



UNIVERSITY OF MINNESOTA  
TWIN CITIES

All University Senate Consultative Committee

383 Ford Hall  
Minneapolis, Minnesota 55455

Telephone (612)373-3226

AGENDA (N)

Senate Consultative Committee  
Regents Room - 12:30 - 3:00 p.m.  
Thursday, April 2, 1981

1. Fix Agenda
2. Approve minutes of March 19 (enclosed) and March 5 (correction enclosed)
3. Report of Chair (enclosed)
4. Report of Student Chair
5. Sexual Harrassment Guidelines (enclosed)
6. Committee Reports
7. Regents' Meetings Reports
8. Claim Procedures (see report of chair; SCC letter to Joel Tierney enclosed)
9. Faculty Activities (committee report enclosed)
10. Meeting with the President
  - a. Alumni building (Vice President Keller)
  - b. Other
11. Old Business
12. New Business
13. Adjournment



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MINUTES  
SENATE CONSULTATIVE COMMITTEE  
April 2, 1981

The fifteenth meeting of the Senate Consultative Committee of the 1980-81 academic year was called to order in the Regents Room of Morrill Hall on Thursday, April 2, 1981 at 12:30 p.m. by Marcia Eaton, Chair. Other SCC members present were Orhan Arkan, Julie Bates, Keith Jacobson, Russell Hobbie, Judy Nord, Douglas Pratt, Sue Pribyl, Paul Quie, Dennis Sargeant, Vera Schletzer, Skip Scriven, Pat Swan, and Bruce Thorpe. Also attending were Maureen Smith, University Relations, and a reporter from the Daily.

1. The agenda for the meeting was fixed with the addition of a question on administrative review for discussion with the President.
2. The minutes of March 5, incorporating the correction distributed in advance of the meeting, and the minutes of March 19 as written, were approved.
3. Report of the Chair. Professor Eaton.
  - a. Professors Virginia Fredericks (Theater Arts) and John Howe (History) have been elected from the Twin Cities faculty to three-year terms on the SCC.
  - b. The ACIA has responded to the SCC's request that they examine their constitution and policy statements with regard to relevance to greatly enlarged women's participation in intercollegiate athletics. ACIA finds the relevant documents adequate and recommends no change.
  - c. Steve Carlson Senate eligibility. The Coordinator of Student Activities has reported that the SCC's finding that Mr. Carlson's registration is in CEE has been confirmed by Admissions and Records.
  - d. The Civil Service Committee has requested to meet with the SCC. They will be invited to the April 30 meeting.
  - e. Vice President Keller has requested time at three SCC meetings on the issue of planning for possible serious problems in the 1980's. Time will be reserved for these discussions on April 16, May 14 and May 28.
  - f. President Magrath and Vice President Keller have agreed to assist in trying to identify and compile a directory of faculty members by legislative district prior to the 1983 session.
  - g. Outreach. Vice President Keller has offered an alternative to the SCC's request that it be a point of contact for agenda items for the

Advisory Council for Outreach. He proposes providing to SCC at least twice a year an update of the activities of the Council, beginning with a brief report at the end of the current Spring Quarter. In addition, any policies under review for which SCC consideration is appropriate would be brought to SCC. Professor Swan asked that the SCC request short reports from the Council and further particulars as needed.

4. Report from the Student Chair. Sue Pribyl.

a. The MSA Forum will elect the new SCC student members in early May.

b. Tuition surcharge extension. The Regents voted in March on a split vote to extend the surcharge to Summer Session, but are considering Bruce Thorpe's proposal that the surcharge in this instance constitute a loan, providing the University with additional time to sell lands at a favorable price, and guaranteeing students a voucher for their surcharge which they could, after the land sales, apply toward a future tuition payment. The administration will present the plan to the Regents in April.

5. Sexual Harrassment Grievance Procedure Guidelines. Professor Eaton reported that she, Professor Arthur Williams, Chair of SCFA, and Assistant Vice President Betty Robinett resolved the differences in language which remained between SCC and SCFA. The two committees could not agree, however, on the make-up of panels where cases involve only faculty, and will leave that choice to a Senate vote.

The University Attorney's office has requested a change of wording under "Standard of Proof" to make it consistent with Title VII (Sex Discrimination in Employment). SCC accepts the change. There has been no opportunity to confer with SCFA, which is free to offer an amendment they differ. Dr. Quie moved to substitute the following underlined words under "Burden of Proof:" "A violation of this policy on sexual harrassment shall be found only where there is a preponderance of evidence that a violation has occurred." (These words are in place of "...where the evidence clearly and convincingly demonstrates that..." The motion carried without dissent.

Further discussion followed on the text of the motion to the Senate. The SCC approved clarifying the statement on terms for the Sexual Harrassment Board to read, "In order to achieve continuity, the Board members shall be appointed for staggered terms of service varying in length from one to three years."

Sue Pribyl asked whether aggrieved students might not be at a disadvantage in providing themselves with advisers. Professor Schletzer said the new Office (for entry level sexual harrassment grievances) should be able to identify and prepare advisers, and also that students as well as faculty could take a faculty member as an adviser.

Openness question. Sue Pribyl moved to add the underlined words in the description of Board processes: "In carrying out its appeal and hearing function, the Board shall adopt hearing procedures that accord due process to every party and are consistent with the Procedures for Committees of the Senate." The motion carried.

Dr. Quie moved the adoption of the Sexual Harrassment Procedures motion to the Senate as amended at this meeting. The motion carried without dissent.

6. Committee Reports.

a. Senate Reorganization. In response to a question about the need to revise the Twin Cities Campus Assembly constitution, Professor Hobbie reported that Business and Rules has revised that document in parallel to the revised Senate constitution, and that it may be adopted before the end of the academic year.

7. Reports from March Regents Meetings. Orhan Arkan cited Regential approval of an internal transfer of \$10,000 to Duluth's Indian Affairs Board, in an area of lively interest on the Duluth campus. Student body presidents and student representatives from the several campuses addressed the Regents on student concerns, including problems in transfers between campuses, and specific campus concerns.

8. Claims procedures under Consent Decree. Professor Eaton recommended the SCC reconsider its position of March 19 that the Chair of SCC consult with the Vice President for Administration and Planning regarding naming persons to internal tribunals, and recommended that a more appropriate consultant would be the Chair of the Equal Employment Opportunity for Women. Professor Swan moved that change and the motion carried without dissent.

It was noted that the Regents Committee of the Whole will hear an update on implementation of the Consent Decree on April 10.

9. Facilitating Individual Faculty Activities. SCC members had all received copies of the report of the ad hoc committee. The SCC will await the President's response to these recommendations.

The SCC meeting adjourned at 1:35 p.m., to resume with the President and Vice Presidents at 1:45.

Respectfully submitted,

Meredith B. Poppele,  
Secretary, SCC



UNIVERSITY OF MINNESOTA  
TWIN CITIES

All University Senate Consultative Committee

383 Ford Hall  
Minneapolis, Minnesota 55455

Telephone (612) 373-3226

CONVERSATION WITH THE PRESIDENT

April 2, 1981

Approved 4/16/81

The Senate Consultative Committee's conversation with the President convened at 1:45 p.m. in the Regents Room. SCC members present were Orhan Arkan, Julie Bates, Marcia Eaton, Russell Hobbie, Keith Jacobson, Judy Nord, Douglas Pratt, Sue Pribyl, Paul Quie, Dennis Sargeant, Vera Schletzer, Pat Swan, and Bruce Thorpe. Also attending were Vice Presidents Keller and Hasselmo, Steve Roszell, Director of the Alumni Association, Robert Odegard, Assistant Vice President for Finance, Assistants to the President Carol Pazandak and Jim Borgestad, and Maureen Smith of University Relations.

1. Proposed Alumni Building. Vice President Keller explained that there has been no reference to an alumni building in planning or request documents because no appropriation is involved. The Alumni Association has been interested in such a venture for years. The Regents have been informed of the proposal. The University's obligation would be to provide a site and future maintenance. The Regents will probably have the item for information in May and for action somewhat later. He introduced Steve Roszell who described the plans in some detail.

The Alumni Association, he said, has for years been accumulating its annual net gain of receipts over expenditures into a building fund. The Association Board sees both economic and symbolic reasons for unifying the Association's activities and housing itself with the University Foundation. The number of alumni members and the total contributions from alumni are the lowest in the Big Ten. A center would strengthen the alumni association. Several such centers, financed by alumni associations, exist now among large land-grant universities. Over 50% of University alumni live within a 50-mile radius of the campus, but rarely return to the campus.

In addition to drawing in alumni and encouraging their support, he said the building could serve as a visitors center valuable for other services--e.g. visiting faculty, students and parents. The center could also chronicle the accomplishments of its many distinguished alumni. Moreover, the building could house a University gallery which would be broadly accessible, permitting display space and controlled storage space for the valuable collection.

The Association would raise most of the estimated six million dollars from a select group of interested persons.

The site preferred both by the Association and by the architects is on the eastern bridgehead, between Comstock Hall and Washington Avenue, presently occupied by a parking lot. Two and a half stories of the building would provide underground parking. Mr. Roszell displayed a map pinpointing the site, an

architectural rendering of the exterior, and section drawings showing space use.

Professor Pratt remarked that this location has been seen as a very desirable site, and asked if there are competing plans for the spot. Vice President Keller agreed but said that over the next two decades, capital funds for the East Bank campus will go largely, probably exclusively, for renovations. President Magrath acknowledged that while a site for the Humphrey Institute is still unresolved, the space needs of the Institute had proved to be too expensive on the bridgehead site. If money is appropriated for the Institute, he said, it seems clear the location will be either Oak and Washington or on the West Bank somehow adjacent to a new Business Administration structure.

Asked about the possible availability of the Memorial Stadium site, Mr. Roszell remarked that, should Gopher football teams play at the domed stadium the bridgehead site, relatively close to Humphrey Stadium, becomes even more desirable. The President added that Memorial Stadium itself will continue to be needed for a number of years for recreational sports and the physiological hygiene program.

Dr. Quie, observing that many alumni events include dinners or lunches, asked if there is a dining provision planned. Mr. Roszell said there is no ongoing meal provision but rather a provision for "functional meals," catered by the Campus Club. There seems to be no demonstrated need for a separate dining service and they have no wish to compete with the Campus Club. Even large dinners could successfully be catered in.

Professor Swan asked whether academic planning within CLA has included help for University Gallery on its priority list. Vice President Keller said that Art History is tremendously concerned with the seriously inadequate storage facilities for the collection. As a building priority it has been low because of the severe renovation needs. CLA administration, he said, is very supportive of the plan to include a gallery. It fits well into their plans including plans for collaboration with other art institutions.

Professor Pratt cautioned that the faculty, if surprised with an announcement of an accomplished decision, might raise deep concerns about the maintenance of academic buildings, as happened on the St. Paul campus when the Earl Brown Center quite suddenly appeared. More questions arise, he said, over a building designed for a program which is largely other than academic. He recommended making a special effort to inform the community in advance, and to include addressing the question of maintenance. Vice President Keller said presentations were going also to UCBRR and the East Bank Planning Committee. There was a general expression of agreement that there is time and reason for advance publicity on the proposal. An article in Report was suggested.

Sue Pribyl asked how long the Association anticipates requiring to raise the money. Mr. Roszell said the building fund contains about \$1.5 million of the \$6 million. The balance would be raised mostly as major gifts from key alumni with a general solicitation as well to allow any interested alumni to take part. The Association is carrying on with Mr. Odegard, probably this spring, a feasibility study on raising the money. It expects to ask for the gifts as soon as Regential approval is given. Professor Pratt asked if the Association is considering establishing a trust fund to contribute toward building maintenance, and President Magrath said that central administration has raised and continues to raise this question. Mr. Roszell said the

Association will seek a small excess to contribute to the higher level of maintenance needed by this building, but is asking the University to supply light, heat, and general institutional maintenance.

Professor Swan summarized the questions by saying that all the services the building can provide are valuable, and the only question is their value in relation to the University's mission and other needs. Vice President Keller concurred. He stated that in the balance, the size of the gift and the benefits to be received justify the University's contribution of only the site plus maintenance expense. He added that without it, the University might well have to divest itself of the gallery collection, because the materials are deteriorating in their present housing. Mr. Roszell added that it is obvious that in the coming years the University is going to need more resources from the alumni sector. He believes this experiment might come to pay valuable dividends for the University far down the road. President Magrath noted the irony in this University's ranking first in the Big Ten in terms of private support and tenth in alumni support. Mr. Odegard reemphasized the points and urged the recapture of the alumni audience. The SCC will discuss the item further later in April.

2. Administrative Review. Professor Swan reported the concern the Institute of Agriculture's faculty consultative committee had addressed to her that the review of Deputy Vice President Hueg had gone on for two years and was still not concluded. She asked about the delay in this case, and also about reviews generally. Are they proving useful? Do they serve their intended purpose?

President Magrath called the question timely and said the Regents have raised similar questions. He described the length of the Hueg review as unfortunate and said the committee expects to make its recommendations by late April. The reviews are extensive, time consuming and costly, he agreed. They are, however, valuable in helping an administrator to see his or her own position. Normally a review takes six to nine months. On the balance, he thinks the exercise useful.

Vice President Keller agreed that the benefits outweigh the costs, and defined the central points as (1) what questions should be asked and (2) what should be done with the information. The University should not move beyond these to voting, based on the review, on whether the individual should be reappointed to the position, since only the review committee and subsequently the person responsible for making the appointment have access to all the data. The information should be available to the person reviewed, he said, but not publicly available. The review prepares the independent Review Committee to ultimately make a recommendation on reappointment and it assists the person being reviewed in setting goals and in determining what changes may be helpful.

Professor Swan pointed out that the academic system of peer review gives faculty members a good sense of what is expected of them. She wondered whether deans and vice presidents might gain a similar advantage if the results of a review were shared with the administrator's peers to build community understanding and a sense of the standards of poor, fair, good and excellent performance. President Magrath and Vice President Keller cited two useful systems in existence for assisting deans in self-evaluation: one is the collegiate consultative committees' opportunities to advise their deans on their expectations, and the other is the deans' annual planning in terms of goals and

expectations, set out in consultation with the Vice President for Academic Affairs, at year's end assessed in retrospect. They indicated Professor Swan's suggestion should be considered.

3. Institutional Planning Document. The President told the SCC that central administration would value their comments upon the document, although they need not take a committee position. The document is in its fourth version, and the result of considerable consultation. He wants opinions as to whether the degree of generality and specificity is seen as about right for a statement of this sort. Professor Swan said she expected UCBRBR's point of view on the statement would be in terms of the guidance it offers for the next biennial request.

UCBRBR will join the SCC and President Magrath on April 16 for a discussion of the institutional planning document, and will discuss with Vice President Keller the planning for possible severe problems in the 1980's.

Vice President Hasselmo expressed the administration's hope that the present document will evolve into another statement in the next stage of the planning cycle. President Magrath stated his hope that the present document would stimulate discussions with faculty.

4. New Business.

a. Report from Ad Hoc Committee on Facilitating Individual Faculty Activities. Vice President Hasselmo said the administration's recommendations in response to the document will come to the SCC April 16.

b. Personal Resources Program for Faculty. The President received a letter, which he copied to Professor Eaton and Vice President Keller, which alleged that inaccurate testimony in the February 19 Senate meeting had deprived the Faculty Senate of an informed basis for choosing or rejecting the personal resources program. The President stated that he would forward the letter to SCFA, which brought the Senate motion for the program, and inform the letter writer, Ann Nelson of Multi Resource Centers, of this steering and ask that she share her letter with Professor Goodman, who she says misrepresented her statements to him.

c. Sexual Harrassment Procedures. The President stated that he was glad to see this motion coming to the Senate. He said that his personal preference was for participation by every Board member on all cases before the Board, describing that as logically right on community issues.

The conversation concluded at 3:15 p.m.

Meredith Poppele,  
recorder



UNIVERSITY OF MINNESOTA

Office of the President  
202 Morrill Hall  
100 Church Street S.E.  
Minneapolis, Minnesota 55455

April 3, 1981

Ms. Ann M. Nelson, Director  
Personal Development Services  
"Personal Resources Program"  
Multi Resource Centers, Inc.  
1900 Chicago Avenue  
Minneapolis, Minnesota 55404

Dear Ms. Nelson:

After receiving your March 19 letter regarding the action of the University of Minnesota Faculty Senate with regard to the Personal Resources Program, I discussed it with Professor Marcia Eaton, who chairs the All-University Senate Consultative Committee that is in effect the steering body for the University Senate, including the Faculty Senate.

We concluded that the appropriate course of action is to refer your letter and the issue to the Senate Committee on Faculty Affairs, which is the committee that originally brought the Personal Resources Program to the Faculty Senate. That committee should decide what it believes ought to be the next steps if any.

Meanwhile, as a matter of professional courtesy, I believe that it would be appropriate for you to share a copy of the letter you sent to me with Professor Goodman. I am reluctant to do so since your letter was addressed exclusively to me with a carbon to Mr. Johnson. My suggestion, therefore, is that you might wish to send him a copy of your letter and, of course, it is possible that the entire dispute might be based on sincere misunderstandings and unintentional misinterpretations.

Cordially,

C. Peter Magrath  
President

CPM:kb

cc: Mr. David W. Johnson, Personal Resources Coordinator  
Professor Art Williams, Chairman, Senate Committee on Faculty Affairs  
Professor Marcia Eaton, Chairman, All-University Senate Consultative  
Committee

# mrc

MULTI RESOURCE CENTERS, INC.

900 Chicago Avenue, Minneapolis, Mn 55404 (612) 871-2402

MAR 26 1981

March 19, 1981

*Xerox: Professor Eaton  
V. P. Keller  
3/30/81 Let's discuss at our next  
meeting — gpr*

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C. Peter McGrath, President  
University of Minnesota  
Minneapolis, MN 55455

Dear President McGrath:

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On February 19, 1981, a Faculty Senate meeting was held during which the issue of faculty inclusion in the Personal Resources Program was discussed and voted upon.

As Chairperson of the Senate you are aware of the events of this meeting. I am certain, however, that you could not have been of certain events preceding this meeting and the unethical misrepresentation of information presented during discussion of the aforementioned issue at this meeting. It is the purpose of this letter to present these events and the facts as they exist. In doing so, I am sure that it will become quite clear that the Faculty Senate was misinformed prior to the vote and its members were done an injustice on a matter of benefit to the faculty and the University of Minnesota.

The entire sequence of events began with a phone call which I received the week before the February 19 Faculty Senate meeting. The call was from a Professor Goodman requesting information about this agency's Drug Abuse Services Project, and its similarity to a proposed university program. I shared a number of facts with Professor Goodman in the spirit of cooperation. Later I learned from a staff member of mine that he had thoroughly misrepresented those same facts in his case opposing faculty inclusion in the Personal Resources Program. Quite justifiably I am led to question such unethical behavior particularly when the consequence is unfair to the faculty who voted on an issue of benefit without adequate information; a service, I might add, which has been of great value to many University employees over the past three years.

Allow me to present the misquotes, and outline the facts which were distorted.

## QUOTE FROM PROFESSOR GOODMAN:

"I telephoned a number from the phonebook and spoke with an obviously informative person who assured me there was a drug and alcohol program in this area which serves the adult population - including University of Minnesota faculty. There is therefore, a duplication of service here."



A United Way  
Agency

President McGrath  
Page Two  
March 19, 1981

FACT:

When asked by Professor Goodman if the proposal at the University for a Drug Abuse Services Project for alcohol and drug abuse would be a duplication of my drug abuse service, I answered that this agency's Drug Abuse Services Project does not serve alcohol abusers, or for that matter, anyone associated with the University. He was told that if the University proposed program was to provide outpatient drug (not alcohol) abuse services to adults and also call itself the "Drug Abuse Services Project", it would indeed be a duplication of services, but not a duplication of the population to be served. The Personal Resources Program, as proposed, bears no resemblance to this program.

QUOTE FROM PROFESSOR GOODMAN:

"I was then informed, that in fact, this same agency provides the Employee Assistance Program to the Civil Service population of the 'U'. I asked if faculty members could use this program and was assured that although faculty were not officially covered by this contract, faculty were being served by the staff and have not been turned away."

FACT:

I told Professor Goodman that the present University contract does not cover faculty, but that "we would very much like to serve that population with the Personal Resources Program." He then asked, "What happens now when a faculty member contacts the service?" Of course I replied with the truth. I stated, "We don't turn anyone away who's obviously in trouble and that's been the practice with the University faculty members who have mistakenly contacted us."

QUOTE FROM PROFESSOR GOODMAN:

"The drug and alcohol program I referred to is funded by NIDA to the tune of \$2,000 per client - more than sufficient to meet any faculty members needs. With this kind of subsidy, I see no reason whatsoever to have our own expensive service here."

FACT:

The program referred to here is mrc's Drug Abuse Services Project, which is not an alcohol program. It is only partially, not totally, funded by NIDA through Hennepin County and those dollars specifically serve a client population unable to pay for services themselves. This NIDA program is not connected to the Personal Resources Program in any way, except to be one of a number of resources available in the community. When Professor Goodman asked about the Drug program's budget, I replied, "I am hesitant to discuss budget specifics over the phone, but I can tell you that any program partially funded by NIDA is not per-

President McGrath  
Page Three  
March 19, 1981

mitted to spend more than \$2,000 per client slot per year. (For your reference, programs are budgeted by 'slot', not the number of clients who may occupy those slots at various times during the year.)

Again, I must say here, that the partial NIDA funding for the unrelated Drug Abuse Services Project, is not available in any way, to members of the faculty through the Personal Resources Program. It would only be available to faculty members admitted separately to DASP who came to us directly from prison or who qualified for a lower sliding fee based on their income and family size.

There is no subsidy of the kind referred to by Professor Goodman and it certainly is not part of the Personal Resources Program. Moreover, the service being offered by the PRP, is not by any reasonable standard, an expensive one.

Professor Goodman's remarks have falsely led faculty members and their families to believe that the service is available to all free of charge. This could not be farther from the truth. Since public statements have been made, this places us in the unfortunate position where we have little choice but to advise the high number of faculty members who we anticipate will come to us, that they must seek help elsewhere. This is both unfortunate and unnecessary. Professor Goodman's remarks should have been refuted to the point where the issue of a faculty PRP would have been judged solely on its own merit. Representing this agency was staff member David Johnson, PRP Program Coordinator who could have done so had he been recognized.

Since the result is that both your faculty and your current vendor received unjust treatment I am requesting that this matter be reconsidered.

Sincerely,



Ann M. Nelson, Director  
Personal Development Services  
"Personal Resources Program"

AMN:ps

cc: David W. Johnson



UNIVERSITY OF MINNESOTA  
TWIN CITIES

Office of the Assistant Vice President

Physical Planning  
340 Morrill Hall  
100 Church Street S.E.  
Minneapolis, Minnesota 55455

April 28, 1981

TO: Vice President Ken Keller

FROM: Clinton N. Hewitt *CNH*

The East Bank Planning for Recycling Selected Facilities Advisory Committee discussed the proposed plans to construct an Alumni Association Building on Parking Lot C-6 at the South end of the Washington Avenue bridgehead at its meeting on April 21, 1981.

Steve Roszell joined me for a discussion with the committee and after exploring such issues as its impact on the recycling of the fourteen buildings that the committee is investigating, the potential of renovating an existing building for the Alumni program and the rationale for adding the Museum component, the committee determined that there was no major objection to the proposed building site. The committee, however, requested that the Design Schematic drawings be presented at a later date.

CNH/kh

cc: President C. Peter Magrath  
Vice Presidents  
Mr. Robert Odegard  
Mr. Steve Roszell  
Professor Marcia Eaton



UNIVERSITY OF MINNESOTA

Office of the Vice President for Academic Affairs  
213 Morrill Hall  
Minneapolis, Minnesota 55455

April 7, 1981

TO: East Bank Planning Advisory Committee  
Dr. Wayne Drehmel, Assistant Dean, Medical School Administration  
Mr. James Gearity, Assistant to the Dean, College of Liberal Arts  
Clinton N. Hewitt, Assistant Vice President, Physical Planning (Chairman)  
Dr. Darrell Lewis, Associate Dean, College of Education  
Dr. Al Linck, Associate Vice President, Academic Affairs  
Dr. Jeanne Lupton, Dean, General College  
Mr. Dale Mulfinger, Assistant Professor, Architecture, IT  
Mr. George Robb, Assistant Vice President, Institutional Relations  
Dr. Paul Rupprecht, Director, Boynton Health Service, Student Affairs

FROM: Kenneth H. Keller   
Vice President for Academic Affairs

SUBJECT: Proposal for Minnesota Alumni Association Building on Campus

There was a preliminary discussion of a site and a plan for an Alumni Association building on campus at the Board of Regents' meeting in March. No action was taken. As you probably know, the Alumni Association has discussed the need for a building of its own and a central, visible location on campus for many years. The move to Morrill Hall recently has been a step toward this goal.

In collaboration with Mr. Hewitt's office a large number of possible sites on the Twin Cities campus were explored and the site just at the eastern end of the bridge and just south of Washington Avenue was judged to be the best location by the Association. This site was discussed with the Regents.

I believe it would be useful for the East Bank Planning Committee to review this proposal for a site and the programs which the Association would hope to achieve as a result of a central campus location. The Association has vigorous leadership in Steve Roszell and there is a growing interest on the part of the Association Board to more actively relate to our current students and to greatly increase their interest in and commitment to the University after graduation. I believe these goals might be advanced through the construction of their own building in a prominent location.

I would, however, appreciate your assessment of these plans and the possible tradeoffs which we might be making in providing the Association with a long term lease for a campus site. I suggest that you may want to have a presentation of these plans by Mr. Steve Roszell and Mr. Clint Hewitt and I am sure they will be pleased to meet with you.

:lmh

cc: President C. Peter Magrath  
Vice Presidents  
Mr. Robert Odegard, Associate Vice President, University of Minnesota Foundation  
Mr. Steve Roszell, Director, University Alumni Relations  
Professor Marcia Eaton, Chair, Faculty Consultative Committee

Report of the Chair, April 2, 1981

1. Upon reflection, I have concluded that it would be more appropriate for the Chairman of the Equal Employment Opportunity for Women Committee to consult with the Vice President for Administration and Planning than for the Chairman of SCC to do so with regard to naming persons to the internal tribunals. If time permits at this meeting I shall bring this item up for discussion.

2. ACIA appointed a task force chaired by Professor Mariah Snyder to respond to our question concerning whether ACIA's constitution and policy statements reflect current policies--particularly those affecting women's athletics. That committee has studied the relevant documents and believes they are adequate; they propose no changes in the guiding policies and resolutions already in place. I shall bring the documents with me to the meeting in case anyone wishes to look at them.

3. The Ad-Hoc Committee on Facilitating Individual Faculty Activities (alias Barriers Committee) has sent a report (enclosed). If time permits we shall discuss it at this meeting. If not, it shall be on our agenda April 16.

Marcia M. Eaton

DRAFT

SENATE COMMITTEE ON FACULTY AFFAIRS

SENATE CONSULTATIVE COMMITTEE

SEXUAL HARASSMENT POLICY & PROCEDURES

MOTION:

That the Senate endorse the Policy Statement on Sexual Harassment and the Procedures for Handling Complaints of Sexual Harassment Against Academic Staff presented below. The Procedures statement lists three options concerning participation of student, civil service, and academic professional-administrative members of the Sexual Harassment Board in those cases in which the complainant is not a member of their own class. The Senate must choose among these options.

POLICY STATEMENT ON SEXUAL HARASSMENT

## POLICY STATEMENT ON SEXUAL HARASSMENT

Sexual harassment in any situation is reprehensible. It subverts the mission of the University, and threatens the careers of students, faculty, and staff. For the purposes of this policy, sexual harassment is defined as follows:

Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitute sexual harassment when (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic advancement, (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions or academic decisions affecting such individual, or (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working or academic environment.

Sexual harassment is especially serious when it threatens the relationship between student and teacher or the relationship between a supervisor and his or her subordinates. Here sexual harassment exploits unfairly the power inherent in a faculty member's or supervisor's relationship to his or her students or subordinates. Through grades, wage increases, recommendations for graduate study, promotion, and the like, a teacher or a supervisor can have a decisive influence on a student's or staff member's success and future career at the University and beyond.

When a person is subjected to unwanted sexual attention, a situation is created that may have devastating implications for individual students and staff, and for the academic community as a whole. Through fear of reprisal, a student, staff, or faculty member may submit to unwanted sexual attention at the price of debilitating personal anguish or may withdraw from a course or position and thus be forced to change plans for a life's work.

Conversely, a teacher or supervisor may be inhibited from developing a close and professionally appropriate relationship through fear of initiating a misunderstanding as to sexual harassment. In some cases a person against whom a complaint is directed may be unaware that his or her behavior is inappropriate or coercive, or a person's actions or words may be misinterpreted by another. Such misunderstandings, if not resolved, can interfere with the educational and administrative process even when no actual harassment has taken place.

While sexual harassment most often takes place in a situation of power differential between the persons involved, this policy recognizes also that sexual harassment may occur between persons of the same University status, i.e. student-student; faculty-faculty; staff-staff.

Thus, in both obvious and subtle ways, the very possibility of sexual harassment may be deeply destructive to individual students and staff. Academic and career relationships may be poisoned by the subtle and destructive overtones of this problem. For all these reasons, the students, staff, and faculty of the University of Minnesota believe that reaffirmation of a firm stand against sexual harassment and the establishment of procedures specifically designed to resolve complaints of sexual harassment are critically important for this institution.

Just as the University is committed to securing for its students and staff a safe environment, one free of sexual harassment, it is equally committed to maintaining academic freedom, to protecting the personal beliefs of students and staff, and to protecting the expression of these beliefs. Conduct that falls within the protection of academic freedom does not constitute harassment. No student or staff member shall be punished or reprimanded because of his or her beliefs in matters of religion or public policy or because of expressions or conduct protected by the Constitution of the

United States or the State of Minnesota, or by the principles of academic freedom.

Complaints of sexual harassment might be brought that have no merit.

Students and staff must be protected against false and mischievous complaints. Justice requires that the rights and concerns of both complainant and respondent be fully assured. The University shall make every effort to assure and protect these rights, and shall undertake no action that threatens or compromises them.

This policy on sexual harassment applies to the entire University and to the conduct of students, civil service persons, and academic staff alike. The responsibility for administering the policy, however, varies with the status of the respondent. If the respondent is a student, the procedures for dealing with complaints will be found in A Statement of Standards of Student Conduct Enforceable by University Agencies, approved by the Board of Regents at its December, 1974, meeting. If the respondent is a civil service employee, the procedures are outlined in the Civil Service Rules as amended by the Board of Regents at its January, 1981, meeting. Finally, if the respondent is a member of the academic staff, the procedures are set forth in the document entitled, "Procedures for Handling Complaints of Sexual Harassment Against Academic Staff."

PROCEDURES FOR HANDLING COMPLAINTS OF SEXUAL HARASSMENT  
AGAINST ACADEMIC STAFF

Scope: These procedures are applicable to complaints by students, civil service persons, and academic staff against academic staff and apply to the conduct of academic staff in their capacity as members of the academic staff of the University of Minnesota. In all proceedings regarding allegations of sexual harassment the provisions of Sections 10, 11, 13, and 14 of the Regulations Concerning Faculty Tenure shall be faithfully observed.

I. An Entry Level Office

This Office shall be separate and distinct from any other office in the institution.

This Office shall be staffed by persons who will have legal training and counseling skills and such other personnel as are necessary for the effective operation of this Office.

This Office shall be established in the chain of authority of the Vice President for Academic Affairs.

The function of this Office shall be to disseminate information on the University's policies and procedures for dealing with sexual harassment and to receive all complaints alleging sexual harassment against academic staff. Such complaints may be brought by students, civil service persons, and academic staff. It shall be a duty of this Office to design forms and to maintain fair and adequate procedures to process a complaint if a complainant wishes to formalize it. It is also a function of this Office to discuss specific incidents in an informal fashion and to draw on other support and counseling services to assist complainants. Advice shall also be given of the details and consequences of formalizing a complaint. Counseling and informal discussion shall be an integral part of the functioning of this office.

If the complaint cannot be resolved informally, this Office shall ask the complainant to submit a formal written complaint, including a statement of the alleged incident and the remedy desired. This Office shall ask the respondent to reply to the written complaint within ten days of the receipt of the complaint. The filing of such response shall be mandatory and the person responding shall be required to indicate denial in whole or in part, agreement with the assertions in whole or in part. Failure to respond shall be deemed a breach of academic responsibility requiring notice of such failure to respond to be given to the Academic Vice President by this Office.

Upon receipt of the response, this Office may further investigate the complaint and may schedule a meeting of the parties. Each party may have an advisor present at this meeting. This Office shall settle the formal written complaint in one of the following three ways:

1. It may dismiss the complaint as being without merit.
2. It may arrange for the parties to sign a written statement of agreement in which the parties resolve the differences between them according to terms set out in writing.
3. It may judge that the respondent acted in violation of the University Policy Statement on Sexual Harassment; in this case, this Office shall describe the nature of the violation, the evidence that supports its judgment and the sanction, if any, that it recommends that the Vice President for Academic Affairs apply in response to the violation. The judgment of violation and recommendation of sanction by this Office are advisory to the Vice President for Academic Affairs and have no final official standing. It is only the Academic Vice President who can officially find a respondent in violation of the University Policy on Sexual Harassment and issue a sanction.

Both parties shall be notified immediately in writing of the action of this Office.

If this Office dismisses the complaint and the complainant does not appeal the dismissal or if the parties sign a written statement of agreement, the file shall be closed. The material retained in the file shall include a copy of the formal written complaint, a copy of the respondent's reply, a statement of the action of this Office and a copy of any written agreements. This file shall be kept in a secure place and kept separate from the Academic Personnel Records.

If the complainant wishes to appeal the dismissal of the complaint, he or she may do so by filing a notice of appeal with the Sexual Harassment Board within ten days of written notification of the action of this Office. In the case of appeal, all materials shall be retained in the files and the files shall be forwarded to the Board.

If this Office finds that the respondent acted in violation of the University Policy or recommends a sanction, the Vice President for Academic Affairs shall be notified immediately. The Vice President may direct the Sexual Harassment Board to conduct a hearing. Any hearing shall be conducted in accordance with basic and traditional principles of fairness and in accordance with procedures that guarantee full procedural due process to complainant and respondent.

Responsibility for reviewing the activities of the entry level office shall be assumed by a subcommittee of the Senate Committee on Faculty Affairs, to which two students and one civil service person have been added. This subcommittee shall receive copies of all dispositions of cases and shall see that the University Policy on Sexual Harassment is administered properly and fairly by this office. It is also the responsibility of this subcommittee to report to the University Senate at the end of three years when the term of these procedures expires.

II. The Sexual Harassment Board

The main body for hearing appeals of the actions of the entry level Office

is an nine-person Board to be appointed by the President. The Board members shall have staggered terms of service of one to three years. In order to achieve continuity.

The membership of the Board shall consist of five faculty members, one academic professional-administrative person, one civil service person, and two students

OPTION 1: Members of the Board who are not faculty members shall participate only in those appeals or hearings in which the complainant is a member of their own class (i.e., an academic professional-administrative person, a civil service person, or a student).

OPTION 2: Members of the Board shall determine by majority vote who shall participate in each case, but the Board shall always include those members belonging to the class of the complainant and the respondent.

OPTION 3: All members of the Board shall participate in all cases.

The office of the University Attorney shall serve to advise the Board on substantive or procedural issues that arise under the University Policy on Sexual Harassment.

The primary function of the Board is to hear appeals and conduct hearings. The Board shall hear appeals from complainants whose complaints have been dismissed by the Office. The Board, upon request from the Academic Vice President, shall also review the findings and recommendations of the Office when the Office has found a respondent in violation of the Policy on Sexual Harassment or has recommended a sanction. The Board shall conduct full hearings when in the judgment of the Board or the Academic Vice President that is appropriate.

In carrying out its appeal and hearing function, the Board shall adopt hearing procedures that accord due process to every party. At least two appropriate models for such procedures are the "Model Rules of Procedure for Collegiate Level Academic Freedom and Responsibility Grievance Committees" (Report of the ad hoc Committee on Grievances, September 28, 1978, pp. 22-30) and the "Judicial Committee Rules of Procedure" (#271, November 8, 1979).

In reviewing an action or recommendation of the entry level Office, the Board may be required to make up to three determinations. It may be required to determine the truth or falsity of the evidence considered. Secondly, the

Board may be required to decide whether the factual allegation constitutes a violation of the University Policy on Sexual Harassment. Lastly, the Board may be required to decide what if any sanction is appropriate.

### III. Appeals

The complainant may appeal the action of the Office to dismiss his or her complaint to the Sexual Harassment Board. The respondent may appeal the actions of the Vice President for Academic Affairs to the Senate Judicial Committee. The respondent may appeal a ruling by the Academic Vice President that the respondent acted in violation of the University Policy on Sexual Harassment or may appeal any sanction proposed by the Academic Vice President. The Senate Judicial Committee shall hear the issues de novo.

### IV. Sanctions

Violations of the University Policy on Sexual Harassment may be met with a variety of responses. The Academic Vice President may rule that a respondent acted in violation of the University Policy on Sexual Harassment and propose no further official action. If in the opinion of the Academic Vice President the violation is more serious and warrants more severe treatment, a number of sanctions may be imposed. Those could include a reprimand and suspension without compensation for a period of one quarter or longer. Acts of sexual harassment of an extremely serious nature may warrant criminal action and may warrant a recommendation of removal for cause.

### V. Standard of Proof

A violation of this policy on sexual harassment shall be found only where <sup>the evidence</sup> ~~the evidence~~ clearly and convincingly demonstrates that a violation occurred.

VI. Limited Duration

We recommend that this policy and procedure be instituted for an initial three-year period and reviewed by the Senate at the end of that experience under these rules and procedures. We consider that such a provisional response to this problem is superior to constructing a permanent system at this time. We have come to this problem with a limited amount of factual information. Given the special nature of this problem, we believe that a provisional response such as we suggest will serve to supply the factual base and experience essential for a satisfactory long-term program for defining the problem with some accuracy and eliminating it.

COMMENT:

The policy statement explains why the University needs to develop a set of procedures for handling complaints of sexual harassment against academic staff. In late fall, 1979, at the request of the Senate Consultative Committee, the Senate Committee on Faculty Affairs appointed a subcommittee to develop such faculty procedures. The members were Leo Raskind, Law School, Chair; Dorothy Loeffler, Senate Committee on Social Concerns; Michael Root, University Appeals Committee on Academic Freedom and Responsibility; Sharon Satterfield, Human Sexuality Program; and Timothy Dunnigan, Senate Judicial Committee; the student members were Katherine Hadley, Law, Elizabeth Keller, CLA, and Robert Spelhaug, Law. This subcommittee devoted many hours to this assignment and met with several groups to discuss its various drafts. Three Senate Committees made substantial contributions: Social Concerns, Judicial, and Tenure. Dr. Betty Robinett, Assistant Vice President for Academic Affairs and a SCFA member, was also extremely helpful.

For personal reasons not related to the subcommittee work, in December, 1980, Professor Raskind asked to be relieved of his chair position. Professor Root agreed to serve as chair to complete the assignment.

The Senate Committee on Faculty Affairs received periodic progress reports from the subcommittee. In March, 1981, SCFA approved the final <sup>subcommittee</sup> report subject to a few amendments accepted by Professor Root and further discussion between the SCFA chair and the Senate Consultative Committee. The

SCC has also been following closely the work of the subcommittee.

Two points deserve special comment. According to the Procedures statement, the standard of proof is ~~clear and~~ <sup>a preponderance</sup> convincing evidence. Attempts to define "~~clear and convincing~~" were abandoned because the various explanations that were developed raised as many questions as they answered. The intent, however, is that the standard is higher than the "preponderance of the evidence" test used in ordinary civil cases and less than the "proof beyond a reasonable doubt" test used in criminal cases.

*Further stated that when the cases have applied in the U.S. Supreme Court in employment.*

Three options are presented on the membership of the Board because both SCFA and SCC prefer to leave this decision to the Senate. SCFA leans toward Option 1, SCC toward Option 3. Option 2 is a compromise position. The principal arguments in favor of having all members participate in all cases are that (1) all complainants will receive equal treatment, (2) members will become more experienced if they participate in all cases, and (3) the handling of these cases requires no special expertise. The principal arguments in favor of limiting participation to those members whose classes are involved in the case are that (1) either the complainant or the respondent may prefer to have only members of their class involved, and (2) the workload of the other members will be reduced. The first argument is strongest when both the complainant and the respondent are faculty members.

Both SCFA and SCC are deeply indebted to the subcommittee and to the many other persons who have worked on this extremely important and difficult issue.

C. ARTHUR WILLIAMS, Chair  
Senate Committee on Faculty Affairs

MARCIA M. EATON, Chair  
Senate Consultative Committee

April 3, 1981

R. Joel Tierney, Esq.  
University Attorney  
330 Morrill Hall

Dear Joel:

At its meeting April 2, the Senate Consultative Committee reconsidered the matter of whom the Vice President for Administration and Planning should consult when he appoints panels for hearings held under the Rajender Consent Decree. We believe that he should consult with the Chair of the Equal Employment Opportunity for Women Committee rather than the Chair of SCC. SCC has never been involved with hearings, and it seems much more appropriate to involve the committee whose function is to deal with equal employment concerns. We further believe that the Equal Employment Opportunity for Women Committee is likely to have contacts with a wider pool of interested people who would be willing to participate in such panels. Thus they will be better able to suggest names of people who are not already overworked.

I hope that it is not too late to include this revision in the final draft of the Consent Decree Procedures.

Very sincerely,

Marcia M. Eaton, Chair,  
Senate Consultative Committee

MME:mbp

cc: Nils Hasselmo

April 3, 1981

Kenneth Keller  
Vice President, Academic Affairs  
213 Morrill Hall

Dear Ken:

Thank you for your letter of March 10 outlining the ways in which The Advisory Council for Outreach will interact with faculty and students. SCC will, of course, be interested in receiving semi-annual reports from the Council. We also hope that SCC will be used to route items of faculty and student concern through the Senate Committee structure when additional consultation is advisable. We look forward to a brief report at the end of the quarter.

Very sincerely,

Marcia M. Eaton, Chair,  
Senate Consultative Committee

MME:mbp



UNIVERSITY OF MINNESOTA

Office of the Vice President for Academic Affairs  
213 Morrill Hall  
100 Church Street S.E.  
Minneapolis, Minnesota 55455

March 10, 1981

Professor Marcia Eaton  
382 Ford Hall  
Minneapolis Campus

Dear Marcia:

Thank you for your suggestions in your note of February 2, 1981 in regard to the implementation of outreach. The Advisory Council for Outreach will be appointed in the very near future. As you know, this Council is a body made up of administrators and this was designed intentionally. Line outreach administrators and collegiate administrators, including the Dean of the Graduate School, are about equally represented. The major charge of this Council is to deal with policy questions largely of an administrative nature.

We are sensitive to the Council's need and our's to interact with faculty and students, particularly in the review of major steps in the implementation process. We will instruct the Council to do just this as appropriate--interact with student groups and the faculty. In the latter category, a key point of interaction should be, as in the past, the Senate Consultative Committee. Rather than note the SCC as a point of contact for some or all of the "agenda" items for the Council (Appendix B) as you suggest, may I offer an alternative?

I would like to plan to provide an update of the activities of the Council to the SCC at least twice a year. This year probably a brief report at the end of Spring Quarter will suffice since this body would not have met very often by then. In the fall I would be pleased to outline the work of the Council for the coming academic year and again in the spring report results. At other times, if policies are under review that appropriately should be brought to the SCC we will, of course, do so. Vice President French will join me for these discussions since he shares the responsibility for outreach programs at the University.

In this way I think the SCC can both monitor the work of the Council and the progress of implementation and offer advice and suggestions in a timely way. Please let me know if this suggestion meets with the approval of the SCC.

Cordially,

Kenneth H. Keller  
Vice President for Academic Affairs

KHK:lmh

cc: Vice President Lyle A. French



UNIVERSITY OF MINNESOTA  
TWIN CITIES

Department of Mechanical Engineering  
125 Mechanical Engineering  
111 Church Street S.E.  
Minneapolis, Minnesota 55455

March 20, 1981

To: Prof. Marcia M. Eaton, Chairperson, Assembly Steering Committee

From: Charles J. Scott, Chairperson, Assembly Committee on Intercollegiate Athletics *CJS*

On October 30, 1980, your committee asked our committee to study ACIA's constitution and by-laws and other relevant documents to assure that these documents reflect current policies. A task force was appointed that was chaired by Prof. Mariah Snyder. She was assisted by two interested students, Elizabeth Anderson and Shirley Holm. The report of the task force, together with supporting documentation, is attached. According to Prof. Snyder, the task force feels the present policies are adequate. They propose no changes in the guiding policies and resolutions already in place.

CJS:mez

Encls.



UNIVERSITY OF MINNESOTA  
TWIN CITIES

School of Nursing  
5-140 Unit F  
308 Harvard Street  
Minneapolis, Minnesota 55455  
(612) 373-3462

March 10, 1981

To: Charles Scott, Chairperson, Assembly Committee on Intercollegiate  
From: Task Force on Women's Intercollegiate Athletics  
Re: Documentation of Role of Women's Athletics at the University of Minnesota,  
Twin City Campus

The following documents were reviewed regarding specification of inclusion of women in intercollegiate athletics:

1. Twin City Campus Handbook, (1977) attached
2. Information Bulletin for the University of Minnesota (1979) attached
3. Regents' Resolutions (1979) attached
4. ACIA policies
5. Senate Minutes (Dec. 10, 1959) attached

The Senate minutes of 1959 speak only to men's intercollegiate athletics. However, the Regents resolutions of 1979 support opportunities for participation of women in intercollegiate sports. We feel that these duly approved documents supersede the Senate minutes of 1959 or other earlier documents that refer only to men's intercollegiate athletics.

The Handbook of the Twin City Assembly specifies the membership of ACIA. The Faculty representative for women's athletics and the Director of Women's Intercollegiate Sports are designated as ex-officio members as is also true for the men's department. The duties of the committee include policy making and review of sports for both Mens and Womens Intercollegiate Athletics.

The committee is strongly committed to the development of women's athletics at the University of Minnesota. It is aware of the sensitivity regarding many issues currently being looked at both on the national and local levels of athletic administration. Resolutions relating to these issues were passed by ACIA in 1980. Persons with demonstrated interest in and support of women's athletics should be appointed to positions of power in this area. It is important that women be involved at all levels of administration, implementation, and evaluation of athletic programs and that funding be allocated to carry out quality programs. The committee continues to work toward these goals.

Task Force Membership  
Mariah Snyder  
Elizabeth Anderson  
Shirley Holm

Committee shall have responsibility for fostering promoting a heightened cultural awareness on campus through public concerts, convocations, exhibitions, and lectures. In cooperation with appropriate academic units and campus organizations and with special attention to activities and programs beyond the scope or facilities of a particular department, school, or college, the Committee shall plan and develop policies relating to special and ongoing cultural activities consonant with the educational aims of the University.

Reporting to the Twin Cities Assembly. The Committee shall report to the Twin Cities Assembly through the Assembly Committee on Educational Policy in accordance with Section T1.202.5 of this document.

#### T1.3.4.2 Campus Committee on Honors Programs

Membership. The Campus Committee on Honors Programs shall consist of 5 members of the faculty; 3 representatives of the student body, including representation from honors councils and honors student councils established in collegiate units; and collegiate officers in charge of honors programs in their respective units, ex officio. The Twin Cities Campus representative(s) to the National Collegiate Honors Council shall be member(s) ex officio with voting privileges.

Duties and Responsibilities. The Committee shall have responsibility for developing and recommending policies concerning Twin Cities Campus programs offered students of especially high ability and achievement to the extent that such programs are designed for or have implications for more than one collegiate unit.

Reporting to the Twin Cities Assembly. The Committee shall report to the Assembly through the Assembly Committee on Educational Policy in accordance with Section T1.202.5 of this document.

#### T1.3.5 ASSEMBLY COMMITTEE ON INTERCOLLEGIATE ATHLETICS

Membership. There shall be a Committee on Intercollegiate Athletics in which members of the faculties who are eligible to vote for members of the Assembly under the provisions of Section 3, Article II, of the Twin Cities Assembly Constitution are in the majority. It shall consist of 8 members of the faculty; 3 representatives of the student body; 2 alumni/alumnae of the University (appointed by the President from a slate of 4 names of alumni/alumnae submitted by the Director of Alumni Relations); and the following ex officio members: 1) 2 Faculty Representatives (one representing Men's Intercollegiate Athletics in the Big Ten Conference and one representing Women's Intercollegiate Athletics in the Region 6 of the Association for Intercollegiate Athletics for Women and in the National Association for Intercollegiate Athletics for Women), who are appointed by the President from a slate of 4 faculty names provided by the Intercollegiate Athletics Committee, subject to ratification by the Assembly, and who shall be ex officio members with voting privileges; 2) the Director of Men's Intercollegiate Athletics; 3) the

*Handbook of Procedures for the Senate & Twin Cities Campus Assembly, rev. 1977*

Director of Women's Intercollegiate Athletics; 4) the Vice President, Finance or his/her designee; 5) the Vice President, Administrative Operations or his/her designee.

Support and Service. The Office of the Vice President, Administrative Operations, shall supply staff support and service as necessary and appropriate.

Duties and Responsibilities. Under authority of the Twin Cities Assembly and subject to specific limitations which may be imposed by the Twin Cities Assembly, this committee on behalf of the Twin Cities Campus shall exercise faculty control over intercollegiate athletics. Except as specified herein it shall be responsible for formulation of all policy matters and for supervision of implementation of such policy on intercollegiate athletics, including all matters of eligibility of student, scheduling of contests, awards, policies concerning tickets to intercollegiate contests and pricing of such tickets.

The Committee shall promote high standards in athletic affairs; study and review all changes in rules, regulations, policies, or legislative matters affecting the conduct of the intercollegiate program of the Twin Cities Campus, and make recommendations to the Assembly, to the President, and to the Faculty Representatives for Intercollegiate Athletics. It shall have the power to approve all schedules of freshmen and varsity team events from the Twin Cities Campus.

The Committee will be consulted by central administration and by the Directors of Intercollegiate Athletics in all major decisions affecting personnel, budget, and facilities relating to the intercollegiate athletic program of the Twin Cities Campus.

The control and supervision of the sale of tickets, the depositing of funds, the care of funds, the financial reporting of games, and the accounting of athletic funds shall be vested in the Office of the Vice President, Finance.

The intercollegiate athletics directors shall be in general charge of and responsible for the detailed administration of intercollegiate athletics on the Twin Cities Campus subject to the supervision and approval of this committee.

The Twin Cities Campus, and other campuses of the University, are entitled to separate membership in intercollegiate athletic associations and conferences and hence to a separate vote therein without influence of the other campuses. Because of the autonomy of the athletic programs of the separate campuses, the relations between athletic associations or conferences and their individual members on one campus shall have no effect on members on other campuses of the University.

It shall be the duty and responsibility of the chairman of the Committee to meet as frequently as necessary with the chairmen of those committees on athletics located on other campuses to formulate and coordinate the broad policies on athletics of the University of Minnesota. When matters concerning campus intercollegiate athletic programs arise which affect the University as a whole, it shall be the duty of these chairmen to prepare joint proposals which shall then be brought to the University Senate for debate and action.

Reporting to the Twin Cities Assembly. The Committee shall report to the Twin Cities Assembly for information important matters of Conference or other legislation, including those which are subject to institutional review. If, in the judgment of the Committee or the Twin Cities Assembly Steering Committee, these matters have important educational or other institutional implications, they shall be reported for action. The Committee also shall report to the Assembly at least annually on its activities and the status of intercollegiate activities on the Twin Cities Campus.

The Department of Music offers a number of courses for nonmusic majors in addition to its regular departmental offerings in music appreciation, music history and literature, music theory and composition, music education, and applied music (piano, organ, voice, violin, trumpet, percussion, etc.). Private lessons on all instruments are available with or without credit to students regularly registered at the University and to students not able to attend classes full time.

The University of Minnesota MacPhail Center for the Performing Arts will continue to offer private lessons in all areas of applied music as well as classes in pedagogy, group instruction, music history, and theory.

## Theatre

The University Theatre is located on the West Bank in the Rarig Center. The thrust, arena, proscenium, and experimental theatres of Rarig Center enable University Theatre to present a diversified drama program, featuring classics as well as contemporary and experimental productions. There are also plays for young people, workshop productions, Theatre of the Word presentations, and numerous student-directed plays.

The Minnesota Centennial Showboat plays a full summer season on the Mississippi River. The Peppermint Tent presents two plays for youngsters each summer. Both the Showboat and the Peppermint Tent productions are presented by the University Theatre.

Ticket information for all University Theatre productions can be obtained by calling 373-2337.

## Physical Education, Recreational Sports, and Athletics

### Intercollegiate Athletics

Opportunities for both participating and spectating are available in intercollegiate athletics programs. Students are encouraged to try out for any of the varsity sports and should do so by contacting the respective coaches. Physical examination certification is required before equipment will be issued in any sport.

Minnesota competes in the following sports for men: baseball, basketball, cross-country, football, golf, gymnastics, hockey, swimming, tennis, track, and wrestling. Freshmen are eligible to compete on the varsity team in all sports. The Department of Men's Intercollegiate Athletics offers a unique program of counseling and supervised study to underscore the fact that high scholastic achievement and high-level athletic performance go hand in hand. All tendered freshman student-athletes participate in this program to improve study habits and skills and upgrade classroom performance.

College athletics for women continues to expand at a rapid rate, and the program at the University of Minnesota reflects that growth. The Women's Intercollegiate Athletic Department offers competition in 10 sports: basketball, cross-country, field hockey, golf, gymnastics, softball, swimming and diving, tennis, track and field, and volleyball. Financial grants are available to outstanding female athletes. As a charter member of the Association for Intercollegiate Athletics for Women (AIAW), Minnesota consistently qualifies athletes for national championships through state and regional competition. The opportunities for women student athletes illustrate the educational importance of combining scholastic and athletic endeavors.

RESOLUTION 1

WHEREAS, intercollegiate athletics affords University students an opportunity to attain the highest level of competitive performance in amateur sport,

WHEREAS, intercollegiate athletics provides an opportunity for educational and emotional growth and development for those men and women who participate,

WHEREAS, intercollegiate athletics, through its broad public appeal, promotes goodwill and support for the University among the citizens of the State,

WHEREAS, intercollegiate athletics provides a public service for the students, faculty and staff on all campuses of the University and for the people of the State through spectator entertainment and participation in the development of amateur athletics,

WHEREAS, intercollegiate athletics affords the opportunity and encouragement to attend college to individuals who might otherwise not do so,

WHEREAS, intercollegiate athletics has been a part of the University since the first recorded varsity football game 100 years ago,

THEREFORE, BE IT RESOLVED that the Regents of the University recognize the significant value of intercollegiate athletics to the University and the people of Minnesota, and affirm the important role it plays in the life and mission of the University, and

BE IT FURTHER RESOLVED that it is the intention of the Regents of the University to continue to offer high quality intercollegiate athletic programs for men and women, to continue the athletic programs on each campus of the University at the existing levels of competition, and to seek to provide the necessary financial support for such programs, including, if necessary, the possibility of seeking legislative support for both men's and women's intercollegiate athletics, provided that any decision to seek a legislative appropriation for intercollegiate athletics will be made according to the relative priority of the educational needs of the University as they then exist.

Adopted by the University of Minnesota Board of Regents November 1979

## RESOLUTION 2

WHEREAS, the Regents of the University are committed to providing equal opportunity for men and women students who wish to participate in athletic programs sponsored by the University,

WHEREAS, opportunities nationally for women to compete in intercollegiate athletics have, in the past, been limited,

WHEREAS, the Regents have endorsed the role and value of intercollegiate athletic competition for the students and the institution,

WHEREAS, the University of Minnesota has developed an outstanding program of intercollegiate athletics for women on each of its campuses, including a program on the Twin Cities campus that is one of the strongest in the nation,

WHEREAS, equal opportunity in athletics is an issue of significant public importance within the larger sphere of equal rights for women,

THEREFORE, BE IT RESOLVED that the Regents direct the administration of the University to continue to develop and maintain on each campus an athletic program for women that provides for the women on that campus an equal opportunity to compete in intercollegiate athletics to that provided for the men on that campus.

Adopted by the University of Minnesota Board of Regents November 1979

RESOLUTION 3

WHEREAS, the University of Minnesota desires to offer the highest quality intercollegiate athletic programs possible for men and women,

WHEREAS, the effects of inflation and financially expensive rules have significantly increased the expenses in historically self-sufficient programs in intercollegiate athletics for men, and the resources required to bring about equal opportunity for women athletes rise proportionately with the costs of the men's program,

WHEREAS, many of the expenses in both men's and women's intercollegiate athletics on the Twin Cities campus are necessitated by the need to remain competitive to the extent permitted by the rules of the Association for Intercollegiate Athletics for Women (AIAW) and the National Collegiate Athletic Association (NCAA),

WHEREAS, rapidly increasing expenses for intercollegiate athletics and the provision of equal opportunity for women are causing similar problems at other universities that are also members of the AIAW and the NCAA,

THEREFORE, BE IT RESOLVED that the Regents of the University of Minnesota urge the AIAW and the NCAA to adopt rules which will have the effect of reducing costs and encouraging fiscal responsibility in intercollegiate athletics.

Adopted by the University of Minnesota Board of Regents November 1979

(Excerpt from the Minutes of the University Senate, December 10, 1959)

## VI. REPORT OF THE COMMITTEE ON INTERCOLLEGIATE ATHLETICS

### 1. Reported for Action

#### Policy on Intercollegiate Athletics

Long experience at the University of Minnesota has amply demonstrated that intercollegiate athletics are a challenging and valuable part of the total enterprise of the University. Through the years intercollegiate athletics have provided thousands of young men opportunities to develop their physical skills, to experience the values of dedication to a purpose, of perseverance and of team effort for the attainment of a common goal. Participation in intercollegiate athletics has enriched the educational experience and the later lives of these men.

In a larger sphere, intercollegiate athletics have served as a focal point and desirable bond of common interest among students, faculty, alumni, and friends of the University, and the citizen-constituency of the institution.

Deeply conscious of these tangible values the University will continue its policy of whole-hearted support of a program of intercollegiate athletics, which, through excellence in all phases, will maintain the high standards which Minnesota teams have reached in the past.

The University welcomes opportunities for cooperation with other educational institutions and high schools in the development of sound programs of sports for the young people of this state.

To integrate the role of intercollegiate athletics with other activities and purposes of the University and of its student body, the University desires to maintain a strong and successful program of intercollegiate athletics in accord with these principles:

1. All qualified students are encouraged to participate in the program of intercollegiate athletics.
2. To protect the collegiate character of athletic activities, participation in intercollegiate athletics is restricted to regularly enrolled, bona-fide students who meet the prescribed standards of admission to and continuation in established curricula and who are pursuing a regular academic program of study. In keeping with this concept, the academic work of the student takes precedence over athletic activity.

3. Within the framework of their academic obligations and overall educational objectives as bona-fide students, our student-athletes will be given every opportunity to develop their athletic aptitudes and skills and their good sportsmanship in competition, under the guidance of a competent staff in the Department of Physical Education and Athletics for Men, and through maintenance and improvement of its facilities.
4. The University will continue to provide, as athletic income and other funds permit, and as authorized by the Big Ten Conference, financial assistance for the education of students who can contribute to the success of our teams and at the same time meet the prescribed scholastic standards.
5. Minnesota teams have always been truly representative of the student body, the University and the State of Minnesota. While the University welcomes all qualified students who wish to avail themselves of the educational opportunities offered by Minnesota, it is its policy to seek the enrollment of student-athletes primarily from those areas which supply the majority of the student body.
6. In scheduling intercollegiate competition the University is interested in a reasonable number of in-season contests, primarily with members of the Big Ten Conference and other associations to which it belongs, or which adhere to similar standards of athletic conduct and policy.
7. The University reaffirms adherence to the principle of faculty control over intercollegiate athletic policy; it will continue to work, within the Big Ten Conference and the National Collegiate Athletic Association for the development of sound rules for conduct of athletics which conform to the dignity and mission of a university, with the requirement that its athletic staff and its students will adhere strictly to both the letter and the spirit of these rules to the end that Minnesota athletics may exemplify the integrity of the University and deserve the confidence and whole-hearted support of all concerned.

Action: It was voted to amend the second sentence of item 5 to substitute the phrase "qualified students, wherever they reside," for the phrase "all qualified students."



UNIVERSITY OF MINNESOTA  
TWIN CITIES

Minnesota Student Association  
240 Coffman Memorial Union  
300 Washington Avenue S.E.  
Minneapolis, Minnesota 55455  
(612) 373-2414

19 March 1981

President C. Peter Magrath  
University of Minnesota  
202 Morrill Hall  
East Bank

Dear President Magrath:

Attached you will find a copy of the MSA Forum resolution pertaining to the Summer Session Surcharge. I hope that this resolution makes clear my feelings that the students have paid their share of the \$14.?? million recession and have, in fact, paid \$300,000 more than was projected during our discussions early in this academic year.

I have also enclosed, for your information, some of the costs that we have figured out along with some of the questions still needing to be answered. It is important that these questions be answered as soon as possible, even if only in estimation, for we all need to discuss this important issue well in advance of the April Regents' meeting.

Please let me know which of central administration's people are working on this voucher idea so that I may have further communication with them as things develop. I am optimistic (following some very brief conversations with Vice Presidents Bohlen and Keller) that the voucher will help the University to sell the land in the right market and with the necessary improvements.

Let me also take this opportunity to thank you for your help in bringing the idea to the Regents at their last meeting. I apologize for the lateness of my bringing it forward to the Regents but the wheels of student government don't always turn as rapidly as they could and it took me a week to get the official support that I felt I needed to go forward with something of this magnitude.

I look forward to hearing from you soon and, once again, thank you for your help.

Cordially,

Bruce Thorpe  
MSA Exec, SCC, UCPRBR

cc: Vice Presidents Bohlen, Hasselmo, Keller and Wilderson

BNT/



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MINNESOTA STUDENT ASSOCIATION FORUM

10 March 1981

Resolution (as passed)

The Proposed Summer Session Tuition Surcharge:

- Whereas: The University's recession-fiscal crisis has worsened due to the inability of the University to sell land that was previously thought marketable and
- Whereas: The University's administration is proposing to the Regents a continuation of the Winter-Spring Surcharge into the Summer Session to help make up the difference and
- Whereas: The MSA Forum believes that the students of the University of Minnesota have paid their fair share of the financial burdens (even close to \$300,000.00 more than originally projected by the administration due to record enrollments) and
- Whereas: The MSA recognizes the fact that, regardless of how the difference is made up, students are the ultimate sufferers of of reduced institutional support...

Be it resolved that:

The MSA Forum opposes the proposed extension of the 10% tuition Surcharge into the Summer Session and asks that the Regents exhaust all other sources of revenue before again taxing (directly) the student population.

Be it further resolved that:

In the event that the University administration and the Regents still deem the 10% Summer Surcharge necessary, that the MSA Forum strongly urge the administration to finance the continued effort to sell land through an interest free loan from the student body by issuing, for each surcharge collected, a transferable voucher redeemable first Summer Session, 1982 and for three years thereafter through application to any University of Minnesota tuition fee.



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TO: Interested (and perhaps some uninterested) Parties  
FROM: Bruce Thorpe  
SUBJECT: Summer Session Surcharge Voucher Concept  
DATE: 19 March 1981

Some facts:

- 1) Summer enrollment, system wide, hangs, quite consistently, at about 30,000 students.
- 2) Using the administration's figure for the income projected of \$350,000 from the surcharge, the average voucher size would be about \$11.70.
- 3) According to University printing, the cost of 30,000 two part, numbered, carbonless 3" by 5" vouchers would be \$875.00.
- 4) Several mechanisms are currently set up that could handle the actual transactions including the Bursar's window, Daily refund window, College office windows (as in Fraser Hall).
- 5) Mailing 30,000 pieces bulk rate would cost about \$960.

Some unanswered questions:

- 1) Which mode of administration (others?) would be the most feasible or least expensive?
- 2) How many vouchers simply would not come back? (I would venture a guess that enough to pay for the program's administration.)
- 3) Is one year enough time to sell the land that the University needs to in order to pay back the students?
- 4) How many Summer '81 students will be back for the Summer of '82 or thereafter? (or) How many students will take the time sell or give theirs away?
- 5) What other questions need to be asked? (and lastly) How soon can we have some answers to these?