editor Pamela Coyle, with a copy to editor-in-chief Victoria Sloan, reminding them of the damage that leaks can do.

5. Consent Decree: Ad hoc committee on internal tribunals-- update.

Professor Merwin reported that a subcommittee has apparently been named to bring recommendations to the whole committee for its May 2 meeting. FCC members noted that the special committee's report will have to come to the two appointing committees. Central administration as well as any affected Senate bodies will have to make some decisions on implementation of recommendations.

6. Data bases underlying programmatic and budgetary decisions.

Professor Howe suggested and the FCC concurred that it might be a useful exercise if a faculty group could study the sets of such data every year or two, probably with David Berg. The faculty want to have confidence that the data bases are "clean." Data bases include

- Faculty workload
- Instructional cost
- Economic assumptions (?)
- Others (?)

7. Discussion with Vice President Keller: Future general strategies regarding faculty salary increases.

Professor Howe noted that the FCC has been approached by individuals and groups who want to know how decisions are made on distributing salary monies and reallocating for salary increases. He asked Vice President Keller

- What we have learned from our experience of this year,
- What kind of issues this year's activity raises, and
- What lessons the vice president draws from it?

Vice President Keller reported that the letter has gone to the deans telling them to proceed with the business of setting salaries. He gave FCC members copies of that letter. He then addressed the faculty questions.

(1) There turned out to be a problem of generating expectations that could not be met. Since the University managed to have 6% of the salary base available for increases, many people assumed the award for average performance would be 6%. But the median salary increase turned out to be lower than 6% because of the overall shape of the curve. The Faculty Affairs Committee has suggested central administration make clear this time that a performance of no more than satisfactory will be rewarded with 4%. The letter states that.

(2) Academic Affairs has tried to clarify the interpretation of "merit" -- salary increases will reflect degrees of merit, not the presence or absence of merit.

(3) Vice President Keller's letter no longer requires deans to forward materials justifying increases of under 2% and over 15%. Instead, Academic Affairs wants every increase to be justified in writing, held in the department, and available on request. Academic Affairs will ask departments to explain any salary decisions it has questions about.

(4) The last paragraph of the letter asks department heads to copy the letter to all of their faculty.

Further discussion.

Professor Mattson asked if there is any study of the perceptions of how salary increases were distributed. Vice President noted that the report of SCFA's subcommittee chaired by Professor Berscheid may reveal something about perceptions. That subcommittee's finding that time in rank correlates with lower salary increases does not demonstrate unfairness but raises the possibility there may be unfairness. There may also be good reasons it has turned out this way.

Professor Rubenstein said it is recognized that departments have a difficult job in assessing the relative productivity among their faculty members, but they must do it, and they do it. He asked why central administration doesn't also have a responsibility to differentiate among collegiate units on the basis of relative merit. Professor Bognanno noted that merit is individual-based; it is an assessment of what the individual contributed or didn't contribute to the defined unit.

Vice President Keller said he was not in opposition to Professor Rubenstein's suggestion, but that if the faculty governance structure believes the University is ready for that kind of differentiation and wants the University to approach it, it should so instruct central administration.

Professor Turner asked how we can look after one or two highly meritorious individuals in a department the dean regards as on the whole not highly meritorious. Vice President Keller indicated some of the little that remains of the \$900,000 pot could be applied in that way.

Decisions for 1984-85.

Vice President Keller said the administration has identified \$800,000

from non-academic units that it can use next year for special salary increase purposes. (Sources: Cost of funding academic disability leaves was estimated at \$250,000--actual cost has been only \$100,000; external legal expenses which were allowed for but unspent total several hundred thousand dollars; money went unspent for fringe benefits for staff positions dropped in retrenchment.)

Professor Bognanno expressed the position of the Faculty Affairs Committee that the regular legislative appropriation should continue to address merit and that the University should use other funds to address "equity" issues -- make-up money where a unit's salaries are out of line with those paid by other employers for people with comparable education and responsibility.

Timing. Vice President Keller said we will try to do the process on special monies early this time, ideally completing it before July 1.

Retention cases: We require that the college fund 2/3 of the special increase, with central administration contributing 1/3. Where the unit can prove hardship, central administration will split the cost 50-50.

No more unit merit awards?

Funding especially meritorious units sent out a good message, said Vice President Keller, but he added that he has concluded it may have been a good one-time thing that should not be repeated. Professor Stuthman asked whether least year's nominees which finished up in the "gray area" might get an increase this year, after which that exercise could be counted as finished. Vice President Keller commented that some of the submissions were of units excellent in what they do, but where what they do is not at the core of the University's mission. Professor Howe reported that some faculty, including some in units which got unit-merit money, have remarked that it is not a good thing to do because it sets people against each other.

Rebuilding. Professor Turner asked if it isn't time to begin to recoup departments that used to be outstanding and have since fallen, and he reiterated the need he sees to monitor units which have received an infusion of funds.

Vice President Keller noted that both the unit merit and the market impact money issued were not to be given blanket distribution but used to reward a unit's real contributors. He said he agrees with the desirability of infusing units which need to rebuild, but said we need a separate means to do that.

Market impact money.

Vice President Keller said he thinks that the least satisfactory part of what was done was in this area. People think there ought to be data to document market impact; the data here are actually full of loopholes. The choice, as he sees it, is between someone making the judgments based on a general sense of the disparities, and trying to acquire all sorts of relevant data to determine the needs objectively. He told FCC he needs a relatively accepted mechanism for using the market money next time.

Professors Howe and Bognanno remarked that the ground rules for judging market impact seemed to shift markedly in the 1983-84 determinations of salary comparability. Uniformity was absent.

Vice President Keller recommends saving about \$300,000 for individual retention cases.

Professor Freier asked what is the rate and what the reason for the University's losing faculty, whether primarily to non-academic employers, or to Big Ten peers, or elsewhere. Vice President Keller said it is to both academic and non-academic employers. But, he added, satisfaction and dissatisfaction can only be measured subjectively.

Professor Howe raised other concerns he has heard faculty express:

- In this spring's distribution will the people distributing the money completely disregard who got money from the special funds?
- Faculty sense they are in the best position to determine faculty salaries but that they are losing participation in the process with our current procedures.

It was noted that there are opposing points of view among the faculty, even within a single committee, on what justifies special funding to retain faculty. One school of thought says that if our objective is to retain faculty members, we can't wait until we have hard evidence that salary is the reason for their leaving. The other view is that unless you can demonstrate that faculty are leaving for salary reasons, you can't justify giving extra money for that purpose.

Professor Rubenstein, noting the University of Texas' \$32 million to endow 32 chairs, asked whether the University of Minnesota can make a concerted effort to accomplish something like that here. Professor Turner asked if the University could proceed gradually, building one or two endowed chairs into every biennial request. Vice President Keller pointed out that Minnesota is not in Texas' position. The University however is looking at, and getting professional advice on, a major drive for raising private resources and on what we might expect from such a drive. There is a legal prohibition against using state funds for an endowment. He speculated that possibly one could get permission to use some of the University's permanent endowment to begin this undertaking.

Vice President Keller specifically requested advice on distributing the \$800,000 (which is about .5% of the faculty salary base). He wants to give the information to the deans by three weeks from now (ca. May 10). Professor Rubenstein asked Vice President Keller to bring to the Finance Committee some alternative proposals on how to go about it, to which they could respond.

Vice President Keller asked for answers on

- What fraction to save for retention and
- What to do with the rest.

Professor Spring asked whether the criteria arrived at in the course of this year are good for the purpose of determining market impact. The vice president said he does not think they provide that basis.

Professor Stuthman noted that it appears from the time frame that the vice president does not intend this time to ask for another list of candidates.

Professor Freier suggested that the administration must have enough information from the data it gathered in the first round and the feedback that elicited to be able to determine how the money should be used.

There was a sense in the meeting that some faculty group would be convened to advise Vice President Keller on distribution of the \$800,000.

The meeting adjourned at 12:30 p.m.

Meredith Poppele,
Recorder



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614 Social Sciences
267 19th Avenue South
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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

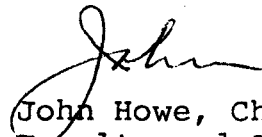
Kenneth Keller
April 12, 1984
page two

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



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April 20, 1984

Ms. Pamela Coyle, News Editor
Minnesota Daily
10 Murphy Hall

Dear Ms. Coyle:

The Senate Faculty Consultative Committee, at its meeting on April 19, spent some time discussing the story on the Institute of Technology Dean's search printed on the front page of the Daily on April 17. We think that story was unfortunate and inappropriate in its timing. The search for a new dean was then in its final stages. It's very important at a moment like that for everyone to exercise the greatest discretion, for the search still hangs in the balance and individual candidates are in a delicate situation. There is no reason why your story could not have awaited the search's outcome in another three days. As it is, it threatened the search's outcome, sorely embarrassed several of the candidates, and did a disservice to the University. Clearly the appointment of a new dean is a newsworthy occurrence. But in this case the Daily's eagerness for a "scoop" got in the way of sound editorial judgment.

Sincerely yours,

John Howe, Chairperson,
Faculty and Senate Consultative
Committees

JH:mp

cc: Victoria Sloan

SCC official copy

April 17, 1984

TO: Provosts, Deans, Directors, and Department Heads

FROM: Kenneth H. Keller, Vice President for Academic Affairs
Neal A. Vanselow, Vice President for Health Sciences

SUBJECT: Setting Academic Salary Increases

With the approval of the Board of Regents at its meeting April 13, 1984, academic salary increases for 1984-85 will again be awarded on an individual basis with no fixed or across-the-board component. We believe that the flexibility provided to units by this approach will allow them to reward the outstanding performances of individual faculty and other academic staff members and to make adjustments to assure that, to the extent possible, each faculty member's salary is appropriate to his or her experience and accomplishments.

We have generally referred to this method of individual salary adjustment as adjustment on a merit basis. However, it appears that the term may be subject to misinterpretation. We intend it to mean that an individual's salary increase should be that which he or she merits on the basis of performance. The primary factor in making this adjustment should be the person's performance in the current academic year. The increase should be high in recognition of exceptional performance (e.g. unusual teaching accomplishments, outstanding publications, scholarly awards) or minimal where performance has not met reasonable expectations. An acceptable, but not outstanding, performance would merit a salary increase in the middle range. However, with an average salary increase of 6% and the likelihood that you will have some faculty members who have performed exceptionally well and warrant relatively high increases, it is likely that the median increase in a unit will have to be lower than 6%. Thus, we would suggest that performance that is no more than satisfactory be rewarded with a 4% adjustment.

In assessing performance, all aspects of an individual's contributions should be considered, particularly with respect to teaching and research, but also with respect to service. Indeed, salary adjustments provide an opportunity to reward an individual for exceptional teaching or for taking on additional responsibilities that are not appropriately recognized by promotion.

While the primary factor in determining salary increases is performance in the current year, the concept of providing the salary which the individual merits certainly includes an assessment of the general level of the person's salary relative to peers of equal accomplishments in the same field within the person's department or at other universities. Thus, the increase can and should be used to correct salary inequities. Similarly, while some central funds exist to deal with retention situations, it is expected that the department and college will match those funds

out of the merit increase allotment since the person to whom a retention offer is made would presumably warrant a particularly high merit increase.

We request that Deans review the salary adjustments proposed by _____ departments to assure that:

1) the increases actually reflect an assessment of merit. It is our hope and expectation that departments will use the flexibility provided to differentiate among individuals in the level of increase recommended. _____

2) the assessment of merit is justified and explained. A justification should be provided on individual blue sheets and retained in departmental files. Many departments make an assessment based on a numerical evaluation in each of several areas of activity. That is certainly an acceptable approach, but a brief qualitative assessment would also be acceptable. Our offices will ask that those justifications be sent forward for review where we believe it to be necessary.

3) the process of setting salaries is a reasonable one. Practices in this respect vary widely from department to department. In some instances, highly consultative and structured processes are used. In other cases, the chairman or head sets salaries autonomously. Our concern is that the process be one that is understood and accepted by the departmental faculty. Last year we requested that each Dean determine what procedures were used for evaluation of the academic staff in his/her departments and to send this information to us. We assume that departments are following the procedures set forth in those documents. If there have been changes in the procedure, this information should be forwarded to us immediately.

Finally, in setting salaries we urge you to pay particular attention to the salaries of women and minority group faculty and academic staff. You should ensure that their salaries are no less than their departmental peers of comparable performance, rank, and length of service.

We will be continuing this year to monitor salary increases. As a first step, we will review each budget worksheet for the recommended salary adjustments. You will be advised when questions about individual or group salary recommendations arise. We are asking Al Linck for Academic Affairs and Cherie Perlmutter for Health Sciences to coordinate this effort. They may be asking you to explain selected recommendations for salary adjustments. In some instances, they may request written explanations.

We will complete our review as rapidly as possible. As we find that we are satisfied with the review and your explanations of salary recommendations, where questions arise, we will then approve your budget. At that point, and only then, may you indicate to your colleagues that their salary changes have been approved. _____ Notice of appointment should not be released to individuals until you receive this approval.

Provosts, Deans, Directors, and Department Heads
Setting Academic Salary Increases
April 17, 1984
Page 3

In early Fall Quarter we will complete a detailed statistical analysis of the salary changes. This analysis will be conducted by comparing the individual 1983-84 salaries with 1984-85 salaries. All academic personnel on the printed budget and those not typically on the printed budget who have been reappointed will be included in the analysis. Analyses will consider academic rank (faculty) or type of appointment (academic staff), sex, race, department, and college, and make comparisons as appropriate. These analyses will serve as a final check of the appropriateness of recommended salary changes. If an analysis and subsequent discussion with the unit involved show that a further salary change is warranted, the unit will be asked to make a retroactive adjustment extending back to the beginning of the 1984-85 fiscal year for A-base faculty and to the starting date for other appointments.

Please share this memorandum with your faculty so that they will understand our intentions in this matter. If you have questions, please do not hesitate to call either of us or Dr. Linck or Ms. Perlmutter.

:trc

xc: President C. Peter Magrath
University Vice Presidents
Mr. Stephen S. Dunham, General Counsel
Professor Mario Bognanno, Chair, Senate Committee on Faculty Affairs
Professor John Howe, Chair, Senate Consultative Committee



UNIVERSITY OF MINNESOTA
TWIN CITIES

Industrial Relations Center
537 Management and Economics Building
271 19th Avenue South
Minneapolis, Minnesota 55455

April 10, 1984

Kenneth H. Keller
Vice President, Academic Affairs
213 Morrill Hall

Dear Ken:

This memo is written in response to your letter of 2 April 1984 in which you asked for SCFA's counsel and recommendations regarding guidelines for awarding individual salary increases for 1984-85. A special meeting of SCFA was held yesterday to discuss this matter and to insure a timely response to your request.

With respect to the question of whether 1984-85 salary increases ought to be based on "all-merit" factors or contain an "across-the-board" component, SCFA remains divided. However, a majority of members present at yesterday's meeting favored a continuation of the "all-merit" program that was reinstated last year. As a part of that program, SCFA recommends that Academic Affairs continue to scrutinize all increases that are equal to or greater than 15% or are less than 2%, and that before Academic Affairs approves any College's budget, all questions pertaining to salary changes affected by these limits must be resolved.

A number of other considerations regarding the faculty merit pay program were raised at our meeting. Some of these considerations are the basis upon which the recommendations, subsequently presented, rest. As you know, Ellen Berscheid chairs the SCFA subcommittee that is investigating the University's 1983-84 experience with the all-merit raise scheme. Her Subcommittee's report will be sent to you and to the Senate as soon as it is finalized. Other members of this subcommittee are John Fossum (who conducted the statistical analysis presented in the study), Rich Arvey, and Marv Stein. Confirming your own information, the Subcommittee's preliminary analysis does not suggest that the all-merit program worked to the disadvantage of women faculty. However, its analysis does show that the 1983-84 all-merit increases (measured either in percent or dollar terms) did work to the disadvantage of "long service" faculty. That is, after controlling for rank, college, gender, and tenure status, salary increases were inversely related to length of service. The Subcommittee's preliminary report offers some explanations for this phenomenon; I will not list them here. We all agree, however, that if "length of service" (within rank) is not, in fact, inversely associated with performance, then this use of "merit" dollars is indeed unfortunate.

Since it is entirely possible that raises designed to be for merit are also being awarded on the basis of other criteria -- that work against long service faculty -- such as perceptions about relative "need", "mobility", and

Kenneth H. Keller
Page 2
April 10, 1984

the like (nested in this finding is the matter of salary compression across ranks), SCFA recommends the following:

- . that the charge letter governing raises and directed to deans, directors and chairs across the University specify that 1984-85 salary raises are to be used to reward meritorious performance ... regardless of length of service. Salary adjustments motivated by individual retention or equity considerations, for example, should be financed by resources designated centrally for such purposes.

Related to this recommendation are the following two additional recommendations:

- . that Academic Affairs continue to move forward with its plans to computerize, monitor, and analyze faculty salaries, and that this activity continue to be conducted in cooperation with SCFA's continuing monitoring activity in this area; and
- . that Academic Affairs and SCFA monitor closely the association between length of service and salary increases granted for merit. At a minimum, SCFA should replicate its 1984 study following the 1984-85 round of all-merit raises.

The Subcommittee's preliminary report notes that the current press to maintain faculty vitality should focus on faculty already here rather than to rely upon schemes to bring in new faculty as a solution.

Please consider a final recommendation. It is the majority belief that by announcing that the 1984-85 salary increase pool is 6% causes many of us to believe that the median salary increase should also be 6%. That is, the reported 6% figure becomes the guideline for compensating the average (competent) performance in the unit. Consistent with the idea of granting meaningful rewards for meritorious performance, SCFA recommends that 4% be designed as the guideline for compensating the average (competent) performance. With 4% as the median raise, more resources should be made available to reward above-average performances.

Sincerely yours,



Mario F. Bognanno
Chair, SCFA

MFB:m

cc: John Howe
Ellen Berscheid
SCFA Members



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April 20, 1984.

Professor Shirley Clark
Educational Policy and Administration
250 Peik Hall

Dear Shirley:

On behalf of the faculty and student members of the Senate Consultative Committee, let me congratulate you on your election as Vice Chair of the Senate. As you know, that position "entitles" you (is "obligates" a better word?) to participate in the activities of the Consultative Committee. Though your year's term doesn't begin until July 1, we invite you to join us at our remaining meetings this spring. We'll put you on our mailing list for agenda and so forth, and Meredith Poppele will call you soon to tell you about our remaining schedule.

The committee, you'll find, is a sterling and hard-working group. Those who are continuing look forward to working with you. Those of us who are finishing our tours regret the bad timing!

Cordially,

John Howe, Chairperson,
Senate Consultative Committee

JH:mp



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FACULTY CONSULTATIVE COMMITTEE
May 3, 1984
626 Campus Club
11:00 - 12:00

AGENDA

1. Report of the Chair.
2. Report from Phil Shively on the legislative session outcome.
3. Completion of Faculty Senate action on the Tenure Code.
4. Nomination to Assembly Committee on Intercollegiate Athletics for one-year replacement for Virginia Gray.
5. Minutes of April 19 (enclosed).



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MINUTES
FACULTY CONSULTATIVE COMMITTEE
May 3, 1984
626 Campus Club
11:00 - 12:30

APPROVED 5/17/84

Members present: V. Fredricks, P. Freier, J. Howe (Chr.), M. Mattson, J. Merwin, I. Rubenstein, W. D. Spring, D. Stuthman, W. B. Sundquist.

Guests: Members-elect S. Clark and P. Murphy; Professor Phil Shively; Doug Iverson, Kate Parry, Maureen Smith.

1. The minutes of April 19 were approved as written.

2. Report of the Chair.

a. Professor Howe welcomed Professor Shirley Clark, vice chair-elect of the Senate and Assembly and ex officio voting member of FCC and SCC.

b. Allocating the \$800,000 central administration has recovered and earmarked for special salary purposes. Professor Howe has named nine faculty members to consult with Vice President Keller on the distribution. The vice president has told FCC he intends to use the fund for retention purposes-- to hold part for individual retention cases and to distribute the other part to meet market competition. Although assessing market impact is not scientific, FCC members recognize the pragmatic argument to pay attention to market threats and not to lose faculty to the larger market.

c. The outgoing FCC members will meet later today. On May 17th they will bring their recommendation for next year's chairperson.

3. Report on the legislative session from the faculty's legislative liaison. Professor Shively.

In general, Professor Shively told FCC, both the governor's office and the legislature were well inclined toward the University and tried to be helpful.

Capital requests: Very few of the University's requests were not funded wholly or in substantial part.

Supplementary requests, special appropriations:

- Compensating the University for taking over the state's share of contributions into the faculty retirement fund for the period the state cut

them off: The legislature funded half of what the University requested and promised the other half, with the means for that payment to be determined in the future. The legislature was trying to do the very best it could; doing more in this session was virtually impossible, for it was genuinely hard to find the money. Professor Shively credited Professor Pat Swan and the Faculty Association with doing the most to achieve the recovery of retirement fund contributions.

- Supercomputer Institute. Although the legislature appropriated only \$1.6 million directly to the University for a facility, when that is viewed in combination with other appropriations and other funding sources the funding becomes pretty complete. The High Technology Corridor was funded for space; the University's sale of its Lauderdale computer building will bring \$3.5 million, and the city of Minneapolis will contribute \$3.5 million. The legislature appropriated \$2.6 million for the institute's first year operations.

- State average cost funding to include continuing education and summer session was passed. Professor Rubenstein reported that Vice President Keller had told the Finance Committee this action (averaging in the lower stated cost of SS and CEE) effectively raises tuition to 36% of the cost of instruction. Professor Shively said the legislature has specified that by its next session tuition should be covering 33% of the cost of instruction.

- English competency requirement for teaching faculty in higher education. In response to a faculty concern that legislators might keep raising the ante Professor Shively replied that the sponsors of last year's legislation pertaining to language competency for University T.A.'s have expressed satisfaction with the way the University has implemented that policy. He sees no signs they will try to keep boosting the requirements. Professor Howe noted it would be a good idea if a faculty group next fall took a look at how the University's program for the T.A.'s is going.

The Faculty Consultative Committee commended Professor Shively for his good work.

4. Completing Faculty Senate work on the Tenure Code.

a. The FCC, taking into account the duties and responsibilities of the Tenure Committee and the Faculty Affairs Committee as defined in the Senate bylaws, concludes that the Faculty Senate is the appropriate ultimate Senate body to vote upon the Tenure Code.

b. A reasonable schedule for finishing the work. FCC discussed at length which Thursdays remaining before June 15 should be reserved for further meetings of the Faculty Senate. (Four of the six UMC and UMD Medical senators are known to be able to participate following their May 18 spring quarter end; two are yet to be heard from.) FCC discussed primarily two possibilities:

- (1) Getting a clean draft of the amended text to faculty senators by early summer and holding the vote on the document as a whole, which would in the meantime have undergone only editorial corrections, in the fall of 1984; or

(2) Getting a clean draft distributed to faculty senators early enough this spring so that the vote on the document could take place before June 1st.

Considerations:

- There must be time for deliberation;
- Since one-third of the Faculty Senate and one-third of the Tenure Committee will be new as of July 1, it is highly desirable to virtually complete the approval process this spring;
- The Faculty Senate could set a cut-off date for substantive amendments and still suspend that rule later should it be persuaded that was advisable;
- The Tenure Committee needs a fair amount of time, perhaps 10 working days, for its editorial work (esp. incorporating the approved amendments and all needed cross-references); after that the text must be printed and mailed to Faculty senators in time for them to consider it before the vote.

MOTION: Professor Spring moved the FCC bring to the Faculty Senate a motion to complete the substantive work on the Tenure Code this spring-- that is, to hold a vote this spring to approve the document in principle, subject to the editorial cleaning-up for internal consistency, cross-referencing, and grammatical correctness. Professor Mattson seconded the motion.

The motion was carried without dissent. It was agreed that the motion should be made in the Senate as soon as all pending amendments have been voted upon, either at today's meeting, or at the next one.

Setting the date of the Senate meeting to follow the meeting of May 3.
FCC agreed to discuss in today's Senate meeting the rationale for its recommendation to finish the substantive business this spring, and then ask the Senate to vote on the next meeting date.

Coordination with the administration. FCC members reiterated their keen interest in getting assurances from central administration that the Regents are being kept up to date on the progress of the Faculty Senate and that FCC and the Tenure Committee will be apprised promptly of any substantive differences between either the administration or the Regents and the text of the Code now before the Senate. Professor Howe will again write Vice President Keller a letter on this question.

5. Appointments: ACIA.

Professor Virginia Gray has informed the Committee that she needs a one-year replacement for 1984-85 while she is on sabbatical leave. She will return to serve the third year of her term.

Professor Fredricks recommended the names of several faculty members who have previously served on the committee. The FCC voted to ask Professor Andrea Hinding to serve for the interim year.

6. University policy and procedures regarding sexual harassment.

Professor Howe reported that the SCFA has chosen to take its motion to the Faculty Senate. Mr. Schulte called Professor Howe on the evening of May 2 to report the Student SCC's request that the business go to the University Senate since (1) not only faculty have a real interest in the matter, and (2) it was the University Senate which three years ago adopted the initial policy and procedures.

Professor Howe was unsuccessful in his efforts to reach SCFA chairperson Professor Bognanno today to discuss the question. The docket deadline for the Senate's May 16 meeting is today.

The FCC expressed its complete agreement with the students' argument and will enter the motion and text into the agenda of the University Senate, while leaving the title of the item in the agenda of the Faculty Senate with a reference to the University Senate agenda. Professor Howe will discuss the change with Professor Bognanno within the next few days.

The meeting adjourned at 12:30 p.m.

Meredith Poppele,
Recorder



UNIVERSITY OF MINNESOTA

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May 4, 1984

Vice President Kenneth Keller
Office of Academic Affairs
213 Morrill Hall

Dear Ken:

"Last" call from the Faculty Senate for communications concerning the Tenure Code revisions. As I'm sure you know, the Faculty Senate yesterday completed action on all proposed amendments, save several having to do with Section 11. We plan to deal with them at our next meeting on May 24. No additional amendments have come in during the last several weeks, so we're hopeful that we can in fact finish our substantive discussions on the 24th. The Tenure Committee is now beginning the task of preparing clean copy that incorporates all of our actions to date and puts the document in proper form. Our final meeting to approve the Code will then probably fall on June 7.

Just wanted to keep you apprised of our schedule and of our continuing hope that we will finish all our work on the Code this spring. It's important that things not carry into the fall when we'll have a third new members both in the Senate and on the Tenure Committee. So--if you or the Regents have suggestions for the Committee and the Senate to consider, I invite you to contact Fred very soon.

Cordially,

John Howe, Chairperson,
Faculty Consultative Committee

JH:mp

cc: President Magrath
Fred Morrison