



UNIVERSITY OF MINNESOTA

University Senate Consultative Committee
1480 Social Sciences
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FACULTY CONSULTATIVE COMMITTEE MEETING
AND
DISCUSSION WITH PRESIDENT KELLER

November 5, 1987
9:30 a.m. - 12:00 noon
300 Morrill Hall

AGENDA

- 9:30 (30 min.) 1. Open time, to include reflections on first forum.
- 10:00 (15 min.) 2. FCC-Regents relations: preparatory to full SCC discussion in the afternoon.
- 10:15 (15 min.) 3. Position of Associate Vice President for Minority Affairs. Guest: Vice President Roger Benjamin.
- 10:30 (15 min.) 4. Correcting the letter on tuition refund policy. Guest: Vice President Benjamin.
- 10:45 (30 min.) 5. Steering the report of the Faculty Development Committee. Guest: Geoffrey Maruyama, Chair, SCFA.
- 11:15 (45 min.) 6. Discussion with President Keller:
- The proposed role for FCC in appeals from the planning process.
 - The President's items.



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MINUTES
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DISCUSSION WITH PRESIDENT KELLER

November 5, 1987
9:35 a.m. - 12:15 p.m.
300 Morrill Hall

Members present: Mark Brenner, Charles Campbell, Shirley Clark, Richard Goldstein, Lynnette Mullins, Ronald Phillips, Kathleen Price, W. Phillips Shively, James VanAllstine.

Guests: Provost Roger Benjamin, President Kenneth Keller, Trout Lowen (The Minnesota Daily), Geoffrey Maruyama (Chair, SCFA), Barbara Muesing (Secretary to the Board of Regents), Marsha Riebe (Assistant to Mr. Keller), Maureen Smith (University Relations).

1. Open time.

Members spoke briefly to the following topics:

- University inquiries underway on retirement plans' consistency with the new tax code provisions;
- inexplicability of the delay in executing promised fundamentals of Walter Library remodeling (e.g., security, fire alarm system) at the time IT agreed to consolidate its library in Walter;
- the impediments to carrying out rational space reassignments (e.g., approved plan to consolidate international student offices in the old campus YMCA building);
- need for hospitality and services, including housing, for visiting faculty, especially foreign visitors;
- Shively draft revision of tuition refund (see item 4 below);
- certain civil service personnel procedures: Professor Shively named a subcommittee of Professors Brenner, Phillips, and Price (Chair), to develop a basic report for FCC on the elements of the problem;
- desirability of restructuring the academic personnel division of Academic Affairs to make it a policy office.

2. FCC-Regents relationships discussion in preparation for afternoon SCC discussion.

FCC members reiterated their positions that FCC and the Regents should have a businesslike relationship, that there is value in faculty having more direct contact with the Regents, and that faculty representation should at least be equivalent to that of students.

3. Advertised Position of Associate Vice President of Academic Affairs with implementation of Taborn Report as the primary responsibility. Guest: Vice President Roger Benjamin.

Dr. Benjamin told FCC it is important to bring into Morrill Hall people of the highest merit who are from other than Anglo Saxon backgrounds. The new officer will have a major line portfolio which, besides minority affairs, could include, for example, faculty development, honors programs, or other assignments. Application/nomination deadline is December 5. Criteria include good professional academic credentials as well as sensitivity to minority groups. The rumor regarding veto power over promotion and tenure decisions is false; faculty governance with respect to P&T will not change. Dr. Benjamin is defining associate v.p.'s as line officers and assistant v.p.'s as staff officers.

V.P. Benjamin reported he intends to exceed, through retirements and some support unit decentralization, the planning recommendation to cut central academic administration by 10%.

Further discussion ranged over titles, structure, and distribution of responsibilities within the Office of Academic Affairs.

4. Tuition refund letter.

Professor Shively reported to the vice president that he would send him a draft of a revised letter.

5. Steering recommendations on faculty development. Guest: Professor Geoffrey Maruyama, Chair, Senate Committee on Faculty Affairs (SCFA).

A. From "Plan for Focus" (pages 34-37).

Faculty Selection and Development:

Recs. 1-5: Tenure Committee.

Rec. 6 (periodic review of tenured faculty): SCFA.

Recs. 7,8 (graduate faculty membership and review): Professor Shively will write the Graduate School.

Recs. 9,10 (overload teaching limits): SCFA.

Rec. 11 (rationalization of A and B appointments): SCFA

Rec. 12 (funding FDC initiatives): being addressed in

the academic planning process.

Continuing Education and Extension:

Rec. 14 (page 97; inloading of credit-based CEE instruction):
SCEP and Finance.

From "Faculty Development Committee Report":

Recs. 1-4 (faculty salaries): Need to move to an implementation schedule. Joint FCC-SCFA meeting with appropriate FDC member(s) should draft a recommendation to submit to central administration in time for full discussion before the next biennial request is drafted.

Rec. 5 (more leave plans at fuller salaries): Finance and SCFA.

Rec. 6 (additional funds for sabbaticals): SCFA.

Recs. 7,8 (SQ leaves, Bush sabbaticals): SCFA.

Rec. 9 (faculty study projects): Research.

Recs. 10,11,12,13 (merit sabbaticals, fringe benefits, summer research support, development professorships): Finance and SCFA.

(Members noted that some of the succeeding recommendations are already being dealt with in the academic planning process.)

Rec. 16 (computer networking): Prof. Shively will request an updating from Dean Hobbie).

Rec. 17 (automating ORTTA): Ask Research Committee to encourage ORTTA to provide better grant account information to the PI's.

Rec. 18 (appropriate faculty-staff ratios): Planning Comm.

Rec. 19,20 (training of department heads/chairs): leave in planning advisory task force process.

Rec. 21 (purchasing and accounting): Ask Finance to monitor implementation and to check on question of whether automatic pay increases can be made without a PAF. (President Keller, who had just joined the meeting, told FCC all salary information has to get into the PAF because the PAF's serve as the historical record of U treatment of employees.)

The remaining recommendations were left to be assigned later.

DISCUSSION WITH PRESIDENT KELLER.

6. FCC's proposed role in adjudicating Plan for Focus appeals or validating the participation process.

President Keller asked that the FCC (and SCC) consider publicly endorsing the overall planning process, which could mitigate the common tendency toward distorted public impressions

when a vocal minority attacks processes by which major decisions were reached. Meeting participants acknowledged that there would be better discussion of the proposed academy when it is better defined; unfortunately that time did not come prior to the Assembly forums.

FCC members accepted the President's suggestion to conduct a written poll the senators to see what kind of consultation has taken place, and do it prior to President Keller's announcement of his recommendations to the Regents.

The meeting also agreed it would be very appropriate for the Steering Committee to make a presentation to the Regents regarding the process. Whether this would be the Faculty Steering or full Assembly Steering was not decided.

Professor Shively said the FCC can take the perspective of the University's public interest in its response to the plans.

Prompted by Professor Campbell's request for a decision, the Committee and President Keller agreed that the Provost's Advisory Task Force should be reconvened to consider whether the final recommendations to the Regents reflect the intent of their report (Plan For Focus, June, 1987).

Appeals. Participants agreed that it would fall to the president and provost to hear any appeals filed following the president's recommendations. There will be no regularized appeals process, but if unusual circumstances warrant any appeals, each will be considered on an ad hoc basis.

Following further reflection on the characteristics of the 1987 planning process, the meeting adjourned at 12:15 p.m.

Respectfully submitted,

Meredith Poppele
Executive Assistant