

MBM  
Molo  
o2

**UNIVERSITY OF MINNESOTA**  
**UNIVERSITY SENATE MINUTES**  
**FACULTY SENATE MINUTES**  
**STUDENT SENATE MINUTES**

**Nov. 1, 1990**

The first meeting of the University Senate for 1990-91 was convened in 25 Law Center, Minneapolis campus, following the meeting of the Twin Cities Campus Assembly. Coordinate campuses were linked by telephone. Checking or signing the roll as present were 121 voting faculty/academic professional members, 53 voting members of the student body, 3 ex officio, and 17 nonmembers. President Nils Hasselmo presided.

**I. MINUTES FOR APRIL 19 AND MAY 17**  
**Action (2 minutes)**

*Approved*

**II. MEETING SCHEDULE**  
**Information**

Other 1990-91 meetings of the University Senate are scheduled as follows: Thursday, February 14; Thursday, April 18; and Thursday, May 16.

*Accepted*

**III. SENATE OFFICERS**  
**Action (2 minutes)**

The Chairman of the University Senate has designated the following officers for 1990-91:

Parliamentarian—Josef L. Altholz  
Abstractor and Clerk—Marilee Ward

*Approved*

**IV. SENATE CONSULTATIVE COMMITTEE**  
**REPORT BY THE CHAIR**

See abstract

msm  
m66  
e2

**UNIVERSITY OF MINNESOTA**

**UNIVERSITY SENATE MINUTES**

**FACULTY SENATE MINUTES**

**STUDENT SENATE MINUTES**

**Nov. 1, 1990**

The first meeting of the University Senate for 1990-91 was convened in 25 Law Center, Minneapolis campus, following the meeting of the Twin Cities Campus Assembly. Coordinate campuses were linked by telephone. Checking or signing the roll as present were 121 voting faculty/academic professional members, 53 voting members of the student body, 3 ex officio, and 17 nonmembers. President Nils Hasselmo presided.

**I. MINUTES FOR APRIL 19 AND MAY 17**  
**Action (2 minutes)**

*Approved*

**II. MEETING SCHEDULE**  
**Information**

Other 1990-91 meetings of the University Senate are scheduled as follows: Thursday, February 14; Thursday, April 18; and Thursday, May 16.

*Accepted*

**III. SENATE OFFICERS**  
**Action (2 minutes)**

The Chairman of the University Senate has designated the following officers for 1990-91:

Parliamentarian—Josef L. Altholz  
Abstractor and Clerk—Marilee Ward

*Approved*

**IV. SENATE CONSULTATIVE COMMITTEE**  
**REPORT BY THE CHAIR**

See abstract

**V. COMMITTEE ON COMMITTEES**  
**COMMITTEES OF THE SENATE, 1990-91**  
**Action (3 minutes)**

**COMPUTING AND INFORMATION SYSTEMS**—Faculty/PA: George Wilcox (Chair), Thomas Burk, Gertrude Foreman, Thomas Hoffman, James Olson (UMM), Donald Ross, Robert Tranquillo, Kenneth Wolpin. Students: Eric Scouten, 1 to be named. Ex Officio: Ed Foster.

**EDUCATIONAL POLICY**—Faculty/PA: Thomas Clayton (chair), Roland Guyotte (UMM), Kenneth Heller, Robert Jones, Karen Karni, Karen Seashore Louis, Marvin Mattson (UMC), J. Kim Munholland, Clark Starr, Susan Wick. Students: Jon Brekke, Martin Conroy (UMM), Michael Handberg, David Overstreet, Jenni Wesson, Ex Officio: Ed Foster.

**EQUAL EMPLOYMENT OPPORTUNITY FOR WOMEN**—Faculty/PA: Laurie Hayes (chair), Blanche Chavers, Laura Cooper, Karla Klinger (UMM), Becky Kroll, Douglas Lewis, Marion Stankovich, Twyla Treanor (UMC), Shirley Garner. Ex Officio: Carol Carrier, Patricia Mullen.

**FINANCE AND PLANNING**—Faculty/PA: Burton Shapiro (chair), David Biesboer, Lael Gatewood, Virginia Gray, Craig Kissock (UMM), Fred Morrison, C. Ford Runge, Charles Speaks. Civil Service: Michael Hoey, Jeffrey Von Munkwitz-Smith. Students: Bill Chamberg, Kimberly Kantorowicz, Nancy Ann Root, Tracy Williamson. Ex Officio: Avner Ben-Ner, David Berg, Ed Foster, Nick LaFontaine, Roger Paschke, Mary Sue Simmons, John Sullivan.

**LIBRARY**—Faculty/PA: Douglas Pratt (chair), Gail Grellin, Edward Cushing, Judith Gaston, Richard Grant (UMM), Vernon Hendrix, Walter Johnson, Barbara Laslett, Albert Markhart, Margaret Newman, Judith Preckshot, George Trachte (UMD). Students: Ryan Alexander, Jim Galvin, 2 to be named. Ex Officio: Russell Dubois (UMM), Margaret Johnson (UMD), Robert Kvavik, Fred Morrison, Harold Opgrand (UMC), Thomas Shaughnessy, Nan Wilhelmson (UAW).

**PHYSICAL PLANT & SPACE ALLOCATION SUBCOMMITTEE**—Faculty/PA: Mary Sue Simmons (chair), George Benson, Sue Gerberich, Thomas Johnson (UMM), Bill Kennedy, David Kittelson. Civil Service: Stan Bonnema. Students: Shawn Evenson, Erik Jensen. Ex Officio: Betty Grundner, Clint Hewitt, Robert Kvavik, Sue Markham, Vilis Vikmanis.

**RESEARCH**—Faculty/PA: John Sullivan (chair), Sue Donaldson, Tony Faras, Robert Herman, Essie Kariv-Miller. Eric Klinger (UMM), Albert Yonas, James Ysseldyke. Civil Service: John Basgen. Students: Duane Rostad, Dan Sargent, Jeffery Weis. Ex Officio: Signe Betsinger, N. L. Gault, Robert Holt, Nick LaFontaine, Anton Potami, Kenneth Reid.

**SERVICES FOR THE HANDICAPPED**—Faculty/PA: Corinne Ellingham (chair), Fred Aram, Terence Collins, Glenice Johnson (UMC), Joe Reichle, Kathleen Swart, Stephen Weeks. Civil Service: Barbara Howard, 1 to be named. Students: Kathleen Kelly, Katherine Meyers. Ex Officio: Sue Forsythe, Harvey Jaeger, Sue Koreger.

**SOCIAL CONCERNS**—Faculty/PA: John Beatty (chair), Norman Bowie, Genevieve Es cure, George French (UMC), Helga Leitner, William Morrish, Esther Wattenberg. Civil Service: Darlene Anton, Linda Gullickson, Gloria Taylor-James. Alumni: Jane Houlton, Laura Langer, Martha Studer. Students: April Gaisbauer, Stephanie Infelise, Michael McPhail, Lydia Pothoff, Fiona Reynolds, Megan Thomas, Mike Taylor. Ex Officio: Katherine Cram, Betty Hackett, Patricia Mullen.

**STUDENT AFFAIRS**—Faculty/PA: Bruce Downing (chair), Sheila Corcoran-Perry, Robert Fulton, Alan Lipowitz, Earl Nolting, Jean Quam. Civil Service: Mary Koskan. Alumni: Stacy Einck. Students: Alice Claeyes, Rajjive Das, Brian Dummann, Glenn Lempe, Meghan McAlister, Lori Mueller, Kristina Peterson, Cory Wagner, Jan Wickstrom. Ex Officio: Nick Barbatsis.

## **INFORMATION**

▶ ALL-UNIVERSITY HONORS—Faculty/PA: Rutherford Aris (chair), Caroline Czarnecki, Paul Holm (UMC), Fred Lukermann, James Simler, Judith Younger. Alumni: Betsy Neff, Chuck Osborne, Jesse Overton, Warren Sifferath, Paul Taylor. Students: Tiffany Petros, Sandra Pham, Kyle Williams. Ex Officio: Margaret Carlson, Gerald Fischer, Marcia Fluor, Leonard Kuhl.

▶ COMMITTEE ON COMMITTEES—Faculty/PA: Mario Bognanno (chair), Wilbert Ahern (UMM), Linda Ellinger, Robert Johnson (UMC), Geoffrey Maruyama, Toni McNaron, George Sell, Thomas Soulen. Students: David DuChene, Dan Smith, Steve Soukup, 4 to be named.

▶ CONSULTATIVE—Faculty: Warren Ibele (chair), W. Andrew Collins, Amos Deinard, Paul Holm (UMC), Norman Kerr, J. Bruce Overmier, Thomas Scott, Charlotte Striebel, James Van Alstine (UMM), Shirley Zimmerman. Students: Kathy Dias (UMC), K. Darby Laing (UMD), Timothy Morse, Kurt Schentzel (UMW), James Swick, Tina Tidrick (UMM), Shawn Towle, Christine Velure, 1 to be named. Ex Officio: Thomas Clayton, Burton Shapiro.

**MARIO BOGNANNO**  
Chair

*Approved*

## **VI. SENATE CONSULTATIVE COMMITTEE**

### **VICE CHAIR, SENATE**

#### **Action (3 minutes)**

#### **MOTION:**

To amend Article III, Section 6(a), of the constitution by enlarging the number of those eligible to serve as vice chair as follows: The president of the University shall chair the University Senate. A vice chair shall be elected by the Senate at its first meeting in the spring of the academic year from among its current members or those who have served in the Senate within the previous five years for a term of one year and shall be eligible for re-election.

#### **COMMENT:**

The Faculty Consultative Committee (FCC), in nominating an individual to serve as vice chair, has tried to use this slot as a balancing appointment to FCC and SCC. If a major collegiate unit or major set of disciplines is unrepresented, an individual from one of those areas may be nominated. FCC also uses the nomination to try to ensure diversity among its own members.

The restraint of having to choose from among the current members of the Senate, however, often makes it impossible for FCC to achieve these goals, especially when it is trying to accomplish more than one at the same time.

The amendment was approved at the last meeting 142 to 11 and is being brought to the Senate to fulfill the requirement of majority approval of the membership at two consecutive meetings.

**WARREN IBELE**  
Chair

*Withdrawn for consideration by the full Senate Consultative Committee*

**VII. SENATE CONSULTATIVE COMMITTEE  
EDUCATIONAL POLICY COMMITTEE  
SCHEDULING EXTRACURRICULAR EVENTS  
Action (5 minutes)**

**MOTION:**

Whereas the Senate Committee on Educational Policy (SCEP) believes that the academic welfare of students should be the supreme consideration of the University insofar as scheduling of events is concerned, and

Whereas, consistent with that stance, SCEP believes that the University should not schedule extracurricular events which require the participation of students during study day or finals week,

Therefore be it resolved that the University Senate adopts the following policy:  
No extracurricular events which require the participation of students may be scheduled from the beginning of Study Day to the end of Finals Week. Exceptions to this policy may be granted by the Senate Committee on Educational Policy through whatever procedure it determines most feasible. The Senate advises all faculty members that students who are unable to complete course requirements during finals week shall be provided an alternative and timely opportunity to do so. SCEP shall report the procedure it establishes to the Senate at its next meeting.

**COMMENT:**

SCEP has become concerned at the number of events which are or can be scheduled during Study Day and Finals Weeks and recommends that the Senate prohibit such events. Recognizing that no policy should be utterly inflexible, SCEP would devise an exceptions policy to be reported at the next meeting which would respond to legitimate needs to schedule events.

It is the intent of the committee, if the Senate adopts this policy, that it be published in all college bulletins and class schedules.

**WARREN IBELE, Chair  
W. ANDREW COLLINS, Vice Chair  
Senate Consultative Committee  
THOMAS CLAYTON, Chair  
Educational Policy Committee**

*Approved*

**VIII. SENATE CONSULTATIVE COMMITTEE  
SENATE COMMITTEE ON COMMITTEES  
EQUAL EMPLOYMENT OPPORTUNITY FOR WOMEN COMMITTEE  
Action (5 minutes)**

**MOTION:**

To amend the bylaws, Article III, Section 6, to change the membership and duties and responsibilities of the Equal Employment Opportunity for Women Committee and reconstitute it as a Senate Committee upon expiration of the Rajender Consent Decree on January 1, 1991.

**6. EQUAL EMPLOYMENT OPPORTUNITY FOR WOMEN COMMITTEE**

The Equal Employment Opportunity for Women Committee was is established pursuant to and for the duration of the court decree in the case of *Rajender v. University of Minnesota*.

Upon expiration of the decree (January 1, 1991), the committee continues in accordance with the "Women Academic Employees Policy Statement" of the Board of Regents.

### **Membership**

The Equal Employment Opportunity for Women Committee shall be composed of 7 faculty members, 2 members of the academic professional staff, and ex officio representation as specified by vote of the Senate. The committee shall be selected to reflect the general interest of the University in the pursuit of excellence in teaching and research as well as the special interests of women. ~~Five of~~ The faculty members shall be nominated by the Committee on Committees with the approval of the Senate. The academic professional staff members shall be nominated by the Committee on Committees in consultation with the chair of the Academic Staff Advisory Committee with the approval of the Senate. ~~The remaining 2 faculty members, both of whom must hold full-time appointments and at least one of whom shall be a member of the regular faculty, shall be elected by the plaintiff class in *Rajender v. University of Minnesota* pursuant to procedure and for a term to be established by the Special Master in that case. Service on the committee shall be treated as a positive contribution to the University and to the academic unit in which the committee member is employed. In connection with any decision involving the terms and conditions of employment where contributions to the University or the academic unit are relevant, the University will give the same weight to service on the committee as it does to service on any other committee of the University Senate.~~

### **Duties and Responsibilities**

- a. To promote compliance with the "Women Academic Employees Policy Statement" approved by the University Senate on April 19, 1990 and adopted by the Board of Regents on July 13, 1990.
- b. To recommend policies which that guarantee equal employment opportunity for all women on the faculty and academic professional staff of the University.
- ~~c. To review the University's progress in implementing the terms of the decree in *Rajender v. University of Minnesota* and to consult with the University equal opportunity officer and president concerning any problem areas in this regard.~~
- c. To propose approaches for assuring that the University has an active affirmative action program for women in all of its academic units.
- d. To encourage active measures to expand and strengthen the diversity of the academic community in accordance with the Regents' "Women Academic Employees Policy Statement."
- e. To examine policies of the University to determine whether they would have a disparate impact on women and make recommendations to the University president or vice presidents or to the University Senate if they do.
- f. To work with the University's Equal Opportunity Officer to implement the Regents' policy statement on women academic employees.
- g. To advise the University president and vice presidents, although the committee itself does not have administrative authority.
- h. To recommend to the Senate Consultative Committee such actions or policies as it deems appropriate.
- i. To submit an annual report to the Senate.

### **COMMENT:**

The Equal Employment Opportunity for Women Committee was established in 1980 pursuant to and for the duration of the court decree in the case of *Rajender v. University of Minnesota*. The Rajender Consent Decree is due to expire January 1, 1991, and the Senate Consultative Committee, Senate Committee on Committees, and the Equal Employment Opportunity for Women Committee agree that the committee should continue its work as a committee of the University Senate. In addition, it was agreed that the membership of the

committee should be expanded to include representation by members of the academic professional staff. The duties and responsibilities were revised to reflect the expiration of the Consent Decree and reconstitution as a Senate committee.

**WARREN IBELE, Chair**  
**W. ANDREW COLLINS, Vice Chair**  
**Consultative Committee**  
**MARIO BOGNANNO, Chair**  
**Committee on Committees**

*Approved 135 to 0*

**IX. SENATE CONSULTATIVE COMMITTEE**  
**SOCIAL CONCERNS COMMITTEE**  
**ROTC/EQUAL OPPORTUNITY CONFLICT**  
**Information and Discussion (15 minutes)**

The Social Concerns Committee has recommended the following motion which is being considered by the Senate Consultative Committee and is submitted at this time to the Senate for information and discussion.

**MOTION:**

That the University Senate approve the following resolutions with respect to the current conflict between the University's equal opportunity and ROTC policies:

Whereas the University of Minnesota is committed to the policy that all persons shall have equal access to its programs and facilities without regard to sexual orientation;

Whereas the Senate is committed to defending the University's equal opportunity policy;

Whereas the regulations of ROTC are in direct conflict with this policy; and

Whereas the regulations of ROTC are made at the national, not the campus level,

Therefore be it resolved that the Senate reaffirm the University's equal opportunity policy in its entirety.

Be it further resolved that the Senate request the President and administration to continue to work to place the matter on the national agendas of the appropriate educational associations and the Minnesota congressional delegation, with the objective of resolving the conflict on our campus, as well as at other universities.

Be it further resolved that those efforts be communicated to the University community for the purpose of illuminating the nature and importance of our equal opportunity policy.

Be it further resolved that, if the conflict has not been settled by January 1, 1993, then the Senate shall establish a sanctions committee to oversee the severance of University ROTC relations.

Be it further resolved that, if the conflict has not been settled by the end of June 30, 1993, then the University will begin the process of severing relations with ROTC, disallowing the admission of any new students into any University-affiliated ROTC program.

**COMMENT:**

The conflict in question can be briefly summarized. "The University of Minnesota is committed to the policy that all persons shall have equal access to its programs, facilities, and employment without regard to race, religion, color, sex, national origin, handicap, age, veteran status, or sexual orientation." However, ROTC regulations do not allow individuals with same-sex orientation to hold ROTC scholarships and to participate fully in the ROTC program—a program not only affiliated with, but also sponsored by, the University.

A similar motion to this one—but one that included no deadline for resolving the conflict—was passed overwhelmingly by the University Senate at its fall 1989 meeting. In the meantime, efforts by the President and administration to have the relevant federal military policies defended or changed have gone unanswered. If anything, during the past year the military appeared to be even more determined to maintain its policies, without defending them publicly.

During the same period there has been an increased interest in the promotion and celebration of diversity within our own University community. And yet, at the heart of the University's commitment to diversity are our equal opportunity and affirmative action policies, the former of which is so clearly violated by ROTC practice.

To present the ROTC/equal opportunity conflict merely as a "policy" conflict, as we have done so often, suggests a symmetry: each policy conflicts with the other. But in fact we are currently allowing ROTC practice to violate our equal opportunity policy, while we have hesitated to practice equal opportunity in such a way as to challenge our ROTC policy. Why is this asymmetry tolerated?

To be sure, the ROTC-University affiliation is valuable; for instance, there are numerous scholarships made available to ROTC students, and there are considerable benefits to offering military education in conjunction with civilian education. To that extent, the ROTC/equal opportunity conflict is not just a policy conflict but also a conflict of values. But the question arises whether the two values are equally fundamental to the role of the University as an educational institution.

To establish a deadline for resolution of this matter, rather than simply to require immediate conformity with the equal opportunity policy, is to acknowledge that there are values on both sides worth preserving. But to establish a deadline with the consequences stated above is to acknowledge that our equal opportunity policy is much more basic to our educational mission than our ROTC policy. It is a very clear message to members of the community that our University is indeed committed to equal opportunity. The deadline also represents a special urgency that the President and administration can hopefully communicate to leaders of other educational institutions in their efforts to get an appropriate response at the federal level.

The Social Concerns Committee extends to the President and administration, through the Senate Consultative Committee, its help in planning and implementing the resolution of this conflict.

**WARREN IBELE, Chair**  
**W. ANDREW COLLINS, Vice Chair**  
**Consultative Committee**  
**JOHN BEATTY, Chair**  
**Social Concerns Committee**

See abstract

## **X. UNIVERSITY POLICY AGENDA 1990-1991**

At the beginning of each academic year, the President is requested to submit an annual policy agenda to the University Senate. Consistent with that practice, the following report is rendered. It is based upon a statement of 1990-91 Presidential Goals and Objectives previously provided to the Board of Regents, the Senate Consultative Committee, the Deans, Directors, and Department Heads. It outlines selected policy issues and initiatives that warrant particular scrutiny and action over the next year. The agenda will be pursued in consultation and collaboration with the University Senate and its representative committees.

### **FINANCE**

#### **1991-93 BIENNIAL REQUEST**

The highest priority on the annual agenda is the 1991-1993 Biennial Request. The University is seeking additional state support of approximately \$34 million (excluding salary and inflation increases) over the next two-year period. The request was approved by the Board of Regents in October, will be submitted to the Governor in November, and will be presented to the Minnesota Legislature in January.

## **IMPROVEMENT OF QUALITY AND INTERNAL REALLOCATION**

In order to improve the quality of essential programs and activities in the University, and in order to undertake a limited number of important new initiatives, it is necessary to supplement the limited new resources that can be expected with resources from internal reallocation. Accordingly, the University must continue to examine its priorities and reallocate funds from lower to higher priority programs and activities. The process will be based on existing criteria and plans and will include consultation with campus, collegiate, and Senate representatives.

## **ACCOUNTABILITY AND MANAGEMENT**

### **FINANCIAL MANAGEMENT SYSTEM**

The Financial Management Systems Project was initiated in 1988 as a means to improve the University's budgeting, planning, and financial reporting and control. A progress report on the initiative will be undertaken during 1990-91. Likewise, three new components will be implemented: the Budget Preparation System, the General Ledger System, and the Payroll and Human Services Information System.

### **PERSONNEL SYSTEMS AND ADMINISTRATION**

A study of the University's personnel systems and policies has been initiated. The review will include an analysis of faculty, civil service, and professional/academic employment classifications, performance evaluations and salary standards and distribution systems.

## **FACULTY/STAFF RECRUITMENT**

### **RECRUITMENT AND RETENTION OF FACULTY**

A national shortage in the number of university/college faculty is predicted for the 1990s and into the next century. To ensure that the University of Minnesota retains its marketplace competitiveness, additional faculty recruitment and retention incentives will be pursued. These include efforts to attract more women and minorities, to abolish mandatory retirement at the earliest possible date, to provide incentives for older faculty to teach on a part-time basis, and to improve the overall salary and benefits of all faculty.

### **DIVERSITY GOALS**

In the 1990 report, "Strengthening Excellence Through Diversity," the University established specific goals designed to increase the number of minority students and faculty over the next four years. These include doubling the number of minority faculty and increasing the proportion of minority students to 10% of the student body. Progress toward meeting these goals will continue to be monitored during the upcoming year.

### **SEARCH PROCEDURES**

New procedures will be implemented to expedite the search and hiring process for faculty, administrative, and staff positions. The procedures will include "target of opportunity" provisions and will be consistent with the University's diversity goals and post-Rajender commitments.

## **EDUCATIONAL INITIATIVES**

### **QUALITY OF UNDERGRADUATE EDUCATION**

Over the past several years, a variety of efforts designed to improve educational quality have been undertaken. Those efforts, as summarized in "The Initiative for Excellence in Undergraduate Education," will continue to be pursued and will be augmented by the reports of the Council on Liberal Education.

### **GRADUATE SCHOOL REVIEWS**

The following program reviews will be conducted by the Graduate School in 1990-91:

- Agricultural Engineering
- Animal Science
- East Asian Studies (including Chinese and Japanese)
- Educational Psychology (UMD)

History  
Industrial Relations  
Physical Education and Recreation  
Three to four other programs still to be determined

#### **OTHER INITIATIVES**

In addition to the above, the 1990-91 policy agenda will include the following topics:

Expanded Interaction with K-12 Education  
Follow-up on Page-Merwin Report on Intercollegiate Athletics  
Review of Sexual Orientation Issues and Policies  
Completion of Review of Health Care Benefit Programs

**NILS HASSELMO**  
President

*Accepted*

### **XI. PRESIDENT'S COMMENTS**

**(10 minutes)**

See abstract

### **XII. QUESTIONS TO THE PRESIDENT**

**(15 minutes)**

Media coverage of scandals among college athletic programs in recent years have brought to public attention the prevalence of arrangements between college coaches and sports equipment companies—contracts by which coaches agree to purchase only certain brand names in return for substantial cash payments and/or other considerations. Is it the policy of the University of Minnesota to permit this and, if so, what policies govern the potential conflict of interests?

Byron Marshall, Professor of History

See abstract

### **XIII. COMMITTEE ON COMMITTEES**

#### **ANNUAL REPORT, 1989-90**

During this first year in which the Senate and Assembly operated under its revised committee structure Committee on Committees monitored its progress which included communication with each committee chair. It was determined that adjustments needed to be made in some committee memberships, but generally the response to the new structure was favorable. Appropriate changes were made and Committee on Committees will continue to solicit and review recommendations for further change as the new system goes into its second year of operation.

The committee's primary task each year is to prepare faculty, academic professional, and student nominations to committees. In order to gather as many nominations as possible, Faculty Committee on Committees members sent solicitations to deans and department heads, committee chairs, faculty women, minority faculty, Senate members, and the Academic Staff Advisory Committee. In addition, announcements were placed in *Brief* and *Footnote*. The faculty interest survey conducted in February 1989 was also used. Student Committee on Committees members gathered nominations by posting announcements, advertising, and participating in informational fairs. Several meetings were then held to prepare the nominations for the 1990-91 committees. Consideration was given to adequate representation by race, gender, academic rank, and various collegiate units.

The committee also accomplished the following tasks:

1. Nominated for approval by the Assembly a committee to prepare a slate of candidates for the Assembly Steering Committee election.
2. Forwarded nominations to the Consultative Committee for the Task Force to Review Liberal Education and the Task Force to Review Lengthening the Probationary Period.
3. Provided nominations as requested for various subcommittees.
4. Reviewed continuing the Equal Employment Opportunity for Women Committee as a Senate committee upon expiration of the consent decree in January 1991. A motion to continue its existence and revise its membership and charge will be presented to the Senate in the fall of 1990.
5. In response to the approval of the new University Grievance Policy by the Regents in April, Committee on Committees appointed the University Grievance Committee and solicited from each college a list of faculty and academic staff who could be asked to serve on grievance committees of colleges other than their own. The new policy takes effect in September of 1990 and Committee on Committees will assist the colleges in having their committees established by then.

This year Committee on Committees appointed 72 faculty and academic professionals to serve on various Senate and Assembly committees and, as presented each year, the chart below indicates the proportions of NEW faculty and academic professional appointments by rank and gender, with comparable all-University figures:

Rank	Distribution by Rank		Distribution by Sex	
	Percent of New Committee Members of this Rank	Percent of Faculty/ Aca Prof Members of this Rank	Percent of New Committee Members who are Women	Percent of Faculty/ Aca Prof Members who are Women
Professor	56%	38%	23%	10%
Associate Professor	36	27	38	23
Assistant Professor	4	25	0	32
Instructor	0	5	0	44
Academic Professional*	4	5	67	50
Total	100%	100%		

\*figures reflect only those academic professionals who are eligible to serve on the Senate and Assembly and its committees

**THOMAS SCOTT**  
Chair

*Accepted*

## **XIV. COMPUTING & INFORMATION SERVICES COMMITTEE**

### **ANNUAL REPORT, 1989-90**

The committee met monthly and disseminated minutes for each meeting. It began the year by requesting that the administration move immediately to establish a new Office of Chief Information Officer (CIO) charged with management of all elements of information. Memos were sent to President Hasselmo on two occasions justifying the need for this office and requesting immediate action. Joint meetings were held with the Management Information Systems Staff Committee (MISSC) in November, and the two committees reached consensus on this subject. Subsequently, the administration issued a preliminary job description which would establish such an office. The committee has met twice on the topic

since this process began and, in agreement with the MISSC, continues to recommend strengthening the new position and moving quickly to fill it. A memo was sent to the president and the two senior vice presidents in May reiterating the committee's opinion that the new CIO position be defined as one that has jurisdiction over all computing and information systems and services of the University.

Meetings were also held to consider the following items: the role of the Army High Performance Computing Research Center in the computing ecology of the University; the expanded missions of the new Networking Office and the Microcomputing and Workstations Group; and the contribution of the Library Automation Department to the University. Each of these enterprises is essential to the teaching and research missions of the University and requires continued strong support from the administration, and some of the services are stressed by limited resources and large user bases. The committee has examined the missions of several of the computer centers and has observed several examples of overlapping missions among the various service centers which may confuse potential users of the services. The committee continues to feel that all aspects of modern information management are central to the University's mission and that all require more attention by the administration.

Because the committee is concerned that computing and information services will degrade if there is a gap between the departure of Vice Provost Murthy and the arrival of a CIO, it is writing to Vice President Kuhi recommending appointment of an acting CIO with Vice Provost Murthy's portfolio. An acting CIO may be able to prevent fragmentation of budgetary and policy decisions among numerous positions in the administration.

The committee plans to look into at least the following topics next year: center mission statements, the jurisdiction of the CIO, library automation, public database accessibility, network access, and student fees.

**GEORGE WILCOX**  
Chair

*Accepted*

## **XV. EQUAL EMPLOYMENT OPPORTUNITY FOR WOMEN COMMITTEE ANNUAL REPORT, 1989-90**

The Committee on Equal Employment Opportunity for Women (EEOW) focused much of its attention this year on issues arising from the expiration of the Rajender consent decree in January 1991 and the salary settlement agreement. The full EEOW Committee met nine times.

The committee also monitored the work of two subcommittees, one engaged in the post-Rajender planning and one working on a research design for a study comparing the experiences of men and women faculty who have left the University. The EEOW endorsed the salary settlement agreement and presented a statement of support for the agreement at a hearing in Federal District Court in October.

The committee met with representatives for four academic units which have had unusual success in the hiring and retention of women faculty to learn what factors had contributed to their success. We met with President Hasselmo to discuss the University's continued commitment to equal treatment of women academic employees following expiration of the consent decree. The committee drafted a policy statement on women academic employees which was endorsed by the Senate Committee on Faculty Affairs, the Faculty Consultative Committee, and the Faculty Senate and was forwarded to the Board of Regents for its consideration and adoption.

Representatives of the committee met with the president concerning possible exemptions from the search requirements of the consent decree for specific hiring decisions and participated in interviews with candidates for positions at the vice presidential level. The committee prepared search guidelines to govern hiring for academic positions following expiration of the consent decree. The committee organized a workshop for potential claimants

under the salary settlement agreement and a referral service to faculty advisors from the Faculty Advisory Committee for Women.

EOW considered the restructuring of the committee following expiration of the consent decree and recommended to the Committee on Committees that two academic professionals be added to the committee membership. The committee met with representatives of the Task Force on Mandatory Retirement to consider whether recommendations of the task force might have a disparate impact on women. The committee participated in a presentation to the Board of Regents on April 5, 1990, concerning women's issues and programs at the University. We reviewed requests for exemptions from the search requirements of the consent decree to permit the hiring of spouses of persons being hired by the University. Laurie Hayes has been appointed as chair of the committee for 1990-91.

**LAURA J. COOPER**  
Chair

*Accepted*

## **XVI. OLD BUSINESS**

none

## **XVII. NEW BUSINESS**

**(15 minutes)**

none

## **XVIII. TRIBUTE TO DECEASED FACULTY MEMBERS**

### **PAUL BERRISFORD**

**1925-1990**

Paul D. Berrisford, associate professor, and director of Central Technical Services for the years 1972 through 1983, died September 28 after a lengthy illness.

Berrisford had been a member of the faculty of the University of Minnesota since 1957, when he was appointed assistant professor and chief catalog librarian. In 1966, he was promoted to associate professor, and in January 1968 he assumed the responsibilities of assistant director for processing. He requested and received a medical disability leave during the 1983-84 teaching year.

A native of St. Paul, Berrisford was educated from his earliest years on the campus of the University. He graduated from University High School in 1944 and went on to serve with distinction as a pharmacist's mate during the second World War, where he was assigned to duty in the South Pacific. Later he returned to the University and earned three degrees. Prior to his appointment to the University faculty, Berrisford held the position of school librarian in Crystal Falls, Michigan, and at Monroe High School, St. Paul, Minnesota.

During Berrisford's tenure at University Libraries, files written in "library hand" were retired, ultimately to be replaced with computer-produced files; the move to the West Bank and Wilson Library became a reality; the organization (and subsequent organizations) and its associated administration became increasingly complex; and the Central Technical Services staff and their accomplishments became nationally known.

Berrisford was active in the American Library Association (ALA), the Minnesota Library Association, the Twin Cities Cataloging Roundtable, AAUP, and numerous other professional organizations. He was a member of Gown in Town (a faculty dining organization) and of Phi Delta Kappa honorary society. He represented the Libraries on University of Minnesota Faculty Senate committees, was active in Libraries governance, and spent considerable time as a Ford Foundation consultant representing the University and the Libraries at the University of Concepcion, Concepcion, Chile. As a member of the Library Resources

and Technical Services Division (LRTS) of ALA, Berrisford served both as secretary and later as chair of the Heads of Technical Services, Directors of Large Research Libraries Committee. He served ALA and LRTS in many other assignments as well, including that of assistant editor for the divisional publication. In 1977, he authored *The Year's Work in Cataloging and Classification: 1976*.

Berrisford was a member of the North Central Accreditation Team, a member of the board of directors of the Universal Serials and Book Exchange, and a frequent lecturer on library administration and technical services in the Library School. In addition, he often spoke to groups on early automotive history. He was active both locally and nationally in the Antique Automobile Association.

After leaving the University, Berrisford remained active. He worked as a volunteer at the St. Paul Seminary Library, helping to codify library processes and procedures. He also volunteered numerous hours to the St. Paul-Ramsey Medical Center Senior Information Service.

Survivors include Berrisford's wife, Margaret; daughters Karla Coletti, husband Michael, and Julia Berrisford; sons Paul, wife Margaret, and David, wife Cheri; four granddaughters; and a sister, Geraldine Hagedorn. He will be missed by many others, as well.

Funeral services were held October 1 at St. Theresa's Catholic Church in St. Paul, with interment in Fort Snelling National Cemetery. Memorials are preferred to the National Kidney Foundation.

## **GUST BITSIANES**

**1919-1990**

Gust Bitsianes was born September 24, 1919, in Virginia, Minnesota, of Greek parents. A 1938 graduate of Hibbing Junior College, where he also served briefly as a lecturer in mathematics, Gust enrolled in 1939 at the University of Minnesota. In 1941 he was awarded the degree of bachelor of chemical engineering, with high distinction. He then started his academic career as a research assistant to Professor Thomas L. Joseph, an international authority of blast furnace technology.

From 1944 to 1946, Gust Bitsianes was at the Massachusetts Institute of Technology as a member of the team of U.S. scientists on the Manhattan Project, the intensive wartime effort to develop the atomic bomb. He received his Ph.D. from the University of Minnesota in 1946 and was appointed assistant professor of metallurgy in the School of Mines and Metallurgy at the University in the same year. He married Maxine Callas in 1956.

Gust's early research rapidly established him internationally as an authority on high temperature metallurgical reactions. He was promoted to professor in 1961. His academic career of more than 40 years included many contributions to improve technology for the Minnesota iron ore industry and national awards for professional excellence. Most recently he was involved actively in studies to develop the platinum and palladium resources in northeastern Minnesota.

In failing health for the past year, Professor Bitsianes remained faithful to his teaching responsibilities and research throughout his illness. He was due to retire at the end of June, 1990, but he passed away June 14 after a brief illness.

His quiet and gentle demeanor gave no hint of his irrepressible, sparkling wit. Honed by the need of the immigrant communities of his northern Minnesota youth to see humor in their struggles, Gust's talent to bring laughter to any group was hard to equal. A valued colleague professionally and a dear personal friend to many, he will be sorely missed by all.

Gust is survived by his wife Maxine, sons Steven and Michael, three sisters, Mary Bitsianes of Hibbing, Mrs. Kenny Kappes of Havre, Montana, and Mrs. Lou Murdock of Calimesa, California.

## **THOMAS COMFORT**

**1932-1990**

Thomas Comfort, M.D., joined the faculty of the University of Minnesota in January of 1968.

Professor Comfort graduated from the University of Minnesota, where he received a bachelor's degree in 1953 and his M.D. in 1956. He joined the faculty at the University of Minnesota as an instructor in 1968, when he assumed the role of director of the Orthopaedic Surgical Training Program for both medical students and graduate students at St. Paul-Ramsey Medical Center. He was promoted to assistant professor in 1969 and to associate professor in 1974.

During the period from 1974 to 1987, Dr. Comfort expanded the educational activities at St. Paul-Ramsey Medical Center to the point where it became a highly sought-after educational experience for all of the graduate and undergraduate students in orthopaedic surgery. He attained a national and international reputation as an innovator and educator in the field of orthopaedic trauma and was considered by the students in the Department of Orthopaedic Surgery to be one of the most outstanding teachers in the department.

From 1987 to 1990 Dr. Comfort's illness required him to curtail his activities, but he remained an active member in the Department of Orthopaedic Surgery, organizing and teaching a psychomotor skills laboratory in orthopaedic surgery for the students in the department that will undoubtedly be a permanent contribution to the educational activities of this unit.

### **JOHN G. DARLEY 1910-1990**

John G. Darley, 80, professor emeritus in the Department of Psychology, died September 5 of respiratory failure at his Minneapolis home. Professor Darley served in numerous University positions during his professional career, authored or co-authored 126 monographs, books, technical reports and journal articles in the fields of counseling psychology, social psychology, psychometrics, psychological testing and higher educational administration, and was recognized often for his many contributions to psychology. John was known for his absolute loyalty to the University of Minnesota, and he will be missed by his many friends, colleagues, and former students.

Dr. Darley, a Pittsburgh native, received his B.A., Phi Beta Kappa, from Wesleyan University in Connecticut, and both his M.A. and Ph.D. degrees in psychology from the University of Minnesota. He joined the University of Minnesota faculty in 1935 as an assistant professor and research counselor in General College. In 1938, he became director of the Student Counseling Bureau (now University Counseling Services). During 1943-44 he was a research associate with the National Defense Research Committee, and in 1944-46 he served as a lieutenant in the U.S. Naval Reserve. Professor Darley returned to the directorship of the Student Counseling Bureau with the rank of professor in 1946. From 1947 to 1959 he served as associate dean of the Graduate School, professor of psychology, and director and executive secretary, respectively, of the University's Center for Research in Human Learning and the Laboratory for Research in Social Relations and the Social Science Research Center.

From 1959 to 1962, Dr. Darley took a leave of absence from the University to serve as executive director of the American Psychological Association (APA) in Washington, D.C. He returned to the University in 1962 and became chair of the Psychology Department in 1963. He resigned as chair in 1975 and retired in 1978 when he was named professor emeritus. During his term as department chair, Professor Darley initiated and directed the remodeling and expansion of Elliott Hall.

Throughout his entire career, Dr. Darley was a visible national figure in psychology, known for his substantial publication record, his leadership of the Department of Psychology and the APA, and his extensive service contributions to the profession and the community. For example, he served as president of the APA's Division of Counseling Psychology and as president of the Minnesota Psychological Association, on the Executive Council of the APA's Division of Evaluation and Measurement, on the Board of Directors of the Psychological Corporation, as a trustee of the James McKean Cattell Fund, as editor of the *American Psychologist*, the *Journal of Applied Psychology*, and the *Journal Supplement Abstract Service*, as a member of Minneapolis Mayor Eric Hoyer's Council on Human Relations, and as principal investigator for the Peace Corps feasibility study for Ethiopian Volunteers.

Dr. Darley received many honors for his contributions, including the American Personnel and Guidance Association Research Award in 1953, the Distinguished Contributions Award of APA's Division of Clinical Psychology in 1958, the E. K. Strong, Jr. Memorial Gold Medal for Research in Vocational Interest Measurement in 1966, and the Minnesota Psychological Association's Distinguished Contribution Award in 1982. His most recent honor was the Leona E. Tyler Award of the Division of Counseling Psychology bestowed on him this past August in Boston during the annual meetings of the American Psychological Association. He also was a licensed consulting psychologist in Minnesota, a diplomat of the American Board of Examiners in Professional Psychology, and a fellow of the American Psychological Association and the American Association for Applied Psychology.

Professor Darley is survived by his wife, Jan Hively; his daughter, Janet Darley Griffith of Chapel Hill, NC; his son, John Darley of Princeton, NJ; his stepdaughter, Kathryn Hively Snider of Philadelphia; his stepson, W. Dean Hively of Minneapolis, and his three grandchildren. Memorial services were held at Gethsemane Church on September 10 and at the University Campus Club on October 26. Memorials in remembrance of John have been received by the Department of Psychology's Center for Interest Measurement Research and the department's John G. Darley Journal Seminar Room.

## **FRANCIS DE VOS**

**1918-1990**

Dr. Francis de Vos, professor of horticultural science and landscape architecture and director of the Minnesota Landscape Arboretum at the University of Minnesota, died of cancer July 18, 1990, at his home in Southern Pines, North Carolina, following a lengthy illness.

Dr. de Vos earned a B.S. degree in horticulture from the University of Massachusetts and M.S. and Ph.D. from Cornell University in horticulture. He started his career at the U.S. National Arboretum in Washington, D.C., where he was a horticulturist. He rose to become assistant director in charge of research and educational programs and assisted in the overall development of the Arboretum. In 1967, he became the first director of the newly established Chicago Botanic Garden and proceeded to initiate and implement a master plan for development. In 1977, he became the second director of the Minnesota Landscape Arboretum.

Dr. de Vos did research with azalea, camellia, and magnolia species, developing and introducing named cultivars of magnolia. His last work was with heat tolerant azaleas. He traveled on many plant exploration journeys especially to Nepal, Sikkim, and China, bringing many species of woody plants back to this country for observation.

Francis was a teacher and taught woody plant identification at the National Arboretum, University of Illinois, Tritan College, Illinois, and the University of Minnesota. He was past director of the American Horticultural Society and past president of the American Association of Botanic Gardens and Arboreta. He received the AHS professional award in 1987.

At the Chicago Botanic Garden, Francis developed what is considered one of the best botanic gardens in the country. Formed out of 300 acres of swampland, the gardens are visited by over a half-million people each year. Many trees that he planted have become a living memorial to his effort. At the Minnesota Landscape Arboretum, Francis initiated a master plan to create a nucleus of highly visible gardens and ones that would act as demonstration gardens for home owners. The de Vos Home Demonstration Gardens now attract around 200,000 people each year. His vision of a place to learn which is also a place of beauty and inspiration has made the Arboretum a major outreach facility of the University.

Dr. de Vos leaves his wife, Martha (Beam), a son Peter of Baltimore; daughters Ann de Vos of Germantown, TN, Frederica Krains of Midlothian, VA, Randall Bannertine of Austin, TX, Judith Unberger of Midland, TX; and 14 grandchildren. A memorial service was held on July 21, 1990, in Southern Pines, North Carolina.

An internship fund has been established at the Arboretum in his name. This fund will provide for a summer intern to participate in research, educational programs, and Arboretum maintenance and management. Memorials may be sent to the Minnesota Landscape Arboretum.

## VICTOR A. GILBERTSEN 1924-1990

Victor A. Gilbertsen, professor emeritus of surgery and long time director of the Cancer Detection Center, died of circulatory disease at age 65 on August 9, 1990.

A native of Winona, Gilbertsen earned his B.A. cum laude at Hamline University in 1948. He then completed four degrees at the University of Minnesota: B.S., 1950; M.B., 1952; M.D., 1953; and M.S. in surgery, 1957. He was an intern and medical fellow under Dr. Owen H. Wangensteen from 1952 to 1958, and then remained in the Surgery Department as an instructor, rising to assistant professor by 1960 and associate professor by 1971.

As director of the Cancer Detection Center from 1960 until his retirement in 1988, Gilbertsen was relentless in his quest to develop cost-effective methods to diagnose presymptomatic cancers. One of his most dramatic findings was that a conscientiously followed program of annual proctosigmoidoscopy (a relatively simple exam popularly known as a "procto")—along with prompt removal of any polyps found—could actually obviate the risk of death from rectal cancer. With results from 21,150 volunteers between 1948 and 1976, he demonstrated that an astounding 85% of high-risk patients over age 45 who otherwise would have developed cancer did not; and of the few who did, 80% had minimally invasive malignancies. During the study and for seven years afterward, not a single participant died of rectal cancer.

Gilbertsen also oversaw major studies and strides forward in breast cancer survival and prostate cancer cure rates.

In 1976, he and his colleague Stanley Williams launched the occult blood in the stool study, now called the colon cancer control study, the largest and longest-lasting of its kind in the world. Funded in part by the National Cancer Institute, it is now entering its mature phase. Although final results are still several years away, the study will determine whether screening for fecal occult blood can reduce mortality from colorectal cancer—which has killed more Americans in the past 50 years than any other type of cancer and is now second only to lung cancer in incidence.

Gilbertsen's cancer detective leadership spanned nearly three decades of national interest and sometimes controversy. As he said in a telephone interview in spring 1989, "Convincing others that it was worthwhile made my position both challenging and enjoyable, and certainly kept me alert. It's such a good idea to find cancers before they produce symptoms, or to get rid of them before they prove incurable. With proper screening and prompt follow-through, so many cancers are now virtually preventable."

The author of some 70 influential articles, Gilbertsen also served on numerous American Cancer Society committees and was an invited speaker at countless national and international meetings. He "was a superior researcher and his data were just impeccable," in the words of Williams. Dr. Donald E. Stewart, current director of the Cancer Detection Center, said, "Victor Gilbertsen was like a terrier—he just never quit believing in the great promise of what we're all about. He deserves a lot of credit."

Gilbertsen was in the U.S. Army from 1943 to 1945, including combat duty in the South Pacific Theater during World War II. He was awarded both the Purple Heart and the Bronze Star.

His wife, Dr. Ada Sigrid Gilbertsen, an internist and a founder of the Nicollet Clinic in Minneapolis, died about 10 years ago. He is survived by sons Michael Halvorsen, Minneapolis, and Patrick Halvorsen, San Diego; a brother, Don Gilbertsen, Minneapolis; and one granddaughter, Jeanne LaKoskey.

The memorial service has held August 13 at Richfield United Methodist Church, Minneapolis. Memorials were designated to the Cancer Detection Center or Richfield United Methodist Church.

## WILLIAM HOFFMAN 1914-1990

William Hoffman, professor emeritus and former director of Continuing Education in Social Work, died on May 21, 1990. He is survived by his wife, Ruth, daughter, Susan, and son, Jonathan.

Bill Hoffman was born on the Mississippi River flats on the lower west side of St. Paul. He nearly missed being born in Neighborhood House, which he was to serve for many years in many volunteer capacities but his mother hurried from the class she was taking in the proverbial nick of time. Among the several memoirs he wrote of his boyhood and of the social history of that immigrant neighborhood were *Tales of Hoffman*, *Those Were the Days*, and *West Side Story II*. His interest in writing had been honed by his experiences after graduating from the University of Minnesota with a baccalaureate degree in journalism in 1935. After serving in the army in World War II, he returned to St. Paul and ultimately to the University where he received a master of social work degree in 1953. In the succeeding years he was selected for positions of increasing responsibility, serving from 1961 to 1966 as planning director for the Greater St. Paul United Fund and Councils.

In 1967 he was offered a joint appointment with the School of Social Work and the General Extension Division (now Continuing Education and Extension) as director of Continuing Education in Social Work. In that position, he developed what was acknowledged to be one of the most outstanding continuing education in social work programs in the nation.

Bill Hoffman was a kindly, considerate man. Friends and colleagues spoke of his integrity, humanitarianism, energy, and persistence. He was one of the best-known and highly regarded social workers in the state and was appointed by governors and majors to a host of commissions and committees addressing problems of human rights, crime, poverty, alcoholism, and juvenile justice. His life was distinguished by creativity, commitment, and compassion. Professor Hoffman possessed exceptional abilities in relating to a wide variety of people and notable skills in the fine art of politics. He never forgot his west side roots and, of all the honors that came his way, none gave him greater pleasure than his honorary life membership on the Neighborhood House Board of Directors.

### **KATIE HOLUM 1925-1990**

Katie Holum, music librarian and assistant professor at the University for forty years, died on July 30 after a long illness.

Katie graduated from Luther College in Decorah, Iowa, in 1946, with a major in music. She came to the University of Minnesota to earn both her bachelor of arts degree in library science in 1950 and her master of arts degree in music history in 1957. Since 1950, she served as music librarian, overseeing the music library from its humble beginnings in Scott Hall, through its tenure in Walter Library, and finally into Ferguson Hall's modern and spacious facilities. During this time, the library's collections grew to over 60,000 books, 30,000 sound recordings, and notable rare and special collections.

Katie took her professional obligations seriously, serving in such capacities as chair of the Library Council and as a representative to the University Senate. A long-time member of the Music Library Association, Katie coordinated local arrangements for the MLA's national convention in Minneapolis in 1988, and she was chair of the Midwest Chapter of MLA in 1986-87. In addition, she was a member of Sigma Alpha Iota, an international music sorority, and a member of Pi Kappa Alpha, an honorary music society. For some twenty years, she taught a class in music bibliography at the University.

An active musician, Katie performed piano recitals and was organist at several Lutheran churches in the Twin Cities. Staff members recall fondly her playing at recent spring receptions for the Humanities/Social Sciences Libraries.

Katie leaves a legacy of devoted service and life-long commitment, both to the University and its libraries.

### **FRANK A. RALEY 1917-1990**

Frank A. Raley, retired professor of industrial engineering, passed away September 5, 1990, at Rochester, Minnesota. A memorial service was held for him September 15 in Eagle Harbor, Michigan, the Keweenaw Peninsula town of his birth and happy childhood and where he had always maintained a summer home. He is survived by his wife Helen, two

daughters, Marcia of Minneapolis and Allison (Mrs. Peter Reynolds) of Newport, New Hampshire, three grandchildren, and a host of bereaved friends. He was a man of many interests, but first and foremost among his professional interests were the educational welfare and ultimate success of his students. His professional fields were mechanical and industrial engineering.

Dr. Raley obtained bachelor degrees in both electrical and mechanical engineering from the Michigan Technological University in Houghton in 1938 and 1939. He earned an M.S. in industrial engineering from the University of Minnesota in 1957 and obtained a Ph.D. in industrial engineering from Purdue University in 1972.

He served as an instructor at the University of Minnesota at Duluth from 1951 to 1953 and at the University of Minnesota, Minneapolis, from 1953 to 1961, when he left to accept an associate professorship in industrial engineering at North Dakota State University at Fargo. Between 1963 and 1980 he served as professor and chairman of their Industrial Engineering Department. During this period he was granted a leave of absence to complete his work for the degree of Ph.D. in industrial engineering at Purdue University. From 1980 until his retirement, December 31, 1983, he served as a visiting professor in the Mechanical Engineering Department here at the University of Minnesota.

Frank Raley had a strong sense of loyalty to his friends and duty to his country. He maintained a commission in the active army reserves from 1938 until his retirement from the reserves in 1977. In World War II, he saw active duty as a major from 1941 until 1946. He was active in community service organizations and also worked with industry as an industrial engineering consultant in both the Fargo and Minneapolis areas.

He sincerely believed that a technically oriented university owed supportive industries close cooperation. He felt that such cooperation was a two-way street in which both parties benefited greatly.

## **JOHN CAMERON SIM** **1911-1990**

John Cameron Sim was for 25 years an administrative mainstay of the School of Journalism and Mass Communication. He was also a nationally recognized authority on both the community press and scholastic journalism. Professor Sim died September 25, 1990, from heart and diabetes problems. He was 79 and had become emeritus in 1981.

Within the School of Journalism and Mass Communication, Sim served for 20 years as its placement officer, guiding graduating students into career employment. He was also faculty assistant to the director, and chaired committees on admissions and on relations with high schools and colleges. He was a member of the College of Liberal Arts placement and student personnel committees and chaired the All-University Campus Housing Committee.

His area of scholarly expertise was the community and suburban press. His "Grass Roots Press: America's Weekly Newspapers," published in 1969, was ranked among the 200 leading journalism books by the American Association of Schools and Departments of Journalism. His research articles appeared in *Journalism Quarterly* and *Grassroots Editor*.

A national leader in scholastic journalism, Sim wrote extensively about the subject, including a 1975 book-length report for UNESCO, "Teaching About the Mass Media in Secondary Schools of the United States." He also wrote a history of the Minnesota High School Press Association, which he served as executive secretary and director from 1956 to 1981. Sim served for two decades on the boards of directors of the National Scholastic Press Association and the Associated Collegiate Press, managing their annual conventions attended by thousands of journalism teachers and students.

Born in Grand Forks, North Dakota, February 7, 1911, Sim received his bachelor of arts in journalism in 1932 from the University of North Dakota, where he was elected to Phi Beta Kappa. From 1931 to 1939 he was managing editor of the weekly *East Grand Forks Record*. He also taught in the University's Department of Journalism, becoming acting head during 1939-40. In 1940 Sim received his master of arts degree in journalism earned in summer study at the University of Minnesota. He then taught journalism at the University of Alabama and was university editor at the University of New Hampshire.

Sim entered the Army in 1942 and served overseas in Assam and Burma and in the United States in Washington, D.C., and Madison, Wisconsin, where he met and married Mary Lou Hanson. With a partner, Sim bought the East Grand Forks *Record* in 1946, serving for ten years as its editor and co-publisher. In 1956 he joined the Minnesota journalism faculty, specializing in the community press and copy editing.

Sim was a member of the Minnesota Newspaper Association, the Minnesota Press Club, the Society of Professional Journalists, the Association for Education in Journalism and Mass Communication, the Suburban Newspaper Association, the American Association of University Professors, the University Campus Club, and Minnesota chapter of Phi Beta Kappa, of which he was a former president.

His wife, Mary Lou, died in 1986. Sim is survived by a daughter, Erin, of Minneapolis; a son, John, of San Diego, California; and a sister, Dorothy Baker of Hemet, California. The family suggests that contributions to a John Cameron Sim Memorial Fund be sent to the School of Journalism, University of Minnesota.

A memorial service on October 1 was attended by more than 100 faculty colleagues, former students, journalists, and friends. Testimonials were made to the high esteem in which he was held as a teacher, scholar, and friend.

## **XIX. ADJOURNMENT**

### **FACULTY SENATE MINUTES**

The meeting of the Faculty Senate was convened in 25 Law Center, Minneapolis campus, following the University Senate meeting. Coordinate campuses were linked by telephone. Checking or signing the roll as present were 121 voting members of the faculty/academic professional staff. President Nils Hasselmo presided.

#### **I. MINUTES FOR APRIL 19 AND MAY 17**

##### **Action (2 minutes)**

*Approved*

#### **II. COMMITTEE ON COMMITTEES**

##### **COMMITTEES OF THE FACULTY SENATE, 1990-91**

##### **Action (2 minutes)**

**FACULTY AFFAIRS**—Faculty/PA: Avner Ben-Ner (chair), Carl Adams, Richard Christenson (UMC), Ann Fallon, Daniel Feeney, Roger Feldman, Richard Goldstein, Audrey Grosch, Roberta Humphreys, Ruth Kanfer, Morris Kleiner, Donald Rasmusson, Suzanna Sherry, W. Donald Spring (JMM), Michael Wade, Barbara Warren, Gayle Graham Yates. Students: Constatine Papaconstantinou, 1 to be named. Ex Officio: Carol Carrier, Robert Fahnhorst, Roger Paschke, George Seltzer.

**JUDICIAL**—Faculty: C. Robert Morris (chair), C. Anthony Anderson, Pauline Boss, Richard Brunning, Caroline Czarnecki, Timothy Dunnigan, Seymour Geisser, Fred Johnson, Richard King Jooinn Lee (JMM), Barbara Loken, Cleon Melsa (UMC), Rosemarie Park, Michael Root, Bill Rudelius, Harold Schwartz, James Scoville, Alan Sinaiko, Roderick Squires, David Ward, Frank Wood.

**MARIO BOGNANNO**  
Chair

*Approved*

**III. FACULTY CONSULTATIVE COMMITTEE**  
**FACULTY AFFAIRS COMMITTEE**  
**SEARCH PROCEDURES, ACADEMIC POSITIONS**  
**Information**  
**FRAMEWORK FOR ACADEMIC SEARCHES**

Recruitment of talented academics is of crucial importance to the success of the educational mission of the University of Minnesota. The mechanism of the search process has been utilized as the primary way of filling academic positions. The description which follows outlines the principles to be utilized in conducting searches. They reflect the experience of the institution in conducting searches over several decades and are meant to describe the essential elements of the search process for academic non-student appointments.

Responsibility for conducting effective and fair searches rests with all persons involved in the hiring process. However, the officers of the institution are ultimately responsible for conducting a process which results in the hiring of a diverse and talented academic workforce. No procedural steps are a guarantee of such results, but experience has demonstrated that an open search process is an important element in bringing them about.

**FULL NATIONAL SEARCH**

This process will be followed for tenured and tenure track faculty positions; probationary or continuous P/A positions; administrative positions at higher levels.

1. Position description including criteria for evaluation of applicants is prepared normally by appointing authority.
2. Search committee is constituted.
3. Search plan is prepared and approved.
4. The position is publicized nationally.
5. Search committee recruits candidates.
6. After the deadline,
  - (a) applicants are screened using criteria
  - (b) the search committee prepares a list of persons to be interviewed or seriously considered
  - (c) report is prepared describing the pool composition
  - (d) pool is approved.
7. Candidate interviews are held, finalists are selected.
8. Appointing authority:
  - (a) reviews committee recommendations
  - (b) selects a finalist
  - (c) prepares final report about the outcome of the search process.

**LIMITED SEARCH**

A limited search will be conducted for all academic nonstudent positions not subject to the national search process. Limited search procedures are intended to be flexible. Each search should be designed to fit the position. For short term, acting and/or nonrecurring appointments, the time, energy, and expense required for a full national search are not justified.

Other factors to be considered in designing a search process are the scope of the search (local, internal to a particular department, etc.) and the need for speed in the case of an unanticipated vacancy. It is expected that there will be few, if any, positions in which it is not possible to carry out some type of limited search.

Every limited search will have the following parts:

- 1) A written plan which describes the details for the search. It may provide some or all of the steps (1-8) contained in the description of a full national search. If it is the case that some steps are omitted, such omissions should be justified in the written plan.

It may be submitted for approval at the same time as the final report if this is necessary to speed up the process.

- 2) Advertising—a minimum of written notice to all eligible staff or students on campus or a notice in a campus publication for three days or in a local publication.
- 3) Application period of at least a week.
- 4) Written application.
- 5) Screening of applications and selection of finalists by a committee of at least three that does not include the appointing authority.
- 6) Approval of a final report.

For recurring positions (e.g., post-doc or adjunct teaching positions) the search plan may be approved in advance and kept on file in the appropriate EEO office.

### **NONCOMPETITIVE APPOINTMENTS**

Appointments to any type of academic appointment without a search or competition would be permitted as follows if approved by a University-wide standing committee. Requests for such appointments may be presented only by the President or one of the Vice Presidents. The committee will be constituted by the Vice President for Academic Affairs and the Director of the Office of Equal Opportunity and Affirmative Action.

- 1) When a hiring can be done under the University spousal exemption regulation.
- 2) When a unique hiring situation such as the opportunity to hire an underrepresented minority, or someone so recognized in professional or academic achievements as to confer a definite and distinct benefit to the mission of the University.

Appointments to certain types of positions without search or competition would be permitted as follows (these would require the usual budgetary approval for appointment, but would not require committee action):

- 3) When a search or competition has been conducted by a non-University group following acceptable equal opportunity procedures, for instance: Young Investigator Awards.
- 4) Students who hold a graduate assistantship who graduate before the term of the assistantship is fulfilled. (Thus their appointment can no longer be a student appointment.)
- 5) Visiting faculty who are permanently employed elsewhere.
- 6) Persons who will be appointed either full- or part-time no more than one quarter. These appointments may not be extended or renewed.

Departures from any of the elements of the Framework for Academic Searches require the permission of the Offices of Academic Affairs and Equal Opportunity and Affirmative Action. The oversight and approval process for conducting searches will vary depending upon the unit in which the opening occurs. The routing and approval requirements are found on the President's Form 16 (the search plan) and the President's Form 17 (the final report on the outcome of the process).

Additional detail about the implementation of this framework as well as suggestions for persons conducting searches will be found in the following sections of this booklet.\*

---

\*The Framework will ultimately appear as a section of a publication regarding academic hiring.

**WARREN IBELE, Chr.**  
**W. ANDREW COLLINS, V.Chr.**  
**Consultative Committee**  
**AVNER BEN-NER, Chr.**  
**Faculty Affairs Committee**

*Accepted*

## **IV. FACULTY AFFAIRS COMMITTEE**

### **ANNUAL REPORT, 1989-90**

#### **ORGANIZATION**

The Senate Committee on Faculty Affairs meet once per month to discuss issues of interest to the faculty of the University of Minnesota. The meeting typically was on the first Tuesday

of the month, with the third Tuesday reserved for subcommittee meetings. In order to facilitate its business the committee was further subdivided into the following subcommittees:

Equal Employment of Women

Faculty Retirement Programs

Faculty Benefits other than Retirement

Faculty and Academic Staff Assistance Office-Advisor Committee (Venters)

Advisory Committee for Faculty and Academic Staff Assistance Program (Meland)

Tenure Code Committee

Since this was the first year for the new Senate committee structure, the organization of SCFA evolved during the year as the agenda formed. This structure should be reviewed and possibly revised by the incoming chair of SCFA.

In this report, I have organized SCFA business as it pertains to each of the subcommittees:

Equal Employment of Women

This subcommittee wrote search committee guidelines to be used post Rajender. The recommendations of this subcommittee were endorsed by SCFA and referred to the Senate for adoption.

In addition, SCFA approved the Policy Statement on Women Academic Employees.

## FACULTY RETIREMENT PROGRAMS

In the area of faculty retirement the committee looked at several issues:

Visiting Faculty: It came to our attention that visiting faculty were excluded from retirement benefits. That is, no vehicle exists for the payment of retirement benefits to visiting faculty. This issue was resolved by increasing the visiting faculty salary by the amount of the retirement benefits, with University fringe benefits being forgiven on the retirement portion, and allowing the faculty member to place these monies into the optional retirement plan.

Vanguard Funds and MM/NWNL: Several faculty members complained to the committee concerning the timeliness and the form of the reporting by MM/NWNL of the Vanguard Funds held in the Minnesota Retirement Plan. We requested that the funds be reported using the Wall Street Journal value listing; if fees are paid that these fees be reported to each member; and that they not be hidden in a revaluation of the unit trust share value.

Mandatory Retirement Task Force Report: SCFA held hearings on the Task Force Report and endorsed the final version.

The Committee recommended that the \$5,000 notch be dropped in the faculty retirement plan in favor of a 13% contribution by the University to all qualifying employees.

Various additional investment options were investigated including the use of individual IRA accounts as alternatives both under the mandatory and optional plans.

## FACULTY BENEFITS OTHER THAN RETIREMENT

This was an area of high activity for SCFA. We started the year with a change in health benefits with Aware Gold being dropped in favor of the State Health Plan. Since this was done without faculty consultation, it caused quite an uproar on campus and led to the official censuring of the administration for not consulting with the faculty. This led to the appointment of a Task Force on Health Benefits. We also recommended that the task force consider funding a group of U of M researchers to solicit outside grants in order to perform outcomes oriented research on the various plans available to the faculty. Such research would provide better information to faculty as they evaluate alternative plans and the University in negotiating plan premiums.

Changes were recommended in the areas of life insurance and disability insurance. We recommended that the decreasing term life insurance program be dropped. In addition we recommended that the upper limits on disability insurance be increased to \$4000, that an inflation adjustment be added, and that the program be reviewed every three years.

## FACULTY AND ACADEMIC STAFF ADVISOR OFFICE—MAURINE VENTERS

This office was recreated this year. Maurine Venters was hired in August, 1989, to a half-time appointment. Thirty new cases were initiated since August.

The committee feels that she is performing a valued service and in this light has voted to continue her appointment for one additional year. It will be important to re-evaluate this position next year in the light of the push for a faculty ombudsperson. However, in the interim it is necessary that more adequate space be found, space which permits Ms. Venters to have a private office, which is needed to maintain the confidentiality of her clients.

#### FACULTY AND ACADEMIC STAFF ASSISTANCE PROGRAM—JAMES MELAND

This program conducted business as usual.

#### THE TENURE CODE COMMITTEE

This committee was appointed late in the year. This is a standing committee necessitated by provisions in the tenure code. At the end of the year several revisions in the tenure code were forwarded to this subcommittee for immediate action in fall 1990.

**DAVID DITTMAN**  
Chair

*Accepted*

## V. ADJOURNMENT

### ABSTRACT

The University Senate was called to order by President Nils Hasselmo at 4:30 p.m. in 25 Law Center, Minneapolis campus. Coordinate campuses were linked by phone. Minutes for April and May, officers for the year, and committee memberships were approved.

*Consultative Committee report.* Warren Ibele, professor of mechanical engineering and chair of the committee, called attention to some of the important matters under consideration by his committee. The first was an anticipated report from the Health Benefits Task Force that had been appointed in the wake of last year's change in health care benefits. Also cited was the Liberal Education Task Force progress report which had just been brought to the Assembly by Professor John Howe. Another item was a recently completed strategy for reallocation over the next five years, which was important, he said, because it would determine whether the University would be able to pursue academic priorities. The committee was looking forward to a report from the task force it appointed last year to look into possible extension of the probationary period. In conclusion, he said his committee, even with a full agenda, would welcome hearing of concerns.

*Vice Chair of Senate.* The item was withdrawn following withdrawal of a parallel item on the Assembly agenda, when the Steering Committee agreed that the full committee should make the recommendation, not the faculty component of the committee.

*Scheduling extracurricular events.* Kim Munholland, professor of western European studies and Educational Policy Committee member, presented a resolution designed to provide guarantees that events would not be scheduled during study day or finals week. Exceptions would be possible with his committee reserving the right to exercise oversight, although that authority could be delegated to the Office of Academic Affairs. He was asked what conditions could lead to granting of an exception and what the criteria were. He suggested an athletic or debate team might be in a national finals competition; procedures for implementation would be presented at the next meeting. The motion was then approved.

*Equal Employment Opportunity for Women Committee.* Thomas Soulen, professor of plant biology and member of the Committee on Committees, introduced a proposed amendment to the bylaws concerning the Equal Employment Opportunity for Women Committee, which he described as a logical outgrowth of extensive discussions during the past few years concerning making an appropriate transition into the post-Rajender decree era. He reminded the Senate that a resolution pertaining to the regents' policy statement on women academic employees was approved by the Senate in April. Its language specified that a committee on equal opportunity for women should be constituted formally, and the proposed legislation would do just that. He said it would continue the committee as a committee

of the Senate, would include representation of the academic professional staff, and would revise committee responsibilities to reflect expiration of the Rajender decree. The Consultative Committee and his committee strongly endorsed the proposal, he said. Professor Ibele seconded Professor Soulen's recommendation on behalf of the Consultative Committee, and it was approved unanimously.

*ROTC/Equal Opportunity.* John Beatty, associate professor of ecology and behavioral biology and chair of the Social Concerns Committee, presented drafts of resolutions concerning the conflict between the University's equal opportunity and ROTC policies. Under federal level military policy students of same sex orientation could not receive ROTC fellowships or participate fully in ROTC programs, and he said the conflict was commonly but unfortunately presented in ways that suggested symmetry where actually asymmetry obtained. For instance, he explained, it is commonly construed as a conflict of policies when in fact only one of the policies is being violated—that is, the University's equal opportunity policy. His committee had been working on the issue for over two years, he said, with help from several other committees, and particularly the Minnesota Student Association. A year ago the committee had sponsored a resolution requesting the President to press at various legislative levels for a change in military policy, which he had done; however, it was clear that the Department of Defense and various branches of the military had no intention of defending or being publicly accountable for their policies. He noted that the present resolution still called for efforts to effect change at the level but the new feature was a deadline of June 30, 1993, for resolution of the conflict; at that time the University should begin to sever its relations with ROTC. It was important to note that ROTC students already enrolled on that date would not be affected but no new students could be added. He amended the section recommending establishment of a sanctions committee to give it the authority to oversee the severance of the program. He said if the equal opportunity policy were worth having then it should be enforced.

Robert Jacobson, student, said it was obvious that a change was not imminent, and it was clear that the mood in Congress was not conducive to equal rights for gays and lesbians. He maintained it was a local issue and the University had jurisdiction over what went on within its boundaries. As to the asymmetry argument, he suggested that, if the University continued to allow ROTC to violate the equal opportunity policy, then it would be fair to expect that ROTC would allow itself to violate its policy against gays and lesbians; then both policies would be in violation and that would be symmetrical. In conclusion, he said there was a limit to the amount of discrimination that would be taken, and he urged strong action when the resolution would come to a vote.

Sam Krislov, professor of political science, who said he flunked ROTC (compulsory in his day) in the shooting exercise, suggested exploring an intermediate situation in which the University would insist on compliance with its policy and not attempt to use it as leverage on national policy. Burton Shapiro, professor of oral science, asked whether the University as a land-grant institution was obliged to have an ROTC program. Mr. Jacobson said there was an obligation dating back to the Civil War to provide military training of some kind but he thought there were many options open to the University.

Wayland Noland, professor of chemistry, thought the resolution reflected well the policy favored by the Senate. He pointed out that, if the University were to provide its own military program, those graduating would be denied a commission by the Pentagon. Also, he thought that if the University acted on its own without support from other institutions it would be easy for the Pentagon to say they appreciated the help in cutting their budget. He hoped that the President would continue to push for more support from other institutions to bring as much pressure as possible on the Pentagon. He was concerned about the length of time before any action would be taken by the University and suggested that the deadline be moved up a year.

Aric Nissen, student, said he was in the ROTC program and was in favor of the resolutions, indicating that the rights of students to serve in the armed forces were being violated, and the rights of students who would depend on ROTC scholarships to attend the University were also being violated. Tim Morse, student, asked whether the University would continue to pursue its economic interest or pursue what it knew was right—were the University's principles for sale? Suzanne Denevan, student body president, said that MSA had had a long-

time policy of favoring either removal of ROTC or sanctions for discrimination and had passed a resolution for its removal by the year 1994-95 if the University were not in compliance with the equal opportunity policy by that date. She said over 50 campuses nation-wide were pursuing similar actions. She identified herself as a lesbian, thus having a stake in the issue, and she urged everyone else to recognize that they had stake, too, in it as a human rights issue.

Richard Poppele, professor of physiology, reminded the Senate that the country had an all-volunteer military service, made up of not conscripts but professional volunteers, and that about 50 percent of the leadership comes from ROTC programs. He observed that some institutions in the 60s put ROTC off their campuses (Harvard and Yale, for example) and if that kind of action were revived, military programs would be set up in military institutes that might not place as high a value on liberal education and liberal values as is the case at the University and other higher education institutions.

Shawn Towle, student, said that the resolution had not had a hearing by the full Consultative Committee and encouraged all bodies bringing agenda items to the Senate to ensure that they would be heard by that committee.

*President's comments.* The President's first topic was the recently announced planning and reallocation strategy. He said the regents had instructed the administration to pursue an even more aggressive reallocation than had been carried out previously. A significant amount in the last reallocation went toward the augmentation of faculty and staff salaries and some programmatic improvements. In response to the regents' resolution a goal of \$20 million was set for the next biennium and \$50 million over the next five years. He explained that the longer period of time for reallocation was necessary because programmatic reallocation is also involved, and all contractual obligations would be honored as far as personnel contracts were concerned, as well as the implied contract with students for programs that might be phased out. He emphasized that tenure is held in the University as an institution, not in individual programs.

The guidelines of the reallocation process were just being communicated to chancellors, vice presidents, deans, and directors, he said, and would be available on request at his office. The first deadline would be December 15, after which consultation between administrators, units, and committees in the governance structure would take place with the objective of agreeing to final decisions in February and March as part of the 1991-92 budget process. He said central administration was committed to full consultation with all appropriate committees before going to the regents. He noted that it is often difficult in the debate that takes place during the process to distinguish what is a question and what is a *fait accompli*, and he urged that careful attention be given to how the process moved along without letting suggestions or questions become realities. He said the success of the effort would depend a good deal on the extent to which the entire University community enters into the process and is willing to consider necessary changes. If there are internal disagreements, then the process becomes "a plan by the administration," and it will not be a successful venture. He said it was an extraordinarily important process for the health of the institution in the 1990s and the next century. He said the University was severely overextended and underfunded in various areas and, unless a sharper profile could be created for what the University should be in the future, it would not be the quality institution that everyone wanted for undergraduates, graduate students, and professional students, as well as serving the quality research and scholarship and quality outreach functions.

A recent article in *The Chronicle of Higher Education* had been called to his attention, he said, which contained some gross misrepresentations that he wanted to correct. It referred to a study commissioned by the state coordinating board that found that the Minneapolis-St. Paul area lacked the research facilities and high technology training program it needed and recommended changing the mission of the University to focus on science and technology and develop stronger ties to industry, while Metropolitan State University would expand its undergraduate program. He said the article was not totally inaccurate, but it was just a small portion of the recommendation that had come out of a report commissioned by the Higher Education Coordinating Board at the request of the legislature, and it did make some recommendations that emphasized the role of the University as the research institution of the state. However, the President wanted to dispel any notion that the University

would deviate from its fundamental role in providing quality undergraduate education and quality education across a broad spectrum of the arts and sciences and the professional fields, in addition to research.

The President was asked later in the meeting why units were required to make only programmatic cuts and not allowed to make any type of unit-derived decisions about reallocation through an across-the-board salary reduction. He responded that consolidation and reduction of administrative overhead should be an important consideration, but the emphasis was on programmatic or administrative changes because there had been an erosion, even in the last year, of already diminished travel, supply, and teaching assistant budgets, and the administration wanted to avoid further thinning out of underfunded activities. However, units would have some leeway, and review of their proposals would include consideration of the overriding mission of the University.

He then commented briefly on the ROTC issue, indicating that he welcomed the previous discussion and hoped it could continue. He said he was continuing efforts with the American Council on Education, the National Association of State Universities and Land-Grant Colleges, the Association of American Universities, and the Association of State Colleges and Universities, and those organizations through their presidents had contacted the Defense Department requesting a meeting. That request had been rebuffed, and he said he had renewed the effort with the associations to pursue lobbying through Congress, which appeared to be the best avenue at the moment. He had earlier been in touch with the Minnesota delegation and requested their support. Also he had contacted President Shaw at the University of Wisconsin; he believed such concerted joint actions were the appropriate way to proceed. He said the time might come when patience would run out; in the meantime, he preferred that every possible effort be at a national level rather than the University taking unilateral action.

The President was asked later in the meeting how far he would be willing to go unilaterally if it became apparent that the lobbying effort was going to fail. He responded that it was difficult to reply in the abstract on appropriate action. He reminded the Senate that he could only make recommendations to the regents, and before doing so he would have to review the implications of any step that the University might take. He assured the Senate that he was very concerned about the conflict and would not downplay its importance.

*Sports equipment contracts.* Byron Marshall, professor of history, had asked the President whether the University permitted arrangements between coaches and sports equipment companies whereby an agreement could be made to purchase only certain brands in return for cash or other considerations. President Hasselmo quoted from the Athletic Departments' policy statement to the effect that products could be received only if there were no reciprocal responsibility on the part of the department or program to agree to use the product or service to the exclusion of others or to otherwise endorse the product or service. He said the men's athletic director reviews any such request. He said he was not aware of any violations of the policy.

*Liberal Education.* Michael Handberg, student, said it appeared that the College of Liberal Arts was cutting back and restructuring its departments, which needed to be done, but his problem was that the Task Force on Liberal Education was coming out with different programs and recommendations as to what is important, and he wondered whether the right hand knew what the left hand was doing. The President said he hoped that the task force report would be ready shortly, and he believed that any reorganization that was now taking place was of a structural rather than curricular nature.

Following silent tribute to deceased faculty members and students, the Senate adjourned at 5:10 p.m.

The Faculty Senate was called to order by the President; the April and May minutes and committee memberships were approved; and the meeting was adjourned forthwith.

**MARILEE WARD**  
**Abstractor**

## STUDENT SENATE MINUTES

The first meeting of the Student Senate for 1990-91 was convened in 25 Law Center, Minneapolis campus, following the Faculty Senate meeting. Coordinate campuses were linked by telephone. Checking or signing the roll as present were 53 voting members of the student body.

- I. Action on the Agenda—*Approved*
- II. Action on the April and May minutes—*Approved*
- III. Reports from the Chair, Vice Chair, SSCC Chair, Committee on Committees Chair, Student Advisory Council representative, and SLAC representative—*Accepted* (no report from the Committee on Committees)
- V. SAC/Student Senate Chair separation—*Approved*
- VI. SSCC attendance policy—*Postponed until next meeting*
- VII. SAC representative election—*Shawn Towle was elected*
- IV. Election of officers—*Aric Nissen was elected chair; Randy Heuer, vice chair*
- VIII. Meetings—see abstract
- IX. Adjournment

### ABSTRACT

The meeting of the Student Senate was called to order by Dave Snyder, interim chair, following the Faculty Senate meeting. Coordinate campuses were linked by phone.

*Agenda.* Shawn Towle, chair of the Student Senate Consultative Committee (SSCC), was asked why the agenda had not gone through the proper procedure before coming before the session. He said that no agenda had been brought to his committee and it in turn had not formulated one. The agenda was approved after it had been read to the coordinate campuses.

*Minutes.* Minutes for the April and May meetings were approved.

*Report by Officers.* Mr. Snyder reported that the all-campus conference retreat would be coming up on the weekend. Mr. Towle reported that SSCC had met five times so far and had recommended constitutional changes which would be brought up at the meeting of the full Consultative Committee at its next meeting. He apologized for the disarray of the meeting and said steps would be taken to rectify the situation before the February meeting. Markus Miller, interim vice chair, announced the schedule of the retreat and said its purpose was for participants to get better acquainted, to listen to Regent Rosha and Donna Peterson (director of state relations at the University), and to discuss the Student Lobby Advisory Committee legislative agenda for the year. Student body presidents, their executive officers, representatives to the Board of Regents and SLAC, and SSCC members would participate. Mr. Towle reported for the Student Advisory Council of the Minnesota Higher Education Coordinating Board (HECB), which he said represented all the systems of higher education in the state. Its purpose was to inform HECB of student concerns. HECB was currently considering in its biennial request funding for the financial aids program and would be requesting an increase in the cost-of-living allowance and creation of a credit-based financial aid system as opposed to a time-line financial system. He expected to make a more complete report in February including the agenda for Lobby Day.

*Elections for 1990-91 positions.* The chair determined that a quorum existed and then turned the chair over to Mr. Towle to start the election proceedings. Martin Conroy, Dave Snyder, Randy Heuer, and Aric Nissen were nominated. A move to limit statements from candidates to two minutes was approved. Each proceeded to list his qualifications and plans for the future if elected, and Mr. Nissen was elected. He then assumed the chair. A motion to name the second place candidate the vice president with the provision that that person be from a campus different from that of the chair was declared moot because there was a tie for second place. Several nominations were made, all of whom withdrew except

Denise Tolbert and Randy Heuer. Both made brief statements of their qualifications, and Mr. Heuer was elected.

*Constitutional amendment.* Mr. Towle read the text of a proposed change in the constitution with regard to the Student Advisory Council (SAC) representative; it would remove that responsibility from the office of Student Senate chair. The Student Senate would appoint someone to fill the post. There was a call for a quorum, and a count revealed one more than the required majority. There was no disagreement with the proposal, and it was approved unanimously.

*Meetings.* Mr. Nissen said that several senators had proposed holding meetings at a time separate from the University Senate meetings. One senator spoke in favor of the suggestion.

*Consultative Committee attendance.* Mr. Towle asked the parliamentarian whether it would be appropriate for the Student Senate to institute an attendance policy for members of the Student Senate Consultative Committee, inasmuch as those members were elected to that body. In the absence of advance notice, it was recommended that the matter be taken up at the February meeting.

*SAC representative.* Mr. Towle was nominated. Asked about the time commitment, he said it met monthly for about four hours, Lobby Day activities were involved, and there were other lesser demands on the person's time. Michael Handberg was nominated. A motion to forego speeches and vote by show of hands was approved. Mr. Handberg pointed out the importance of the position and urged that the candidates' views be heard. A motion to have one-minute speeches was ruled out of order, and Mr. Towle was elected.

The meeting was adjourned at 6:30 p.m.

**MARILEE WARD**  
Abstractor

**APPENDIX A**  
**ELECTED MEMBERS AND ALTERNATES, 1990-91**  
 (key to unit codes follows membership list)  
**ELECTED FACULTY/ACADEMIC PROFESSIONAL MEMBERS**

	Unit	Term
Albrecht, Lisa	8	90-93
Amershi, Amin	14	90-91
Anderson, Gary	6	89-92
Argento, Dominick	12	88-91
Bache, Robert	15	89-92
Bailey, Fredric	22	90-93
Bantle, John	15	88-91
Barbara, Paul	22	89-92
Bauer, Jean	10	90-91
Befort, Stephen	11	89-92
Berman, Hyman	12	90-93
Berryman, Glenn	14	88-91
Boss, Pauline	10	90-93
Bouchard, Thomas	12	90-91
Brenner, Mark	2	89-92
Brewer, Maria	12	88-91
Bruininks, Robert	7	89-92
Brunning, Richard	15	89-92
Buchwald, Henry	15	89-92
Burk, Thomas	17	90-93
Burkhart, Ann	11	88-91
Busta, Frank	2	88-91
Caplan, Arthur	15	88-91
Cardozo, Richard	14	90-93
Carr, Robert	22	89-92
Charvat, Iris	4	90-93
Cheng, H. H.	2	90-93
Chervany, Norman	14	89-92
Clayton, Paula	15	88-91
Connolly, James	2	88-91
Cotter, James	33	88-91
Crisham, Patricia	18	90-93
Cunningham, William	4	89-92
Cushing, Ed	4	88-91
Davison, Mark	7	89-92
DeLattre, Roland	12	89-92
Deressa, Solomon	23	88-91
Downing, Bruce	12	89-92
Dworkin, Martin	15	88-91
Dykstra, Robert	7	90-93
Eaton, Marcia	12	90-93
Egan, Ellen	18	89-92
Eidman, Vernon	2	88-91
Eisenberg, Richard	30	90-93
Feigal, Robert	6	90-93
Ferrieri, Patricia	15	89-92
Foreman, Gertrude	13	90-93
Frohrib, Darrell	22	89-92

Gaston, Judith	5	88-91
Geisser, Seymour	12	89-92
Giebink, C. Scott	15	88-91
Giese, Clayton	22	88-91
Gillmor, Donald	12	88-91
Goldstein, Richard	22	88-91
Hafferty, Frederic	30	89-92
Halley, J. Woods	22	89-92
Hamilton, David	15	90-93
Hammerschmidt, Dale	15	90-93
Hart, Nathaniel	33	88-91
Hicks, Dale	2	90-93
Hoff, David	25	88-91
Hogenkamp, H.P.C.	15	88-91
Holder, Bobby	25	90-93
Hostetter, Margaret	15	88-91
Hsu, Mei-Ling	12	90-91
Humphreys, Roberta	22	90-93
Imholte, Jack	33	90-93
Jacob, Harry	15	88-91
Jain, Naresh	22	89-92
Joeres, Ruth-Ellen	12	88-91
Johnson, Carol	13	89-92
Johnson, Dennis	1	88-91
Johnson, Margaret	31	89-91
Jones, Richard	2	89-92
Kagan, Alan	12	90-93
Kareken, John	14	88-91
Kaveh, Mostafa	22	89-92
Kegler, Stanley	7	90-93
Keierleber, Dennis	5	90-93
Kelly, Richard	13	88-91
Kersey, John	15	89-92
Kittelton, David	22	88-91
Kitts, James	17	88-91
Kobluk, Cal	24	89-92
Krislov, Samuel	12	88-91
Larsen, Phil	2	89-92
Laslett, Barbara	12	89-92
Le, Chap	21	89-92
Light, Paul	20	89-92
Lipowitz, Alan	24	90-93
Liu, Benjamin	22	89-92
Louis, Karen Seashore	7	90-93
Marshall, Byron	12	88-91
Martin, Frank	12	88-91
Maruyama, Geoffrey	7	89-92
McClary, Susan	12	90-93
McGinnis, Barbara	33	90-92
McKeever, Patrick	24	88-91
Miller, Carol	8	89-92
Miller, Frank	12	90-93
Montgomery, Jean	12	90-93
Moon, Roger	2	90-93
Newell, Kathleen	6	89-92

Newstrand, Lois	9	90-93
Oegema, Theodore	15	89-92
Peria, William	22	90-93
Pi Joan, Carlos	24	88-91
Popkin, Michael	15	89-92
Poppele, Richard	15	88-91
Ramsey, James	22	90-91
Rasmusson, Donald	2	89-92
Reed, Peter	12	88-91
Reynolds, Paul	12	88-91
Robertson, R. Paul	15	90-93
Robinson, Julia	3	88-91
Rohrer, Richard	13	89-92
Schlotthauer, John	24	90-93
Selzler, Bernard	25	89-92
Serfass, Robert	7	88-91
Shapiro, Burton	6	90-93
Shier, Thomas	19	90-93
Shively, W. Phillips	12	89-92
Siegel, Gerald	12	90-93
Simmons, Michael	4	90-93
Skinner, Gail	16	89-92
Smalley, Jared	16	89-92
Sonkowsky, Robert	12	88-91
Soulen, Thomas	4	89-92
Staba, John	19	88-91
Stavrou, Theophanis	12	89-92
Stein, Marvin	22	90-93
Stelson, Kim	22	90-93
Stuthman, Deon	2	90-93
Sutton, Everett	12	90-93
Swanson, Bert	2	90-91
Thompson, Theodore	15	90-93
Tirrell, Matthew	22	88-91
Towle, Howard	15	90-93
VanEssendelft, William	5	90-93
Vercellotti, Gregory	15	89-92
Wallace, John	12	89-92
Walsh, Thomas	22	90-91
Wambach, Cathrine	8	88-91
Wangensteen, O. Douglas	15	90-93
Warren, Barbara	16	88-91
Weckwerth, Vernon	21	89-92
Weinberger, Hans	22	89-92
Welch, Wayne	7	90-93
White, James	15	90-93
Williams, Carolyn	21	90-93
Wirtschafter, Jonathan	15	90-93
Yust, Becky	10	88-91
Zimmerman, William	22	89-92

### FACULTY CONSULTATIVE COMMITTEE

Collins, W. Andrew	Term 89-92
--------------------	---------------

Deinard, Amos	90-93
Holm, Paul (UMC)	90-93
Ibele, Warren (chair)	88-91
Kerr, Norman	89-92
Overmier, J. Bruce	88-91
Scott, Thomas	90-93
Striebel, Charlotte	89-92
Van Alstine, James (UMM)	87-93
Zimmerman, Shirley	90-91

### ELECTED FACULTY/ACADEMIC PROFESSIONAL ALTERNATES

	Unit
Abrams, Peter	4
Alexander, Calvin	22
Alexander, Gordon	14
Benson, Katherine	33
Boylan, William	2
Cohen, Philip	22
Copa, George	7
Czarnecki, Caroline	24
DeLeon, Lois	8
DeLong, Marilyn	10
Deno, Stanley	7
Doherty, William	10
Donahue, James	6
Eagon, John	22
Egeland, Byron	7
Enfield, Frank	4
Evans, John	22
Fan, David	4
Fosgate, George	33
Freeman, Mervin	16
Ganguli, Aparna	8
Georgiou, Tryphon	22
Gidmark, Jill	8
Goldman, Jay	22
Gore, Warren	2
Gunnar, Megan	7
Hanson, Les	2
Healy, David	8
Jernberg, James	20
Jorgenson, Sally	24
Kautz, Barbara	13
King, Jean	7
Kinsey, Jean	2
Kroll, Becky Swanson	23
Kroll, Patrick	8
Krueger, Richard	16
Lambrecht, Judith	7
Lee, Maria-Luisa	33
Leo, Perry	22
Lilley, Karen	16
Maier, Walter	22
Malmberg, John	5

McCarthy, Pat	7
Merrill, Barbara	5
Messing, William	22
Miller, Beverly	8
Morrish, William	3
Moss, Jerome	7
Nagaraja, K. V.	24
Nelson, Mary Kaye	8
Noland, Wayland	22
Nolting, Earl	5
Osier, Donald	13
Parker, Gary	22
Peterson, Kathleen	4
Phair, Craig	6
Polzin, David	24
Robinson, Elaine	24
Rockne, Mary	8
Shapiro, Alan	22
Shores, David	22
Sibuya, Yasutaka	22
Smyrl, William	22
Sperber, Steven	22
Spring, W. Donald	33
Tiblin, Mariann	13
Ubbelohde, M. Susan	3
Van den Broek, Paul	7
Waddington, Cecil	22
Walker, Joyce	16
Warthesen, Joseph	2
Weeks, John	13
Wick, Susan	4

Faculty/academic professional senators from the following units may ask any faculty/academic professional from within their unit who is eligible to vote for senators to serve as an alternate:

Ag Experiment	Medical School
Crookston	Natural Resources
Dentistry	Nursing
Duluth School of Medicine	Pharmacy
Law	Public Health
Liberal Arts	

### ELECTED STUDENT MEMBERS-as of October 18, 1990

Students are elected for a 1-year term

Alexander, Ryan	Unit
Brekke, Jon	12
Bull, James	2
Burkman, David	5
Cross, Blaine	28
Dryke, Elizabeth	9
Dummann, Brian	5
Fust, Sue	22
Gilleskie, Gary	9
	9

Hagestuen, Kristen	22
Holtz, Douglas	5
Jacobsen, Robert	12
Jensen, Erik	12
Johnson, Elizabeth	12
Johnson, John	26
Jordan, Paul	5
Kendall, Chuck	32
Koelsch, Claire	9
Kowalski, Kim	5
Lee, David	12
Lempe, Glenn	14
Lillquist, David	22
Lopez, Tim	33
Lory, John	9
Miller, Marcus	33
Mueller, Lori	12
Nissen, Aric	12
Pham, Sandra	12
Prince, Steve	9
Reynolds, Fiona	12
Sage, Adora	5
Sauter, Carrie	12
Schlacter, Michael	33
Schrepfer, Brenda	5
Snyder, David	29
Soukup, Stephen	12
Sutter, Erin	17
Tan, Lari Lynn	26
Thomas, Megan	12
Welter, Diane	5
Wesson, Jennifer	12
Westphal, Glen	32
Wikstrom, Jan	12
Williams, Kyle	22
Williamson, Tracy	12
Wolf, Tim	8

### STUDENT SENATE CONSULTATIVE COMMITTEE

Kathy Dias (UMC)	James Swick
K. Darby Laing (UMD)	Tina Tidrick (UMM)
Timothy Morse	Shawn Towle
Kurt Schentzel (UMW)	Christine Velure

### STUDENT ALTERNATES

	Unit
Eshun, Bob	9
Ochoada, Orlando	5
Swierczek, Joseph	5
Sullivan, Linda	5
Thornley, David	9

Students in units other than Continuing Education and Extension and the Graduate School may ask any student in their unit who is eligible to vote for senators to serve as an alternate.

## UNIVERSITY SENATE CODES

Agricultural Experiment Station	1
Agriculture	2
Architecture & Landscape Architecture	3
Biological Sciences	4
Continuing Education & Extension	5
Dentistry	6
Education	7
General College	8
Graduate School	9
Human Ecology	10
Law	11
Liberal Arts	12
Libraries	13
Management	14
Medical School	15
Minnesota Extension Service	16
Natural Resources	17
Nursing	18
Pharmacy	19
Public Affairs	20
Public Health	21
Technology	22
University College	23
Veterinary Medicine	24
Crookston	25
UMD, Business and Economics	26
UMD, Education & Human Service Professions	27
UMD, Fine Arts	28
UMD, Liberal Arts	29
UMD, Medicine	30
UMD, Science & Engineering	32
Other (includes non-collective bargaining faculty/academic professionals from UMD and UMW)	31
Morris	33
Waseca	34