



UNIVERSITY OF MINNESOTA
TWIN CITIES

All University Senate Consultative Committee
5-255 Millard Hall
Minneapolis, Minnesota 55455
Telephone (612) 373- 3226

DRAFT OF MINUTES

FACULTY CONSULTATIVE COMMITTEE
and FCC CONVERSATION WITH THE PRESIDENT

February 14, 1980

Chairman Richard Purple convened a meeting of the Faculty Consultative Committee at 11:00 a.m. on Thursday, February 14, 1980 in room 300 of Morrill Hall on the Minneapolis campus. Others present were George Blake, Robert Brasted, Marcia Eaton, Wendell Glick, Cleon Melsa, Fred Morrison, Vera Schletzer, Skip Scriven, Don Spring and Russell Hobbie.

Professor Morrison described a new item of business before the Regents meeting of February 7-8 which he wished to add to the agenda with the President: Regent Latz has proposed a regulation, paralleling a regulation of the federal government, regarding conflict of interest in the first year of post-university employment. As introduced, it applies to administrators who are assistant vice presidents or higher and also to persons holding significant decision-making, supervisory positions. The proposal would prohibit such persons from doing business with the University for a year after leaving the University's employ. It was Professor Morrison's interpretation that deans, department heads and project heads would be included. Regents are not included. The Regents have scheduled the question for the Regents Committee on Faculty and Staff Affairs at the March meetings.

All FCC members who spoke to the question expressed disapproval. Professor Spring recommended the University maintain surveillance of departed employees and avoid doing business with them inappropriately. Professor Glick recommended the FCC request that the Regents withhold action on the matter until the ramifications have been discussed. Professor Hobbie suggested the FCC go on record as saying the proposal is worse than anything it might cure. Professor Purple pointed out that the move can narrow the field of vice presidential applicants by foreclosing later options, and also that such a regulation might conflict with the outreach mission of the University. Professor Blake suggested Regent Latz be asked what sort of conflicts he is seeking to prevent.



UNIVERSITY OF MINNESOTA
TWIN CITIES

All University Senate Consultative Committee
5-255 Millard Hall
Minneapolis, Minnesota 55455
Telephone (612) 373- 3226

DRAFT

MEMORANDUM OF FCC CONVERSATION WITH THE PRESIDENT

President Magrath and Dr. Carol Pazandak joined the FCC meeting at 11:30 a.m. on February 14, 1980.

The first two items on the agenda were interrelated questions regarding the broad scope of selection and recruitment responsibilities in faculty and administrative searches and the degree to which and means by which the president and academic vice president may offer leadership in the principles to be followed and the ends sought. The President stated his assumptions that (1) all faculty agree that one is looking in a search for the best possible person for a position and (2) deans and department heads offer reminders of the institution's common goals.

Professor Morrison remarked that heads and search committees sometimes shirk their responsibility to generate applications and instead merely screen applications. Committee members need to be reminded of their responsibility to actively search. Professor Glick remarked that a position announced only in the Chronicle of Higher Education will yield disappointment. Personal, individual intervention, actively seeking to attract the superior candidates, is what counts. Professor Brasted noted his observation that interviews with prospective faculty never include asking about the candidate's teaching strengths and intentions. Professor Scriven reemphasized his question as to what leverage can be brought to bear by the President and the Academic Vice President on the important matter of attracting the best faculty. Professor Schletzer pointed out that in some fields money is an important factor. University pay for an assistant professor in psychology, for example, cannot compete with pay available in other arenas.

A number of people stated that it is not the case that all colleges and departments have useful hiring guidelines in existence. The President said he sees a possible need for general guidelines to pertain in all faculty searches. He asked the FCC to consider the possibility of a day-long retreat, approximately

next fall, for the new FCC, the Vice President for Academic Affairs, the academic deans and appropriate other vice presidents, with a specific agenda addressing the questions of whether the University is doing the right things in the area of attracting faculty and administrators and how it can do them better.

Implementation of the 'E' (academic staff) track classifications was the next item of business. President Magrath distributed Vice President Linck's memorandum of February 12 which articulates the position of the Office of Academic Affairs on activity relating to 'E' classification. Professor Morrison noted with approval the affirmation in this memorandum of the University's responsibility to the numerous individuals who were hired and inappropriately promised access to the tenure track. The President made four points on the classification issue: (1) neither he nor Vice President Linck nor Assistant Vice President Robinett supports pressuring any individual to move from the tenure track to the 'E' track; (2) he supports the Senate position adopted November 29, 1979; (3) the University still cannot implement the tenure guidelines because of the collective bargaining situation; and (4) he supports changing the classification of an individual who voluntarily requests the transfer to 'E'.

Professor Eaton called attention to the dilemma for persons in jobs the nature of which makes it advisable to change to 'E' for the good of their careers, yet whose security and protection in 'E' are unclear because there is no clear description of job responsibility. The President agreed that it is time to go ahead and develop such descriptions. The President recommended that Academic Affairs, the Tenure Committee and the FCC should hold discussions moving towards resolution of full implementation of the academic staff proposal. There is need to work out a clear understanding about the categories of positions, and not to proceed on a case-by-individual-case basis. Deans are to be told they are not to pressure individuals to change categories. In addition, Professor Purple recommended, and the President agreed, that new faculty posts in Student Affairs should be cleared with the Office of Academic Affairs. President Magrath indicated he would send a memorandum to that effect.

The next agenda item was the conflict-of-interest control proposal before the Regents. Professor Purple summarized the objections raised shortly earlier in the FCC meeting and described the proposal as based on the presumption of evil with yet no evidence of wrongdoing. The President pointed out that the proposal

applies specifically to administrators and not to faculty, but Professor Morrison read the wording ("other decision-making or supervisory...") which makes it appear to him quite widely encompassing. The President suggested the chair draft a letter to him addressing the general and the specific concerns of the FCC. President Magrath would then send the letter on to Regent Latz and to the Chair of the Regents Committee on Faculty and Staff Affairs.

With adjournment pressing, the President reported briefly to the faculty on three other items:

(a) On the Rajender case, a committee of the Regents is working with Vice President Hasselmo, the Office of Academic Affairs, and the President to draft a settlement agreement. Betty Robinett is the person who will track this issue on behalf of the above.

(b) He alerted the FCC to a controversial decision in Political Science not to offer tenure to an assistant professor.

(c) He informed the FCC of Vice President Kegler's information regarding faculty relationships with legislators. Certain faculty members who favor collective bargaining are actively attending fundraisers and other occasions, making themselves prominent. Faculty who oppose collective bargaining have not been involved in such undertakings to make themselves better known to legislators.

The meeting adjourned at 12:45 p.m. for the SCC meeting to follow immediately.

Meredith Poppele, Recorder