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MEETING OF THE STUDENT SENATE THURSDAY, APRIL 20, 1995

11:30 - 1:30 p.m.

25 Law Building—Twin Cities Campus
305 Selvig Hall—Crookston Campus
323 Kirby Student Center—Duluth Campus
Behmler Hall Conference Room—Morris Campus

The Senate Constitution provides that any student eligible to vote for senators may be admitted to Student Senate meetings and shall be entitled to speak at the discretion of the Student Senate. Only elected student members (or their designated alternates) shall be entitled to vote. For a quorum, a majority of the voting membership (29) must be present. Amendments to motions in the printed agenda must be submitted to the Clerk of the Senate at least 48 hours in advance of the meeting to allow for appropriate distribution. Consideration of amendments not received at least 48 hours in advance requires suspension of the rules by a majority of those members present and voting.

I. MINUTES FOR FEBRUARY 16, 1995 Action (2 minutes)

II. REPORT ON STUDENT SENATE PARTICIPATION (15 minutes)

III. LEGISLATIVE UPDATE (10 minutes)

IV. REPORT ON GAPSA STUDENT GOVERNANCE DOCUMENT (10 minutes)

V. DISCUSSION OF UNIVERSITY GOVERNANCE AND SENATE RESTRUCTURING (45 minutes)

VI. DUTIES AND RESPONSIBILITIES OF THE STUDENT

COMMITTEE ON COMMITTEES Action (10 minutes)

MOTION:

To approve the following resolution:

Resolution

WHEREAS, a task force to reassess governance at the University will soon be constituted;

WHEREAS, this committee will examine the mission, structure, and function of Senate committees;

WHEREAS, the Student Committee on Committees has been developing capabilities to manage student databases and to recruit students on a larger scale than before;

WHEREAS, the University needs a single body to which it can take its requests for student participation in a variety of contexts;

WHEREAS, the Student Committee on Committees is the most appropriate body to receive requests from all sources seeking student participation at the systemwide level and often at the campus and college level;

THEREFORE BE IT RESOLVED that the Student Senate recommends to the governance task force that it consider broadening the mission of the Student Committee on Committees to include appointments outside of the University Senate.

RABUN TAYLOR, Chair
Student Consultative Committee

VII. OLD BUSINESS

VIII. NEW BUSINESS

IX. ADJOURNMENT

MEETING OF THE UNIVERSITY SENATE THURSDAY, APRIL 20, 1995

(immediately following the Twin Cities Campus Assembly Meeting—approximately 2:10 p.m.)

25 Law Building—Twin Cities Campus
305 Selvig Hall—Crookston Campus
323 Kirby Student Center—Duluth Campus
Behmler Hall Conference Room—Morris Campus

The voting membership of the University Senate totals 219, including the President, 161 members of the faculty (including the Faculty Consultative Committee), and 57 students (including the Student Consultative Committee). For a quorum, a majority of the voting membership (110) must be present. Advance notice is required for amendments to the constitution and 146 affirmative votes at one meeting or 110 affirmative votes at each of two meetings, the second of which shall be the next regular meeting. Advance notice is required for amendments to the bylaws and 110 affirmative votes. Other actions require only a simple majority of the members present and voting. Amendments to motions in the printed agenda must be submitted to the Clerk of the Senate at least 48 hours in advance of the meeting to allow for appropriate distribution. Consideration of amendments not received at least 48 hours in advance requires suspension of the rules by a majority of those members present and voting.

Any member of the faculty and any academic professional and student eligible to vote for senators shall be entitled to speak at the discretion of the Senate. Only elected members or alternates, the Senate Consultative Committee and, in case of a tie, the chair, shall be entitled to vote.

Representatives may designate any eligible alternates from their colleges, schools, or student constituencies as the alternates to serve in their places by written notice to the Senate Office prior to the commencement of any meeting of the Senate.

ATTENDANCE RECORD

A roll of elected and ex officio members will be available at each door of the meeting room, and members are asked to sign in. A summary of attendance for the year will be included in the minutes of the last meeting of the year.

RULES

Rules will be available at the door.

I. ADMINISTRATIVE RESPONSE TO UNIVERSITY SENATE ACTIONS Information

- A. Morse-Alumni Award for Excellence in Undergraduate Education
Approved by: the University Senate on February 16, 1995
the Administration on March 6, 1995
the Board of Regents - no action required

II. COMMITTEE MEMBERSHIPS, 1995-96 Information

In the recent election to fill faculty vacancies on the Senate Consultative Committee, Carole Bland, Victor Bloomfield, and Virginia Gray were elected for 3-year terms (1995-98). The faculty membership for 1995-96 includes:

John Adams	College of Liberal Arts
Carl Adams	School of Management
Carole Bland	Medical School
Victor Bloomfield	College of Biological Sciences
Virginia Gray	College of Liberal Arts
James Gremmels	Morris
Robert Jones	College of Agriculture
Geoffrey Maruyama	College of Education
Harvey Peterson	Crookston
Michael Steffes	Medical School

CONSENT AGENDA Action (5 minutes)

Agenda items III. and IV. are considered to be noncontroversial or "housekeeping" in nature and are offered as a "Consent Agenda" to be taken up as a single item with one vote. Any item will be taken up separately at the request of a senator. A majority of those members present and voting is required for approval.

III. MINUTES FOR FEBRUARY 16, 1995

IV. SENATE CONSULTATIVE COMMITTEE Protocol for Senate Committee Involvement In Central Administrator Searches

MOTION:

To amend the "Protocol for Senate Committee Involvement In Central Administrator Searches," as follows: (additions are underlined, deletions are ~~struck out~~; section titles following Roman numerals are underlined in the original protocol)

Protocol for Senate Committee Involvement In Central Administrator Searches

I. Formation of Search Committees

Search committees are typically established to fill major University central administrative positions. The positions to which this section of the protocol is addressed include the following:*

- President**
- Senior Vice President
- Vice President
- Associate/Assistant Vice President
- Provost
- Associate/Assistant Provost
- Vice Provost
- Associate/Assistant Vice Provost
- General Counsel
- University Librarian
- Director of Equal Opportunity and Affirmative Action
- Director, Intercollegiate Athletics (Twin Cities campus)

Members of search committees for these positions, and their chairs, shall be chosen by the appointing authority after consultation with appropriate Senate committees, as follows.

The appointing authority shall ask the Faculty Consultative Committee and Student Senate Consultative Committee, or other appropriate committee (as set out in Section III of this protocol) to submit, by a specified date, names of the faculty and students who should serve on the search committee. The number of individuals nominated should be greater than the number who will serve on the search committee (perhaps twice as large), in order to allow for those who decline to serve and to provide the appointing authority some flexibility in the choices. The appointing authority will select the search committee from among those individuals or will explain to the Senate committee why the search committee membership deviated from the list of individuals nominated. The Faculty and Student Senate Consultative Committees may also identify the names of other individuals (who are not faculty or students) who the appointing authority may wish to consider selecting for search committee membership.

If the Senate committees are unable to provide names to the appointing authority by the date specified, he or she may proceed to appoint the search committee without Senate committee consultation. It is assumed the Senate committee would be given at least two weeks notice of the need for nominees to the search committee.

The Faculty Consultative Committee and the President or other administrator may agree that identification of faculty members for other administrator search committees is appropriate; this protocol should also be followed in such instances. The same is true for the Student Senate Consultative Committee.

II. Committee Responsibility for Interviews

The following Senate*** committees will be given the opportunity to participate in interviews of candidates for the positions noted, in accord with the provisions of Section III of this protocol. Interviews with committees will be scheduled irrespective of the scope of the search (full, limited, or non-competitive appointment); in the case of non-competitive appointments, the committee will be given the opportunity to interview the candidate before the position has been offered to the candidate. [Note: "before" is underlined in the original protocol; this is not a change.]

Faculty Consultative:	President; all vice presidencies <u>and provosts</u> (including the General Counsel); Director of EEO; Chancellors; Directors of Athletics [Twin Cities campus]; others as the President may request
Student Senate Consultative:	President; all vice presidencies <u>and provosts</u> (including the General Counsel); Director of EEO; Chancellors; Directors of Athletics [Twin Cities campus]; others as the President may request
Computing and Info Systems:	Associate/assistant vice president/vice provost for computing and information systems; University Librarian
Educational Policy:	Senior Vice President for Academic Affairs; <u>provosts</u> ; Vice President for <u>Undergraduate Education and Student Affairs Development and Athletics</u> ; Vice President for <u>Arts, Sciences, and Engineering</u> ; Dean of the Graduate School
Faculty Affairs:	Associate/assistant vice president for human resources
Finance and Planning:	Senior Vice President for Finance and Operations; associate/assistant vice presidents in Finance and Operations, <u>Vice President for Outreach</u>
Intercollegiate Athletics:	Director of Athletics
Judicial Committee:	General Counsel
Library:	University Librarian
Research:	Vice President for Research and Dean of the Graduate School; Assistant/associate vice president, ORTTA
Student Affairs:	Vice President for Student <u>Affairs Development and Athletics</u>

III. Interviewing Protocol. Candidates for Administrative Positions with Senate Committees

It is understood that committee interviews, especially during the summer or when scheduled on short notice, may not involve a majority of committee members or consistent representation for several candidates. It is not the intent of this protocol that the hiring process be slowed or hindered by the possible unavailability of committee members. The committee interviews are scheduled to give committee members the opportunity [Note: "the opportunity" is underlined in the original protocol and is not a change] to participate in the search process; if they are unavailable or do not attend, the hiring process should nonetheless go forward.

1. The committee will be supplied, in advance of the interview, copies of the position description and the curriculum vitae of each candidate.
2. The committee will assemble and discuss, in advance of the arrival of the candidate, how it wishes to conduct the interview.
3. The candidate will meet with the committee.
4. The candidate will depart; the committee will then meet in closed session to discuss the candidate(s) and to decide upon its comments or recommendation to the appointing authority. These comments or recommendation, including any minority or dissenting views, will be submitted as quickly as possible to the appointing authority.
5. The Faculty Consultative Committee and the President or other administrators may determine that faculty participation in interviews with candidates for other positions is desirable; FCC may delegate responsibility for participating in such interviews to other committees of the Senate or the Assembly. FCC may also designate additional committees or individual faculty members to participate in any interviews. The same is true for the Student Senate Consultative Committee.
6. When more than one committee is appropriately involved in candidate interviews, the committees may schedule a joint session.

*In the parlance of the categorization of administrative appointees at the time this protocol is written, it covers class numbers 9301-9305, 9314, 9316, 9321-9328, and a few of the individuals in class 9330.

**The selection of the University President is the legal responsibility of the Board of Regents and the search committee for this office is drawn from the members of the Board. This committee has customarily involved the Senate Consultative Committee in the search, either relying on SCC to act as a search advisory committee or asking SCC to appoint such an advisory committee. It is presumed that this practice would continue.

***And, for the Directors of Intercollegiate Athletics (Twin Cities), the (Twin Cities) Assembly Committee on Intercollegiate Athletics.

COMMENT:

The protocol was adopted by the University Senate on February 18, 1993, as part of a consent agenda, without debate, and approved by the administration on April 26, 1993. The proposed amendments are intended to bring the protocol into accord with the reorganized central administration.

JOHN ADAMS, Chair
Senate Consultative Committee

V. SENATE CONSULTATIVE COMMITTEE Merger of Student Senate Leadership Positions Action (10 minutes)

MOTION 1:

To amend the Senate Constitution as follows: [deletions are struck-out; additions are underlined]

ARTICLE III, SECTION 6b

6. University Senate and Student Senate Officers

a.

b. The officers of the Student Senate shall be a chair and a vice chair , a clerk, and a treasurer.

The chair and vice chair shall be elected by the Student Senate at its last regularly scheduled spring quarter meeting from the members of the Student Senate. The chair and vice chair shall be elected at a special spring quarter session of the Student Senate attended only by student Senators elected for the following year. The outgoing chair shall preside over the election. Non-Senators and outgoing student Senators may not be candidates for these positions. The chair and vice chair shall not be from the same campus. In the event that no one is nominated for the vice chair position from a separate campus, the position will be open to all qualified members of the Student Senate. Term of office shall be July 1 to June 30, and the persons holding office is are eligible for re-election. The duties of the

chair are (1) to be the official spokesperson of the Student Senate; (2) to set the Student Senate agenda, to be approved by the Student Consultative Committee; (3) to organize and chair the Student Lobbying Advisory Committee; to serve on the board of the Coalition/UMCHE, the University's student lobbying organization; (4) to serve as the University's representative on the Student Advisory Committee; (5) to serve on one central University advisory committee and to delegate student members for other advisory committees; (6) to serve as the chair of the Student Consultative Committee.

The duties of the vice chair are (1) to assume the duties of the chair in the event of an absence or incapacity of the chair; and (2) to assume responsibilities delegated by the chair; (3) to submit to the Senate office an annual budget request for the Student Senate and Student Consultative Committee, to be approved by the Student Senate during its fall quarter meeting; (4) to organize an annual orientation for members of the Student Senate; (5) to monitor Student Senate attendance and ensure that the Student Senate handbook is updated and distributed; (6) to serve on a central advisory committee that is not attended by the Student Senate chair if there is more than one such committee active; (7) to serve as the vice chair of the Student Consultative Committee.

The clerk and treasurer shall be appointed by the chair subject to the approval of the Student Senate. The duties of the clerk and treasurer shall be prescribed in the Senate Bylaws. The Student Consultative Committee shall periodically review these officer positions.

c.

MOTION 2:

To amend the Senate Bylaws as follows: [deletions are struck-out; additions are underlined]

ARTICLE I, SECTION 8

Article I. University Senate Membership, Elections, and Officers

8. Treasurer of the Student Senate: ~~The treasurer of the Student Senate shall be the chief budget officer of the Student Senate. The treasurer shall chair the budget subcommittee of the Student Senate.~~

ARTICLE III, SECTION 4

4. CONSULTATIVE COMMITTEES

The Senate Consultative Committee shall be composed of 10 elected members of the faculty, 9 elected students, and the vice chair of the University Senate. The faculty representatives shall serve as the Faculty Consultative Committee; the 8 elected student representatives and the chair and vice chair of the Student Senate shall serve as the Student Consultative Committee; the 8 elected student representatives and the vice chair of the Student Senate shall comprise constitute the 9 voting student members of the Senate Consultative Committee.

Student Consultative Committee

Membership

The Student Consultative Committee shall be composed of:

- one student from the Crookston campus
- one student from the Duluth campus
- one student from the Morris campus
- five students from the Twin Cities campus, as follows:
 - 1993-94 4 undergraduates, 1 graduate/professional
 - 1994-95 3 undergraduates, 2 graduate/professional
 - 1995-96 4 undergraduates, 1 graduate/professional
 - 1996-97 3 undergraduates, 2 graduate/professional
 - 1997-98 4 undergraduates, 1 graduate/professional

the chair and vice chair of the Student Senate

Student members except for the chair and vice chair shall be elected in accordance with procedures determined by the respective campuses' student constituencies, subject to the following provisions:

- At the time of their election, students shall be members of the University Senate (except for Crookston).
- Students shall serve a one-year term, and are eligible for re-election. No student member is eligible to serve more than three consecutive terms.

Student vacancies shall be filled in accordance with procedures determined by the respective campuses for the balance of any unexpired term until the next regular election.

The chair of the Student Senate shall also serve as the chair of the Student Consultative Committee. The vice chair of the Student Senate shall also serve as the vice chair of the Student Consultative Committee. If either the chair or vice chair has already been elected to the Student Consultative Committee as a regular member, he or she must concede his or her prior position to another student, to be chosen as soon as possible by the appropriate student constituency. The chair and vice chair shall serve no more than two consecutive terms. The vice chair of the Student Senate shall serve as an ex officio, nonvoting member of the Senate Consultative Committee if not otherwise elected in his or her own right. The vice chair of the Student Senate shall serve as a voting member of the Senate Consultative Committee.

Duties and Responsibilities

- a. To meet separately, when necessary, to discuss with the president, or others, matters of concern to the student body.
- b. To serve as the nucleus of an the executive and steering committee of the Student Senate.
- c. ~~To provide for a budget subcommittee of the Student Senate. The budget subcommittee shall be chaired by the treasurer of the Student Senate. Three members shall be appointed by the chair of the Student Senate with one member from each of the following committees: Student Senate Consultative Committee, Student Committee on Committees, Student Lobbying Advisory Committee. These appointments are subject to the approval of the Student Senate.~~

Chairs: The chairs of the Faculty Consultative Committee and of the Student Consultative Committee shall be elected by their his or her respective members from among their number for a one-year term of office. ~~Chairs~~ The chair of the Faculty Consultative Committee shall be eligible for re-election to that position. The chair and vice chair of the Student Consultative Committee shall be elected by the Student Senate in accordance with Article III, Section 6b, of the Senate Constitution. The chair of the Faculty Consultative Committee shall serve as chair of the Senate Consultative Committee.

~~The Student Consultative Committee shall have a chair and a vice chair who shall be from separate campuses. The vice chair shall assume the duties of the chair in the event of an absence or incapacity of the chair and shall assume responsibilities delegated by the chair.~~

MOTION 3:

To amend the Senate Rules as follows [deletions are struck-out; additions are underlined]

ARTICLE III, SECTION 2

2. Ex Officio Members of Senate Committees

Ex officio members shall be appointed from each of the offices listed below and are non-voting positions unless otherwise noted.

Senate Consultative—Vice chair of the University Senate (voting); Chairs of the Finance and Planning and Educational Policy Committees; elected representative from the Duluth faculty eligible to vote in Senate elections; Vice chair of the Student Senate

COMMENT:

The above amendments were approved by the Student Senate on February 16, 1995, and if approved by the University Senate will merge the chair and vice chair positions of the Student Senate and the Student Senate Consultative Committee. The Student Senate believes these changes will result in more effective leadership and communication within student governance. The Senate Consultative Committee endorsed the amendments at its April 6 meeting.

JOHN ADAMS, Chair
Senate Consultative Committee

**VI. SENATE CONSULTATIVE COMMITTEE
EDUCATIONAL POLICY COMMITTEE
Change to Semester System
Action (15 minutes)**

MOTION:

To approve the following Resolution:

Resolution

WHEREAS, there would be utility for the University to change to a semester system in order to be more compatible with other institutions of higher education throughout the state and nation, and

WHEREAS, a change to semesters would require an extensive revision of University courses and curriculum, and

WHEREAS, U2000 envisions improvements to University courses, curriculum, operations, and infrastructure which would need to be redone if the University were to change to a semester system,

THEREFORE BE IT RESOLVED that if such a change is to take place, the administration must, before the beginning of the next academic year, commit the University to a definite target date on which the change would take place, and

BE IT FURTHER RESOLVED that the implementation of the change from quarters to semesters must include a sufficient budget to acquire adequate faculty time and resources to accomplish the transformation in an educationally sound manner, and

BE IT FURTHER RESOLVED that any semester calendar must not result in a loss of instructional time and must be consistent with the education, research, and outreach missions of the University, and

BE IT FURTHER RESOLVED that the planning process for a change from quarters to semesters must take place in close consultation with the Senate governance system and with academic units.

COMMENT:

For many years, the question of changing from a quarter to a semester system has divided the campus community. It always raises the specter of having to redo any real academic restructuring at the University. With the improvements in the University envisioned by U2000, it is time to either commit to changing to a semester system, and incorporating those changes into U2000 plans, or commit to keeping the quarter system for the foreseeable future.

The relative merits and costs of the two systems, the issues of the changeover, and faculty and student preferences have already been studied in great detail in University reports of the 1985 Semester Working Group (Robinett), 1986 Analysis of Academic Calendar Survey (Hendel), and the 1988 Materials to Support a Decision to Convert to a Semester System (Kvavik).

From these reports, it is clear that there are strengths and weaknesses to either system, and that there is a legitimate difference of opinion as to which is superior for the academic and the research enterprise. For example, relative to the quarter system, semesters may allow students to spend more calendar time to learn course material in greater depth but reduce the variety of courses which would be taken in an academic career. It is also clear that there is bureaucratic simplification which results from reducing three to two the annual cycles of registration, classroom assignment, and grading. This simplification would help relieve the overburdened academic infrastructure of the University, which has suffered in a constant climate of budget cuts.

In addition, more institutions of higher learning, both within the state and across the nation, have changed to the semester system over the years, generating difficulties in coordinating our calendar and academic structure with the increasingly interdependent milieu in which the University operates. The awkwardness of translating between quarter courses and semester courses affects the approximately one-half our undergraduates who are transfer students, and it may handicap our ability to attract students from other institutions who wish to participate in our summer academic program. As improvements in communications technology facilitates sharing of courses between institutions, the incompatibility between semester and quarter courses may become an increasing problem.

MEETING OF THE FACULTY SENATE

THURSDAY, APRIL 20, 1995

(immediately following the University Senate meeting)

The Senate constitution provides that eligible academic professionals and all members of the faculty who hold regular appointments as defined in the Regulations Concerning Faculty Tenure may be present at Faculty Senate meetings and shall be entitled to speak and to offer motions for Faculty Senate action. Only elected faculty members and academic professionals (or their designated alternates) shall be entitled to vote. For a quorum, a majority of the voting membership (82) must be present. Actions require a simple majority of the members present and voting. Amendments to motions in the printed agenda must be submitted to the Clerk of the Senate at least 48 hours in advance of the meeting to allow for appropriate distribution. Consideration of amendments not received at least 48 hours in advance requires suspension of the rules by a majority of those members present and voting.

**I. MINUTES FOR FEBRUARY 16, 1995
Action (2 minutes)**

The discussion about the change has been held repeatedly in recent years; it is time to make a decision.

[Endorsed without dissent by the Senate Committee on Educational Policy, April, 1995.]

JOHN ADAMS, Chair
Senate consultative Committee
KENNETH HELLER, Chair
Educational Policy Committee

**VII. SENATE CONSULTATIVE COMMITTEE
Academic Freedom and Responsibility Statement
Information and Discussion (30 minutes)**

Academic Freedom and Responsibility Statement

The Regents of the University of Minnesota reaffirm the Principles of Academic Freedom and Responsibility. These are rooted in the Belief that the Mind is ennobled by the Pursuit of Understanding and the Search for Truth, and the State well served when Instruction is available to All at an Institution dedicated to the Advancement of Learning. These Principles are also refreshed by the Recollection that there is a Common Bond through all the Arts:

COMMUNE VINCULUM OMNIBUS ARTIBUS

Academic Freedom is the Freedom to discuss all relevant matters in the Classroom, to explore all Avenues of Scholarship, Research and Creative Expression and to speak or write as a public Citizen without institutional Discipline or Restraint. Academic Responsibility implies the faithful Performance of Academic Duties and Obligations, the Recognition of the Demands of the Scholarly Enterprise and the Candor to make it clear that the Individual is not speaking for the Institution in Matters of public Interest.

Questions regarding academic freedom or academic responsibility shall be resolved in accordance with the "Regulations Concerning Faculty Tenure" or other applicable University procedures.

JOHN ADAMS, Chair
Senate Consultative Committee

**VIII. PRESIDENT'S REPORT
(10 minutes)**

**IX. QUESTIONS TO THE PRESIDENT
(5 minutes)**

**X. SENATE CONSULTATIVE COMMITTEE REPORT
(10 minutes)**

XI. OLD BUSINESS

XII. NEW BUSINESS

**XIII. TRIBUTE TO DECEASED MEMBERS OF THE
UNIVERSITY COMMUNITY**

FACULTY

Robert C. Bright
College of Biological Sciences

STUDENTS

Heather A. Berglund
College of Liberal Arts

Scott W. Franke
College of Liberal Arts

Daniel J. Hacker
General College

Terrence J. Millner
College of Liberal Arts

Lynn M. Weaver
College of Veterinary Medicine

Atsushi Yokotsuka
Graduate School

XIV. ADJOURNMENT

**II. FACULTY CONSULTATIVE COMMITTEE
FACULTY AFFAIRS COMMITTEE
RESEARCH COMMITTEE
Workload Policy Addendum
Action (10 minutes)**

MOTION:

To approve the following Workload Policy Addendum:

Workload Policy Addendum

The workload principles and guidelines in all units shall enable its FULL-TIME TENURED AND TENURE-TRACK FACULTY to devote sufficient time to meeting their responsibilities as would reasonably be necessary:

- (a) for all ranks, to make scholarly contributions expected of their faculties, and
- (b) in the case of assistant and associate professors, to sustain the quality of continuing contributions required in the respective unit to achieve tenure and promotion.

This policy establishes a standard applicable to all faculty ranks. It recognizes that University research is inextricably interwoven with teaching and often with service, and that the proportion of effort devoted to research need not be identical for each individual faculty member in a unit, but may vary around the unit's average. Such activities are to form a part of the faculty member's normal work effort during his or her term of appointment.

COMMENT:

All baccalaureate and post-baccalaureate units share in the University's mission of teaching, research, and service, and the research mission includes research, scholarship, and creative activities and contributions. The University's research mission is to make nationally and internationally significant, high-quality contributions to the advancement of knowledge or the production of creative works in the disciplines of the respective faculties. Although units vary widely in their distributions of effort among the University's missions, it is important that all such University units structure faculty workloads in ways that enable meaningful participation in the University's research mission.

JOHN ADAMS, Chair
Faculty Consultative Committee

DANIEL FEENEY, Chair
Faculty Affairs Committee

ALLEN GOLDMAN, Chair
Research Committee

**III. FACULTY CONSULTATIVE COMMITTEE
COMPENSATION WORKING GROUP**

Resolution
Action (30 minutes)

MOTION:

To approve the following Resolution: [Copies of the Report of the Compensation Working Group are being mailed to Faculty Senate members.]

Resolution

Having accepted and discussed the Report of the Compensation Working Group, the Senate wishes to express its support for the general concepts, principles and positions conveyed in the Report. Further, the Senate recommends that the Regents give careful consideration to the desirability of quickly establishing a long term compensation policy position for faculty and academic staff and to reinforcing the chosen policy position with the decisions regarding FY 95-96 salary increases.

JOHN ADAMS, Chair
Faculty Consultative Committee

IV. OLD BUSINESS

V. NEW BUSINESS

VI. ADJOURNMENT

Statement

The Faculty Consultative Committee extends its warm thanks and deep appreciation to the members of the search committee for the Provost for the Arts, Sciences, and Engineering. We congratulate the search committee for doing an outstanding job under extraordinarily difficult conditions.

The Faculty Consultative Committee has taken notice of the adverse comments about the search committee after it brought the search to a close. We have been told that a number of things were said or implied about the conduct of the search, and about actions purportedly taken by search committee members, that were without merit. We understand that several members of the search committee believe their actions to have been unjustly maligned.

If such attacks on the search committee and the integrity of the search process are made without foundation in fact, they do grave damage to the University. They harm its efforts to recruit candidates of the highest caliber to senior office. They render suspect all searches, no matter the color or gender of the slate and the nominee. They undermine the willingness of able faculty and members of the community to serve on these time-consuming committees that offer little reward for the service. Not only have we seen no evidence that supports such allegations about this search, we have received repeated affirmations that it was conducted in full accord with all laws and University regulations.

We also find it unacceptable to make public charges against a search process, and members of a search committee, before serious attempt is made to ascertain the validity of the allegations. We question the wisdom of making public charges in any event, before they can be dealt with by responsible University officers and faculty members. The reputations of the search committee members as well as the candidates deserve to be protected from unfounded allegations about a search, and the University must act quickly and responsibly when they are maligned.

The Faculty Consultative Committee believes that search committees that conduct their business fully in accord with the accepted practices of the University, and that go out of their way to seek candidates of the highest quality, should be commended, both by the faculty and by the administration, for their diligence and their interest in the welfare of the University. The Arts, Sciences, and Engineering Provost search committee acted in such a manner, and we wish to say, on behalf of the faculty, that the search committee conducted a splendid search.

We also wish to extend our thanks and congratulations to the members of the three other search committees whose work led to the appointments of the Provost for the Academic Health Center, the Provost for Professional Studies, and the Chancellor of the University of Minnesota, Duluth. They worked no less hard, we realize, and were confronted with similar difficulties. We acknowledge their efforts with gratitude.

We note finally that of the five recent senior officer appointments, President Hasselmo has selected a woman and an African-American in addition to those who were selected as provosts. Even with the two most recent deanship nominations that have been announced, we are confident that the goal of diversity will be reflected, over time, in the individuals President Hasselmo appoints as senior officers. His record in this matter, dating from the day he became President, warrants confidence in his commitment to the goal.

Adopted by the Faculty Consultative Committee, April 14, 1995

OVER

Statement

The Faculty Consultative Committee of the University of Minnesota is astonished, dismayed, and angry at the radio and newspaper articles about the possible retirement of President Nils Hasselmo.

We strongly hope that President Hasselmo will reject any call for his retirement or resignation, except under circumstances of his own choosing.

We wish to express our unequivocal support for the leadership President Hasselmo has demonstrated during his tenure, and believe that he should continue to exercise that leadership for at least the next few years, if he wishes to do so.

The University is now in the middle of a process that has been underway for two years, setting out demanding academic goals and taking the first steps to achieve them. It will take us another two years or more to move definitively toward accomplishing those goals. It would take little to disrupt a very fragile situation with respect to this ambitious agenda.

We are gravely concerned that there are people who would like to bring things to a halt, perhaps because they cannot see the path that should be followed, or for other reasons about which we decline to speculate.

We strongly support the directions in which President Hasselmo has proposed to take the University. We strongly support the choices President Hasselmo has made in the selection of his provosts and chancellors. We believe President Hasselmo understands, better than most, the fundamental values of a university, and in particular the special role that a land-grant major research university must play in the society in which it lives. We believe deeply that President Hasselmo has committed the University to a path that will pay many rewards to the State of Minnesota and its people, as well as to the nation and the world.

We issue this statement as a resounding declaration of support for President Hasselmo.

Adopted by the Faculty Consultative Committee, April 14, 1995

UNIVERSITY OF MINNESOTA

Twin Cities Campus

University Libraries

Minneapolis, MN 55455

March 15, 1995

To: Prof. John Adams, Chair, Senate Consutative Committee
✓Martha Kvanbeck, Administrative Director, University Senate

From: Barbara L. Walden, Chair, Senate Committee on Social
Concerns

B Walden

Subject: Senate Docket item, University investment policy in the
People's Republic of China.

The Senate Social Concerns Committee met on Wednesday, January 18, to consider the investment policy of the University in the People's Republic of China. Three guests were invited to address various aspects of this policy: Roger Paschke, Treasurer of the University of Minnesota; Prof. David Pui, Director of the University's China Center, and Karen Grimm, co-chair of the University chapter of Amnesty International. After hearing the testimony the committee discussed the issue and arrived at a general consensus. At its meeting on February 23, the Committee discussed this issue further and voted to send the following statement forward to be distributed at the Senate/Assembly meeting in order that the University and its governance system may be informed about this action being taken by the Committee.

As a land-grant institution of higher learning, the University of Minnesota has ethical as well as fiscal responsibilities to the people of this state. Given the dismal record of human rights violations by the People's Republic of China, financial investment there on the part of the University cannot be considered a matter of course. The committee however acknowledges the complexity of the issues involved, in particular these: (1) that the People's Republic is soon to be one of the largest and most lucrative markets in the world, and although the University's current level of investment is relatively low, that may change in the future. (2) that capital investment by, and hence close contact with, the Western democracies, while ostensibly serving to maintain a repressive regime, may also have a salutary, democratizing influence. (Evidence suggests, for example, that instances of egregious human rights violations -- lawlessness, brutality, sadism -- are virtually unknown in those areas, principally the urban east, that maintain open contact with the West.); and (3) that if, as many China experts hold, the

most efficacious means of changing the human rights situation in the People's Republic is by quiet, behind-the-scenes diplomacy (rather than by dramatic unilateral gestures) it behooves the University to articulate its ethical concerns in the appropriate forums and, concomitantly, to shun investment with any and all companies that cannot demonstrate a decent human rights record.

The committee has therefore asked Roger Paschke, the University Treasurer, to bring these concerns before the partners in the University's China investment. The committee also will monitor social concerns issues related to the University's China investments, and will seek as much clarification as possible with respect to the specific companies being invested in, including the nature of the working conditions and their respective human rights records.