

Minutes\*

**Faculty Consultative Committee**  
**July 31, 1990**

Present: Warren Ibele (chair), Thomas Clayton, W. Andrew Collins, Paul Holm, J. Bruce Overmier, Thomas Scott, Burton Shapiro, James Van Alstine

Guests: Senior Vice President Leonard Kuhi, Professor Geoffrey Maruyama, Barbara Muesing, Maureen Smith (Brief), Rabun Taylor (Footnote)

**1. Open Time and Report of the Chair**

The meeting began with discussion of a letter provided to the Committee by Professor Overmier; the letter explained the increased devolution of responsibilities from central service units to academic departments. The net result of these changes is that academic departments are taking much more than a 2% reduction because they must absorb an increased workload--and the department staffs begin to drown in the work they must absorb. The Committee agreed that these issues should be taken up with Senior Vice Presidents Donhowe and Kuhi.

There has been no report yet from the Task Force on Extension of the Probationary Period. It appears that the recommendation will be for no change, which will leave open the question of how the problems of the Medical School can be addressed.

The Task Force on Liberal Education is at work; a preliminary report may be ready during Fall Quarter.

The President would like to have going forward soon a task force to look at the salary structure as well as faculty review and quality. Assistant Vice President Carrier is in the process of forming the task force; FCC will be asked to nominate individuals to serve. The present system, Professor Ibele observed, appears to meet the needs of the "stars" on the faculty but not those many faculty who do their jobs in a commendable way--for whom salary increases are more cost-of-living than merit and for whom, in many such cases, result in a decrease in income. Professor Ibele solicited Committee members for nominations; the President would like the group to begin work as soon as possible.

Professor Ibele told the Committee that Rabun Taylor, the editor of Footnote, will be returning to graduate school this Fall so a new editor will be chosen. Professor Ibele complimented Mr. Taylor on the job he has done during the past year.

Concern was expressed about the delay in selection of the new chancellor for the Morris campus; the names of the finalists have been in the hands of the President since mid-June but nothing has been done since. (Upon joining the meeting, Dr. Kuhi said the President hoped to have names to present to the Board of Regents at their September meeting for the chancellorships at both Morris and Waseca.)

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\* These minutes reflect discussion and debate at a meeting of a committee of the University of Minnesota Senate or Twin Cities Campus Assembly; none of the comments, conclusions, or actions reported in these minutes represent the views of, nor are they binding on, the Senate or Assembly, the Administration, or the Board of Regents.

## **2. Possible By-law Amendments**

Copies of three possible by-law amendments were distributed to the Committee. The proposals were discussed for a short while and several proposed changes were suggested. It was agreed that the proposals would be taken up again at a future meeting.

## **3. Quality of Life Issues**

One Committee member reported that a number of individuals around the campus are becoming increasingly agitated about a range of what might be called "quality of life" issues (as opposed, for example, to compensation issues). The questions raised by the letter to Professor Overmier might fall within the meaning of the term; the irritating changes made by the Parking Department are another as is cannibalization of open spaces for students. Some of these issues are trivial and some are not; taken together, however, they represent a steady erosion in the quality of life on the campus for students, faculty, and staff. These matters have a substantial impact on morale.

It was pointed out that John Wallace had chaired a group which wrote a large report on the quality of life on the campus; its recommendations should be reviewed to see if things have changed.

## **4. Discussion with Senior Vice President Kuhi**

Professor Ibele welcomed Dr. Kuhi to the meeting for a preliminary discussion of the biennial request. Dr. Kuhi asked that his comments be off the record because the numbers and ideas discussed change constantly as the deliberations proceed. The Committee agreed.

The Committee spent an hour with Dr. Kuhi talking about the procedures for preparing, assumptions underlying, and proposed major elements of the University's 1991-93 biennial request.

Professor Maruyama informed the Committee that the legislature has reinstated a method of reimbursement for political contributions, up to \$50 per person. It is possible to break down addresses by legislative district so the location of faculty can be identified; it would be useful, he said, for the faculty to coordinate their contributions so that legislators know how many faculty there are and how much they contribute.

## **5. Proposal from NSF on Recruitment of Women and Minorities**

Committee members had earlier received a copy of a letter from the President to Erich Bloch at NSF concerning institutional agreements to increase the numbers of women and minorities in the sciences.

One possibility for women, it was pointed out, was to provide an automatic option to stop the tenure clock for those who wish to have children. This option should be considered--or expanded from the alternatives available at present--irrespective of the NSF proposal if the University is to be able to retain competent women faculty.

Another proposal, to revise tenure regulations to recognize service and leadership in encouragement of women and minorities to enter the sciences, did not receive very much support from the Committee. Two committee members described the language as "ominous" in that it implied that institutions would not receive NSF funding in the future unless such revisions of tenure policies were adopted. The greatest problem, it was pointed out, is far less at the tenure-track faculty level than in getting women and minorities into the pipeline in the first place--in K-12 education and in college. Changing tenure criteria, it was argued, will have no impact whatever on the numbers of women and minorities in the sciences.

Another faculty member pointed out that a number of faculty are engaged in these activities and are being recognized for the work; it may be sufficient to simply take stock of what is already being done. Others agreed that the language seemed to imply that these efforts are not underway, which is inaccurate.

It was agreed that the Committee should take the document up with the President at its first meeting; Professor Ibele agreed to write to the President to inform him of the Committee's reservations.

The Committee adjourned at 11:15.

-- Gary Engstrand

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