

Minutes\*

**Faculty Consultative Committee  
October 5, 1989**

Present: Warren Ibele (chair), W. Andrew Collins, Norman Kerr, Lynnette Mullins, J. Bruce Overmier, M. Kathleen Price, Ronald Phillips, Charlotte Striebel, James VanAlstine

Guests: Barbara Muesing, Associate Vice President Dolores Cross, President Nils Hasselmo, Kathy O'Brien (President's Office), Maureen Smith (Brief), Rabun Taylor (Footnote)

**1. Report of the Chair**

Professor Ibele reported to Committee members that he and Professor Collins had met with the President and had discussed with him a number of issues. He also told the Committee that he would be making his first formal report to the Board of Regents on November 9 and that the Committee would have lunch with the Board on December 7.

Committee members spent a few moments speaking of issues they wished to explore, including publicizing the task force on the extension of the probationary period, the quality of ombuds service for faculty, the status of the new grievance procedures, implementation of the report of the Task Force on Support Services, and the single entry point.

**2. Task Force on Extending the Probationary Period**

Committee members decided not to make appointments to the task force, but did agree that the appointments would be made on October 19. There was considerable discussion about the way in which FCC should develop lists of names of faculty who might serve on this and other groups. Soliciting nominations from the deans, which has been done, was seen by one Committee member as a perpetuation of the old-boy network; others on the Committee agreed that broader solicitation was necessary.

It was agreed that an announcement in Brief would be made, asking that faculty who are interested in either the task force on lengthening the probationary period or the task force on liberal education call the Consultative Committee office at 626-0858.

It was also agreed that the Committee on Committees would be asked to provide, from the survey of faculty, the names of faculty whose expressed interests might make them logical nominees for one of the two task forces. Similarly, Professor Ibele agreed to contract the chairs of the Senate Committee on Faculty Affairs and the Judicial Committee to seek nominations for the task force on lengthening the probationary period.

FCC members agreed that they would remain the nominating body and would screen all names received. If requesting names through Brief and the Committee on Committees did not work, the practice would be abandoned.

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### **3. Discussion with President Hasselmo**

Professor Ibele prefaced the discussion with the President by reviewing with Committee members the letter they had received concerning the admissions practices in the School of Management (CSOM). It had been made clear that the notion that a 3.5 GPA was required for entrance was mostly myth and that CSOM used an extensive evaluation process which went far beyond grades.

Discussion with Associate Vice President Cross President Hasselmo joined the Committee and noted that he had asked Associate Vice President Dolores Cross to join him to speak briefly about activities of her office. Because the matters of goals, and recruitment and retention of minority students and faculty, are of interest to students as well as faculty, it was agreed that a fuller presentation would be made to the Senate Consultative Committee on November 2 if calendars permitted.

Dr. Cross informed FCC of the goals which had been set for 1994 (increase minority graduation rate 50%, increase minority student enrollment to 10% of the total, and double the number of faculty of color) and how those goals might be met. She told Committee members that she wanted her office to serve as a catalyst for action and that she wanted to be able to provide as much support as possible to the deans for whatever plans each of the colleges developed.

Items touched on by FCC members in the discussion following included use of measures other than graduation rate to determine success; the relationship of financial aid to minority student success; the need to make sure efforts were directed at those who needed assistance, including Blacks, American Indians, and Hispanics; the ability of faculty to make periodic reports to advisors about minority students in large versus small classes; and how native Minnesota minority students who go out of state for their undergraduate education might be tracked and recruited back to the University for graduate work, and perhaps given summer research employment during college.

The President summarized by declaring that these are important issues with which the University must come to grips. Graduation rate, he observed, comes up in the context of the enrollment discussions as well. He asked the Committee to provide him its views, in the future, including its views on whether graduation rate is related to quality of education, the obstacles which exist to slow graduation, and examination of the assumptions implicit in policies to promote graduation (e.g., it is better to graduate more quickly than it is to extend one's education over a longer period).

Search committees President Hasselmo told the Committee he had decided against adding the vice presidential title to the Vice Provost for the Arts, Sciences, and Engineering. Other searches are in various stages; he said he has been in touch with each committee chair to ensure that the applicant pools are satisfactory prior to the beginning of the interview process. He also said that he and Vice President Kuhi would review the outcomes of the interviews before the final slates are submitted. He voiced a desire to see all of the appointments made by the end of Fall Quarter.

Support for research operations The President was asked about the status and reporting lines of the various research-facilitation operations of the University. He told FCC that the only change had been that the Dean of the Graduate School sat with the President's Cabinet and the Provost's Council and served as chair of the Research Executive Council; the question of a research vice president could, he

added, be revisited in the future.

The Committee agreed that Dean Holt and Vice President Kuhi should be asked to join the Committee in the near future to apprise it of University efforts to facilitate research.

The President also agreed to come back in November with information on the distribution of Indirect Cost Recovery funds to departments and investigators.

Endowed chairs Committee members and the President concurred that information about the disposition of the endowed chairs and the searches used to fill them should be organized and made available. Concern was expressed that all of the searches, irrespective of whether an outsider or insider was appointed, should have been or should be open and fair.

The President pointed out that set-up costs were a major issue associated with the endowed chairs; in some cases units themselves had been responsible; in others the cost had been shared. One question is whether or not there should be a consistent policy on funding the set-up costs. It was suggested that needs in the Arts and Humanities were not as enormous as in other disciplines and that a small amount of money could go a long way.

Response to MSPAN The President said that the four systems were working on a joint response, which would include an emphasis on the need for adequate funding for existing programs before starting new ones, no matter how desirable they might be. Preliminary thinking is that given the pressures on upper division education in the Twin Cities, it might necessary to curtail even more University lower division programs--which would increase pressures on the community colleges. As far as additional masters degrees go, the University does produce fewer than its peers, but that is a reflection of the underfunding of the programs; a significant increase in these degrees will require substantial additional funding.

#### **4. General Discussion**

In accord with its discussion early in the meeting, there was no attempt to designate nominees for the task force on liberal education. It was agreed, however, that the membership and charge to the old Council on Liberal Education should be revived for the purposes of considering nominees.

Professor Ibele announced that following an internal search which had been conducted by he and Lynn Marasco of University Relations, Rabun Taylor had been selected as permanent editor of Footnote.

It was agreed to ask the Student Senate Consultative Committee if it wished to consider switching meeting times so that the full committee met in the morning and the students and faculty met separately in the afternoon. The primary purpose of the switch would be to avoid duplicate presentations from administrators, first to the faculty in the morning and then to the combined group in the afternoon.

The matter of ombuds service was revived. It was argued that this is an important function which at present is receiving little support from the administration. Since the office funding, and its function, falls under Academic Affairs, Professor Ibele promised to raise the subject with Vice President Kuhi next week.

Equally of concern, and related to ombuds service, is the status of the new grievance procedures. The Committee was told that the central administration is at present reviewing the document to determine if it should be approved and if it should be presented to the Board of Regents for adoption.

The point was again made that faculty members receive no assurance that they will be defended or have a place to go when charges are filed against them. There is no sense that the faculty are cared for in the case of suits and charges which disrupt their lives and which, in some cases, are frivolous. It was also pointed out that conflict resolution should be an institutional responsibility. Students have an advocacy service, because the service is supported by student fees.

It was agreed that Professors Morrison and Deinard should be asked to join the Committee on the 19th, along with Dr. James Borgestad (the University Grievance Officer), for a full-scale discussion of the grievance procedures. It was also agreed that Maurine Venters should be invited to observe the discussion.

The Committee adjourned at 12:00.

-- Gary Engstrand

University of Minnesota