

Minutes*

Faculty Consultative Committee
Thursday, April 17, 2003
1:15 – 3:00
238A Morrill Hall

- Present: Dan Feeney (chair), Gary Balas, Jean Bauer, Susan Brorson, Charles Campbell, Tom Clayton, Arthur Erdman, John Fossum, Mary Jo Kane, Judith Martin, Fred Morrison, Jeff Ratliff-Crain, Martin Sampson, Charles Speaks
- Absent: Muriel Bebeau, Gary Davis, Marti Hope Gonzales, Marc Jenkins, Candace Kruttschnitt, Marvin Marshak
- Guests: Executive Vice President and Provost Christine Maziar
- Other: John Ziegenhagen (Office of the Executive Vice President and Provost)

[In these minutes: (1) emeritus status for P&A staff; (2) discussion with Executive Vice President Maziar; (3) parking rates; (4) conflict of commitment policy; (5) changes in the search protocol; (6) faculty coalition on athletics; (7) post-retirement health care; (8) Senate vice chair; (9) grievance advisory committee; (10) degrees with honors and with distinction; (11) term limits on Regents' Professor stipends; (12) restructuring the Senate; (13) information about Senate meetings to the faculty]

1. Emeritus Status for P&A Staff

Professor Feeney convened the meeting at 1:15 and began by welcoming newly-elected FCC member Jean Bauer and Finance and Planning Committee chair-designate Charles Campbell.

Professor Feeney then drew the attention of Committee members to the proposal to grant emeritus status to P&A staff in a manner parallel to the manner in which it is granted to faculty. Professor Fossum, who brought the proposal from the Committee on Faculty Affairs, reported that his committee had discussed the proposal over several meetings and that the policy and procedures are virtually identical to the policy and procedure that grants emeritus status to faculty; the one major difference is that one must have been a P&A staff member for 10 years to qualify for emeritus status (the faculty policy requires five years of service). The Faculty Affairs committee recommends that this Committee take the proposal to the Faculty Senate for approval.

Committee members raised a number of questions about the proposal.

- Professor Balas said that with respect to office space, parking, and so on, departments would be unable to provide such amenities with an increasing number of retirees. It was noted that this policy, like that for the faculty, provides that such benefits are extended to retirees only as cost

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and availability permit, and the decision is made by the department. What is guaranteed in the policy is email, library privileges, and a directory listing.

- Would this status be granted to ALL P&A staff who met the 10-year requirement, Professor Martin asked? It would be, as is true with all faculty who meet the service requirement in the faculty policy.
- Why has this proposal not come up before? Because no one took the initiative to do so, Professor Speaks said.
- Do other institutions grant this status, Professors Balas and Kane asked? They and Professor Martin asked that Vice President Carrier's office be requested to inquire of the other Big Ten schools what their practice is in this regard.
- Dr. Maziar commented that the University of Minnesota is unusual in its use of the emeritus title for faculty: If one retires in good standing, one is awarded the title. At the other institutions with which she has experience, faculty must have achieved some distinction in order to be granted emeritus status. This proposal for the P&A staff would follow the University practice with respect to faculty: no distinction would be required, just that one retired in good standing.
- Professor Sampson observed that the Committee started the year looking at a governance policy because of concern that parts of the teaching and research mission are in the hands of people who are not faculty; it is now ending the year wondering what recognition should be granted to these people who help carry out the mission. The P&A employees are an extraordinarily broad job class, Dr. Maziar observed.
- Given that emeritus status usually applies to an academic career, Professor Martin said, it would be peculiar to give the title to administrators. She said she could see an argument, however, for granting emeritus status to faculty-like P&A staff, just as those individuals (but not others) are eligible for membership in the Senate. Professor Kane agreed that a distinction should be drawn between faculty-like P&A staff and those who perform purely administrative duties.
- If the Committee ultimately recommends some change in the policy, Professor Fossum said, given the number of P&A staff who may retire in the meantime before the Faculty Senate can act, he suggested that any policy include a proviso for granting emeritus status retroactively. Dr. Maziar said the administration could do so for those who retire within a stipulated period.

Professor Feeney suggested that he and Professor Fossum appoint a small working group to review the proposal and bring the issue back to the Committee later.

2. Discussion with the Executive Vice President and Provost

Professor Feeney accepted a motion to close the meeting, which was approved without dissent. The Committee and Dr. Maziar discussed a number of issues in the next hour, including:

- Budget issues, especially vis-à-vis the legislature.

- The need for consultation with faculty on budget cuts within colleges and departments.
- The need for Dr. Maziar's office to issue a general description of how the University will be changed by the budget cuts, in order to allay anxiety, to whatever extent that is possible. It must also be clear to the outside world what has changed because if there are no major program changes, it will be said the cuts had no significant effect. The Committee discussed with Dr. Maziar how this message should be framed. One suggestion was that the University talk about double-digit tuition increases, salary freezes, and cost increases to employees for health care--the message can be that students, faculty, and staff are bearing the brunt of the cuts.
- The disturbances in Dinkytown following the victory in the national championship hockey game. Dr. Maziar discussed the various responses the University is considering. This has become a ritual no matter whether one's team wins or loses, Professor Kane observed. Dr. Maziar said that as the administration looked at the preparations it had made, and at what other universities have done in similar situations, it is not clear what else it could have done. Alternative events were offered, there was a substantial police presence, there was coordination with the Minneapolis police, and the Greek houses were involved.

The events of Saturday night are symptomatic of student behavior in the surrounding neighborhoods, Professor Martin said; lack of respect for property and public space is not new and the neighborhoods are justifiably upset about this. Dr. Maziar said that in her travels to other Big Ten campuses she has seen many more "responsible drinking" messages. The Twin Cities campus has not promoted such a message in the past because so few students actually lived on campus; now that many more do, it is perhaps time to deal with the alcohol issues.

Dr. Maziar commended the University Police for the excellent job they did.

- There will be searches for the positions now held on an interim basis, Dr. Maziar said.

3. Parking Rates

Professor Speaks reported that at the last Finance and Planning Committee meeting, they heard from Mr. Baker about the proposed parking rates for 2003-04. The increases are much less than the 10% increase that was projected but the rate increases proposed appear to be very regressive (increases in surface lots and ramps, and for the Metropass, but not for garages). The committee is preparing a statement; it would have more teeth if this Committee were also to endorse it, Professor Speaks said. He said he would forward any statement the Finance and Planning Committee adopts to this Committee next week.

Committee members expressed dismay that there is any rate increase proposal in a year when there will be no salary increases and probably an increase in employee health care costs.

4. Conflict of Commitment Policy

Professor Feeney mentioned that a conflict of commitment policy is being discussed again. Interim Dean Bloomfield is looking at the policies of other schools to provide context. This is not on the

fast track, he said; any ideas that Committee members may have should be sent to Dean Bloomfield and to Dr. Engstrand.

5. Search Protocol Change

Professor Feeney recalled that the Committee had approved changes to the protocol concerning the involvement of Senate committees in searches for central administrators. It was noted by one faculty member that the Faculty Consultative Committee and Student Senate Consultative Committee should be involved in the search for and interviews of candidates for the position of Dean of the Graduate School, since it was now separated from the position of Vice President for Research. The Committee unanimously voted to amend the proposal accordingly for the Senate meeting on April 24.

6. Faculty Coalition on Intercollegiate Athletics

Professor Feeney next recalled that when the CIC faculty leaders met last November, they had selected three individual to serve as the nucleus of a faculty group (with representatives from the other five major athletic conferences) to work with the Association of Governing Boards (AGB, the professional association for regents and trustees) and the National Collegiate Athletic Association (NCAA) to further reforms in college sports. The CIC leaders had charged Dr. Engstrand as one of the three representatives from the Big Ten.

The faculty selected by the six major conferences met in Chicago the previous week, along with the leadership of the NCAA and the AGB; Dr. Engstrand attended as one of the three Big Ten representatives and his report on the meeting had been distributed to the Committee. Given that the membership in the faculty group is not going to change, that there is no "Minnesota" representative, and that the NCAA and AGB apparently expect to continue to work with the group it met with in Chicago, Professor Feeney suggested that Dr. Engstrand continue to serve on the group. The Committee voted unanimously in favor of the suggestion.

Professor Erdman suggested that Dr. Engstrand meet with the athletic committees on this campus in order to apprise them of the coalition's activities and to learn their views on various reform proposals. Dr. Engstrand said he had been trying to meet with the Advisory Committee on Athletics but that schedules had up to now proven difficult. He agreed to do so as soon as possible.

7. Post-Retirement Health Care

Professor Feeney next reported that post-retirement health care options are not dead. In concert with the faculty, the administration is developing a questionnaire to obtain a sample of opinion on what the faculty want to do.

8. Senate Vice Chair

Professor Martin reported that Professor Carol Wells, from the Medical School, had agreed to be nominated by this Committee as vice chair of the Senate. If confirmed by the Senate, Professor Wells would also be a voting member of this Committee and the Senate Consultative Committee.

9. Grievance Advisory Committee

Professor Feeney noted that the Senate Consultative Committee also had the responsibility of nominating (to the President) individuals to serve on the Grievance Advisory Committee, the group that evaluates the functioning of the University's grievance system. The Committee agreed on a rank-ordered list of individuals to be asked to serve.

10. Degrees with Honors and with Distinction

Professor Sampson reported that the Committee on Educational Policy had been impressed with data it had been presented (as required by Senate policy) on the number of degrees with honors and with distinction the University awarded the last two years. The Senate policy creates an expectation that no more than 10-15% of all degrees awarded would carry honors or distinction; only two units (one being discontinued) graduated more than 20% of its students with such degrees. In his role as chair of the Committee on Educational Policy, Professor Sampson said, he has sent a letter to the other unit reminding it of the Senate expectation. The overall data, however, demonstrate that slightly over 11% of degrees from the University carried honors or distinction, suggesting that there are high standards in place.

11. Term Limits on the Regents' Professorship Stipends

Professor Feeney next inquired if there should be a term limit on the Regents' Professorship stipend. This issue has been raised by a couple of Committee members because of concerns that since mandatory retirement has been eliminated, there is a substantial stipend that remains unavailable to others as long as the incumbent Regents' Professors do not retire. [There is a limit of 20 Regents' Professorships, each of which carry an annual stipend of \$10,000 above regular salary as well as \$10,000 in research support.]

Committee members offered a number of views.

-- For those whose salary is 125,000 or more, the additional \$10,000 does not matter as much as it does to those in the arts and humanities, whose salaries are substantially lower.

-- Regents' Professors are given the University's highest honor, with good reason; what is the problem that will be solved by putting a limit on the term of the stipend?

-- Because of the maximum number, others are unable to move into the Regents' Professor position as long as current incumbents do not retire. If that is the problem, then perhaps the University should find more money to increase the number of Regents' Professorships.

-- Most other professorships at the University are not indefinite; only the teaching award stipend stays with the recipient as long as he or she stays at the University. Without a mandatory retirement age, the incentive is low to turn over the honor and let others participate. It is perfectly reasonable to permit people to retain the title but impose a term limit of perhaps ten years on the stipend. The Presidential McKnight awards are limited to seven years.

It was agreed the Committee would ask Vice President Carrier for data on the tenure of individuals once appointed to a Regents' Professorship and take up the issue again later.

12. Restructuring the Senate

Professor Feeney reported that he had met with representatives of the P&A and civil service staff as well as the students about the proposal to restructure the Senate to increase the breadth of representation. He distributed copies of the material that had been provided to the groups and asked that if Committee members have any comments they send them to Dr. Engstrand. The University Senate at present represents only faculty, students, and those P&A staff who have faculty-like responsibilities. If it is truly to be a University Senate, Professor Feeney said, it should include all employees except those who are members of a bargaining unit. Nothing in the proposal is fixed, he said, both students and staff can continue to report directly to the administration as well as participate in the Senate.

13. Information about the Senate to the Faculty

It was noted that because Senate dockets are no longer printed in the DAILY, and Senate minutes no longer distributed to all faculty, the Senate has become virtually invisible to most faculty. The Committee requested Dr. Engstrand to prepare a brief summary of the items of substance on each Senate docket and distribute the summary to all faculty members in advance of the meeting.

Professor Feeney adjourned the meeting at 3:10.

-- Gary Engstrand

University of Minnesota