



UNIVERSITY OF MINNESOTA
TWIN CITIES

All University Senate Consultative Committee
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M E M O R A N D U M

To: Faculty Consultative Committee
From: Meredith Poppele
Date: June 12, 1980

1. Meeting Reminders.

- a. SCC meeting Thursday, June 19, 12:30-3:00, Room 626, Coffman Memorial Union.
Room open at noon. Use 4th floor food line.
- b. Faculty C.C. meeting Friday, June 27, 11:00 a.m. in the Regents Room.
Agenda: 11:00-11:30 Further consideration of the commission of inquiry into consent decree and aftermath.
11:30-12:00 Discussion with Lillian Williams.

SCC meeting follows at noon, in Regents Room, with President Magrath, UCBRBR and SCFA to consider responses to capital request and biennial request items and to discuss faculty salary request and supplies, expenses and equipment request. Sandwiches will be served.

2. Enclosures in this packet.

- Agenda for June 19 SCC meeting
- Report of the Chair for June 19 meeting
- Regents' Mission and Goals statement
- SCRAP comments upon that statement
- President's letter to R. Purple explaining position on Nestle boycott
- Professor Williams' letter to R. Purple on SCFA's consideration of faculty requirement plan
- SCFA faculty salary increase proposal for '81-'83 biennial request
- David Berg memo on costs in SCFA salary proposal
- President's memo on consultation on biennial request matters
- FCC minutes draft from June 5 meeting
- Washington Post clipping, 6/7/80 on repercussions from Maryland's financial disclosure law



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DRAFT
MINUTES

Faculty Consultative Committee

June 27, 1980

Chairman Richard Purple convened a meeting of the Faculty Consultative Committee at 11:10 a.m. on Friday, June 27 in the Regents Room of Morrill Hall. Other members present were George Blake, Bob Brasted, Wendell Glick, Marcia Eaton, Fred Morrison, Doug Pratt, Paul Quie, Skip Scriven, Don Spring, Vera Schletzer and John Verrill.

1. Commission of inquiry regarding the Rajender consent decree. The business was to consider the composition and formal charge of this commission which the Faculty Consultative Committee on June 5 approved creating. Professor Eaton recommended there be no more than five members, perhaps as few as three. At least one would be a woman who is a full professor; the members should be viewed as fair and, insofar as possible, be well-known. She stressed that there should be no one on the commission who might give the appearance of yielding to pressure from any of the interested parties. The following names were considered in the course of the meeting: Marian Pour-El, Robert Beck, Paul Murphy, Peter Robinson, John Howe, Clyde Parker, Barbara Stuhler and Donald Rasmusson.

Professor Scriven asked if there was any possibility the findings of this commission could have an impact on the consent decree itself; it was agreed this was highly unlikely. Scriven then asked if University lawyers were making presentations to Judge Lord which could affect the decree. Purple replied that they were not, that the plaintiffs and the University had signed the agreement and the period until August 1 is to allow additional members of the plaintiff class to request modifications. Professor Brasted doubted that the FCC could get volunteers to serve on the commission unless it could convince them their service could accomplish something. He asked if a member of the Chemistry department could protest to this commission some step which they alleged had been neglected and ask the commission to find out why. Purple said that the usefulness of the commission's work would be to see that what happened in the Rajender case could not happen here again.

The outgoing and incoming chairmen were instructed to first ask Robert Beck, Peter Robinson and Marion Pour-El. The FCC or a subgroup will meet again to define the charge to the commission.

2. Legislative Relations subcommittee. Professor Eaton recommended that this SCC subcommittee take responsibility for coordinating legislative district evening meetings between legislators and faculty living in the respective districts. With the planning group a branch of the SCC, it would be eligible for valuable assistance from Vice President Kegler's office, such as identifying faculty members according to legislative districts. Doug Pratt will chair that subcommittee and has agreed to this task.

3. Affirmative action procedural modifications -- Lillian Williams. Lillian Williams and Pat Mullen joined the meeting and Purple turned the meeting over to Ms. Williams, the University's equal opportunity officer. She first introduced Ms. Mullen, who is the assistant administrator of the Office of Equal Opportunity and also an assistant to Dean Warren Ibele in the Graduate School office. She described Mullen as the principal investigator of a program to assure that women and minority students obtain some fellowships from the Graduate School as opposed to being limited chiefly to access to funds specifically designated for women and minority students. Ms. Williams praised the work of Ms. Mullen and said the program has been chosen to serve as a model for other schools.

Ms. Williams then explained her central reason for meeting with the FCC, which was to describe the new requirements in affirmative action which have grown out of the Rajender settlement and also the improvements in the forms generated by Ms. Williams' meeting last winter with SCC member Sue Pribyl, a member of the subcommittee on search committee guidelines for major administrative searches. Ms. Williams distributed copies of the new forms #16 and #17 and a printed sheet on procedures.

Part of the purpose of the revised forms is to guarantee that a search committee is appointed, prior to the start of a search, for each position to be filled. The forms could subsequently become evidence in legal proceedings if a woman or minority applicant charges discrimination. The Office of Equal Opportunity approves the affirmative action portion of the form when it ascertains that the procedures the department intends to follow conform to the policies of the University. The approval of Academic Affairs is required for form #16, which contains a description of the job qualifications and names the job classification.

Ms. Williams expressed her sympathy with the departments in their need to have the forms processed expeditiously and in their frustration when forms sometimes remain in Morrill Hall for a month or longer. The people in her office can scrutinize their relevant part of the form in a matter of minutes, so forms do not remain there for over 24 hours. Professor Morrison stressed the delay problem and wanted to know the maximum time it would take for a department to get a response on its search proposal--either a signal to proceed or a reason to hold. Ms. Williams pointed out that procedures permit Academic Affairs to give their go-ahead signal by telephone. Several members of the SCC expressed the wish that the Consultative Committee discuss the processing with Academic Affairs and insist upon their being prompt. Professor Morrison recommended a requirement in the document for promptness and making the handling offices delinquent if they have held the document for over 72 hours. He expressed appreciation for the new forms but said the whole scheme cannot be accepted as workable until the bottleneck at Academic Affairs is cleared.

The meeting was recessed at 12:00 noon until immediately after the joint SCC/UCBRBR/SCFA meeting with the President.

Chairman-designate Marcia Eaton reconvened the FCC briefly at 2:10 p.m.

4. Faculty lobbyist and release time. The business was to discuss a replacement for Ken Keller as faculty legislative lobbyist on partial release time. Don Spring asserted the importance of maintaining the position, noting

that Keller got some things through the legislature that would probably not have gone through otherwise.

Marcia Eaton said that Keller had suggested Al ^{Nier}~~Near~~, a distinguished emeritus professor who could serve without release time. There was some discussion about the time commitment. Rick Purple felt that a busy faculty member, even released half-time, would at least sometimes find it hard to get away to the legislature often enough or long enough. Doug Pratt pointed out that legislative meeting schedules are subject to change. He said a successful lobbying operation would really require a full time release.

Paul Quie and Skip Scriven spoke highly of Professor Near's quality of enthusiasm, particularly in explaining his research. John Verrill and Paul Quie both expressed doubt as to whether Near would be sufficiently interested in lobbying to commit himself to the preparation that would be required, such as learning a lot of names and who to go to for what.

Don Spring described the kind of person needed as one who thinks very fast and responds very well. He or she is not required to make presentations, but must be able to approach an individual legislator, and often to put out little fires and correct misinformation all over the place. Much of the work is literally in the corridors. Doug Pratt said the faculty needs someone with prior acquaintance with the legislature. Fred Morrison wanted the group to keep in mind the items the faculty most wants: salaries, adequate supply and expense money, and the specials.

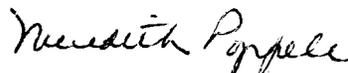
Marcia Eaton, who was to meet within a week or two with Vice Presidents Keller and Kegler to discuss this release-time appointment, suggested that the FCC tell President Magrath that any full-time faculty member would need full time release for two quarters of the year in order to carry out the job, and that if Al Near does not take the job, the faculty needs the President's commitment for that increased release.

Several other names were suggested to be considered should Al Nier decline: Bob Gorlin (Regents Professor, Oral Pathology and Genetics), Forrest Harris (Sociology and Behavioral Science), Rollie Abraham (Professor Emeritus and Director, Agricultural Extension), Lavell Henderson (Biochemistry) and Rick Purple. Rick Purple declined.

In concluding the meeting, George Blake proposed a resolution, which was passed unanimously, of commendation for the past year's chairman for his overall conduct of the office and particularly for being ever resolute and unflappable.

The meeting was adjourned at 2:30 p.m.

Respectfully submitted,



Meredith Poppele,
Secretary

VIII. SALARY INCREASE COMPONENT IN THE 1981-83 BIENNIAL REQUEST TO THE LEGISLATURE.

On March 31 SCFA published in the Minnesota Daily its tentative position on how the salary increase component in the 1981-83 Biennial Budget Request should be calculated and justified. This position was developed primarily by its subcommittee on the salary increase component but it was also discussed, amended, and approved as a tentative position by the full committee. On April 8, SCFA held a hearing on this proposal in the Regents Room with telephone connections to the coordinate campuses. The basic approach proposed by SCFA was supported by those in attendance. Several persons, however, made valuable suggestions which SCFA then considered in redrafting the proposal. The final position, adopted by SCFA on April 25 and transmitted to President Magrath, reads as follows:

The budget request should be divided into 4 categories: I. a cost-of-living category intended to ameliorate the effects of inflation; II. a merit category involving 3 components: conventional merit increase funds, promotion funds, and retention-recruitment funds; III. a unit equity category intended to solve problems of unwarranted differences between average salaries in various units or categories; and IV. a category to offset the relative deterioration during the past decade in the purchasing power of faculty salaries.

Categorization of the salary request in this way would allow the faculty and the administration to approach the legislature asking for salary improvement funding in a way that assures legislators that the distribution of funds will not exacerbate problems they perceive in our methods of allocating salary to faculty members. This approach would, at the very least, help to enhance the legislators' view of the variety of factors that need to be taken into account in allocating money at a major university.

In the following we state the general principles we believe should be followed and illustrate their application with numbers that seem reasonable to us at this time. The amounts listed for each category need to be documented further and revised where appropriate. The numbers we suggest as a point of departure would justify considerably larger salary allocations than we have been receiving. This, however, is not surprising since, as we will demonstrate below, the salary increases we received during the seventies resulted in a decrease in the purchasing power of University faculty salaries at the same time the purchasing power of the average Minnesota citizen's income rose. Furthermore, during most of the seventies the inflation rate was much less than most persons expect during the next few years.

CATEGORY I. We request sufficient funds to provide an adjustment equal to the previous year's rate of inflation and projected rates of inflation for the first year of the biennium. For example, assuming an average rate of inflation of 13% for this year and next, the cost-of-living increase for all faculty members would be 13% in each year of the biennium. (The figure of 13% is based on the increase in the Consumer Price Index during 1979. This percentage may be adjusted later to reflect the expected inflation for the biennium.)

In awarding such an increase we would recommend that, in order to help more of the junior members of the faculty, the University adopt a sliding scale. Again, assuming 13% inflation, the sliding scale would be structured as follows: Those earning up to \$21,000 per year would receive an across-the-board increase of \$2,730. Those earning between \$21,000 and \$42,000 per year would receive a 13% increase. Those earning over \$42,000 per year would receive an increase of \$5,460. (A similar scale would be used in the 1982-83 academic year.) We expect that this adjustment would cost about \$16.9 million in the first year and an additional \$19.4 million in the second year of the biennium. (We assume that the base for academic salaries the first year would be \$130 million.)

CATEGORY II. Given the long-term commitment of the University to rewarding excellence and the fact that the money distributed in Category I should help most faculty members meet the increased costs produced by inflation, a reasonable merit money pool could be developed by a 3.5% of total salary base allocation. In 1981-82 the merit pool would be approximately \$4.6 million and in 1982-83, an additional \$5.2 million.

In addition, we request monies to fund (a) promotions in rank and (b) meet retention recruitment needs. Based on past experience with promotions we expect that increments averaging between \$1500-\$2000 could be awarded to promoted faculty members if \$250,000 were available the first year and an additional \$250,000 the second year to fund promotions.

In view of existing competitive pressures, we believe that the purpose of the funds currently held by the administration to deal with retention cases should be enlarged to include both retention and competitive recruitment. We suggest that a total of \$1 million the first year and an additional \$1 million the second year be requested for this purpose.

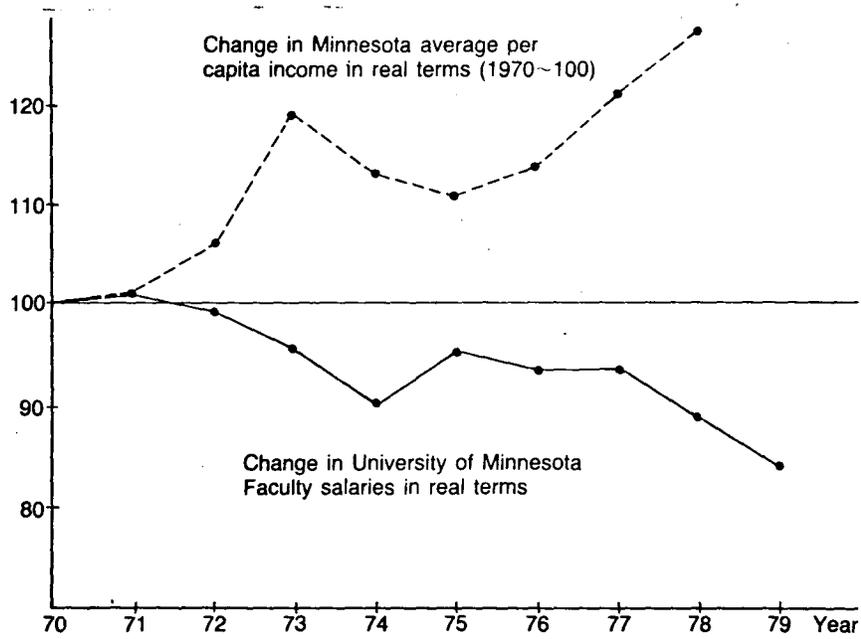
CATEGORY III. The unit equity category has been funded to the level of \$770,000 during 1979-80, \$625,000 during 1978-79, \$334,704 during 1977-78, none during 1976-77, and \$565,371 during 1975-76. Assuming that retention

cases would be funded from Category II money, to meet the needs of this category would require \$.3 million for 1981-82 and an additional \$.3 million for 1982-83.

CATEGORY IV. The past decade has produced dramatic reductions in (1) the purchasing power of average salaries at the University of Minnesota and (2) the ratio of these salaries to the Minnesota average per capita income. A chart recently published by the Twin Cities Chapter of the American Association of University Professors and reproduced below shows graphically the extent of these reductions. From 1970-78 the purchasing power of the average faculty salary at the University of Minnesota decreased about 10.5%. Over this same period the purchasing power of the Minnesota average per capita income increased about 22.5%. No data are available at this writing on 1979 Minnesota per capita income, but the chart shows a further decline from 1978 to 1979 in University of Minnesota average salaries in real terms.

In order to make up this discrepancy during the next five years, it will be necessary to increase faculty salaries an additional 6.5% per year. The extra funds required during the biennium for this purpose would be/ \$8.5 million for 1981-82 and an additional \$9.2 million for 1982-83.

The total request for salary improvement funding based on these assumptions about would be/ \$31.6 million the first year of the biennium and an additional \$45.4 million the second year. Fringe benefit costs would also increase because of these salary increases.



C. Arthur Williams, Chr.
Senate Committee on Faculty Affairs