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In

FACULTY CONSULTATIVE COMMITTEE NEWSLETTER

Vol. 11, No. 2 - February 1963

IMPORTANT

Are you interested in action on retirement plans?

or in provisions for enlarged library services?

or in the future of the biological sciences in the
University?

Then come to the annual open meeting of the Faculty Consultative Committee with the faculty of the Minneapolis campuses to be held in the library of the Campus Club, on the fifth floor of Coffman Memorial Union, at 1:30 on Wednesday, March 6.

In this issue of the Newsletter the Faculty Consultative Committee wishes to report on three meetings, one held November 5, 1962, with President Wilson, the second on November 8 in the Coffey Hall Auditorium, on the St. Paul Campus, with the St. Paul Campus faculty, and a third meeting, on January 10, 1963 with President Wilson and Vice President Willey.

1. The meeting of November 5, 1962 with President Wilson.

The meeting with President Wilson on November 5, was largely, though not altogether, devoted to the 1963-65 Legislative Request, a consideration dealt with under five major categories: academic staff, Civil Service staff, supplies and equipment, legislative "specials" and total requirements. The newspaper has carried the relevant figures touching on monies to be requested for academic salaries and for the addition of staff, but there may be point in remembering that the total increased requirement for the biennium, under the heading of Academic Staff Needs, is estimated at a little more than 11 million dollars. This figure will suggest that the University is prepared to make a major effort on behalf both of adding needed staff and of increasing academic salaries. In brief, the money requested would provide (a) salary increases at the rate of 8 percent in each of the two years of the biennium; and (b) approximately 240 new faculty members, budgeted at the average salary of \$9,630 in the first year of the biennium and 166 new faculty at \$10,400 average salary in the second year of the biennium. No decision has been reached on how the proposed 8 percent salary increase might be applied. The total legislative request amounts to \$34,175,884 and \$38,555,617 in the first and second years respectively of the biennium.

At the November 5 meeting with President Wilson, the general issue of the Minneapolis Campus development was raised and the president gave special attention to the parking problem that has been, remains and promises to be vexacious. The President intends that the matter come as soon as possible to the Senate and to a Planning Office to be established in the central administration in order to bring more resources to bear on the entire matter of long-

range planning for the University. "The University", the President said, "truly welcomes the opportunity to discuss mutual problems and concerns regarding development with civic groups, especially with the Twin Cities Metropolitan Planning Commission, and the Southeast Minneapolis Planning Advisory Committee (SEMPAC), "The establishment of the University Planning Office should facilitate and probably enhance the opportunities for cooperative courses of action in the future.

2. On November 8 the University Faculty Consultative Committee met with the St. Paul Campus Consultative Committee and, with members of the St. Paul Campus faculty. This has been a busy year for the St. Paul Campus Faculty Consultative Committee, and one in which the committee was consulted on the following: (1) the responsibilities of the Assistant Director of the Agricultural Experiment Station; (2) the nature of the charity contributions on Campus; (3) the establishment of the food service in the Staff Dining Facilities; (4) the nominations to the University Senate (except for the College of Veterinary Medicine); (5) the formation of the Committee for the Organization of the St. Paul Campus; and (6) the organization of the Consultative Committee to provide for three-year, staggered terms.

Clearly, the major issue on the St. Paul Campus is that of possible reorganization. A plan for the reorganization has not yet been made firm and it is hoped that the St. Paul Campus faculty will both be thoroughly educated on the possibilities and will have ample opportunity to contribute their knowledge, imagination, and aspirations.

In the meeting at Coffey Hall Auditorium one of the major items for discussion centered on tenure and retirement provisions now underwritten by the University. It was pointed out that the impending rapid growth in undergraduate and graduate enrollment is likely to demand an enlargement of staff in the very near future, an enlargement that highlights the need for unflagging attention to provisions for retirement income. One specific subject for study is the University policy on retirement income payable to those who join the university staff after the age of 47. The opinion was expressed that in the future the university will need to recruit a number of senior staff who have been in government service. It was agreed that some current developments hopefully indicate early action in this critical area. Among these are (a) Presidential request for a report on alternate retirement programs, (b) experimentation within the College of Medical Science, in which tenure is extended with selected grant funds (viewed as "hard" as Legislative appropriations) and (c) the activities of the University Retirement and Insurance Committee and the AAUP.

A second issue discussed on the St. Paul Campus was financial assistance for attendance at professional meetings. A consideration of prospective faculty members (and professional staff as well) is University support for attendance at professional meetings. All who participated in the discussion agreed that the practice of providing faculty support of this nature varies widely among institutions. Some provide a flat sum (\$75 or \$100) per person per year; some pay up to \$500 per person per year (Texas); some finance one meeting per faculty member per year; some finance foreign trips on a selected basis (Cornell).

There is a great variation practiced among colleges, schools and departments of Minnesota; in the main, funds come from supply budgets sources. Exception applies to those units and/or individuals incorporating special provisions for grant agreement and research contracts. Unfortunately, supply budgets in the University are strained and, moreover, small departments mean small budgets.

Alternatives suggested included: (a) that overhead from research funds be used for faculty travel grants, (Some have stated that these funds were earmarked for physical plant and library purposes.) (b) that the matter be placed squarely before the Legislature in the form of money requests, and (c) that reimbursement need only be partial, not full, thereby lending encouragement for attendance at professional meetings.

More than one member of the St. Paul faculty attending the November 8 meeting pointed out that any number of people at the University seemed quite uninformed about the land available on the St. Paul campus. The opinion that there is "plenty of ground over there," reflects what was termed the utter lack of understanding of land use requirements for the Institute of Agriculture and the College of Veterinary Medicine. Other items not of all-University interest, such as the morning scheduling of the Inter-Campus Bus were brought up and will be reported by the University Faculty Consultative Committee to appropriate agents or agencies.

3. On Thursday, December 6, the Faculty Consultative Committee held a meeting before the afternoon convening of the University Senate. A very large share of this meeting was devoted to a briefing of the Consultative Committee by Vice-President Wenberg reviewing discussions that have been held relating to the reorganization of the Athletic Department. Alternative proposals were reviewed, questions asked and answered. The substance of the conversations are captured in the Senate docket circulated for the December 6 meeting.

4. Meeting of January 10, 1963 with President Wilson, Vice-President Willey, and Professor A. C. Hodson, Chairman, Committee to Nominate Candidates for the post of Assistant Academic Vice President and Chairman, Council for Liberal Studies. One of the purposes of this meeting was to review the functions of the prospective Assistant Academic Vice President. President Wilson clearly re-affirmed his hope that the new appointee truly would sense a responsibility to promote liberal studies for undergraduates, calling on the entire campus, all divisions and areas, for a common undertaking in furthering education in the liberal arts and sciences. It is evident that the Assistant Academic Vice President will be expected to be concerned with the problems of defining and insuring a liberal education in both a geographic and functional sense. In other words, he is to have concern for this aspect of the university's program at Duluth and Morris as well as the Twin City campuses and, as well, among such units of the University as the Institute of Technology or the College of Education.

Speaking of the organization of the new College of Liberal Arts, President Wilson proposed that the Associate Deans will not have domains independent of that College. There will be no direct line, for example, from the Associate Deans to the Assistant Vice President, Academic Administration. The Associate Deans are to be part of the "cabinet" of the Dean of the College of Liberal Arts.

Vice President Willey underscored the necessity of the Assistant Academic Vice President working most closely with the Deans, the new Associate Deans of Liberal Arts, and with curriculum committees in all colleges of the University. The Assistant Academic Vice President would be charged with searching out what promise to be advances in education, new emphases through curriculums that have not been tried. The new Assistant Academic Vice President will be asked to reinforce old links and to forge new links between professional schools and

the liberal arts. Vice President Willey hopes that the Assistant Academic Vice President will affect changes in educational philosophy throughout the University but will do so by encouraging and sustaining cooperation between all points of view.

Professor Hodson stressed the role as one which called for a person who could work for the Academic community as a whole. Hodson also commented that the person selected would obviously be eligible for advancement, here and elsewhere; however, the man chosen, would in no sense be a "hostage for the future."

President Wilson emphasized that a major qualification for the post would be a "self-sustaining poise;" the position "has to make itself." Much will depend on the effectiveness of the man for the history of the University is one featuring the autonomy of colleges.

5. Review of matters previously discussed with President Wilson (the latter half of the meeting on January 10, 1963.)

(a) Review of Legislative Building Requests. President Wilson expressed a fear that there had been no perfect communication between faculty and central administration in the matter of building requirements. The President voiced a desire that conversations regarding building needs (space required etc. etc.) originate within colleges with the respective collegiate Deans. Thought should be given to configuration of the University units 10 to 15 years in the future. These future requirements, as envisioned within the colleges, should be communicated to appropriate offices of the central administration. Consultation with departments should occur before legislative requests for buildings become firm. President Wilson also expressed the hope that the Planning Office of the University, once it has been established, would lead to improved coordination.

(b) Conveying Equipment Needs to the Central Administration. The FCC was informed that "needs requests" do survive the fiscal year but never are carried beyond the year. This forces departments and other units of the University to reassess needs annually.

(c) Tax Status of Assistants and Research Fellows. The President will investigate this matter. It seems likely that teaching assistants and research fellows have tax obligations. Teaching and research--the latter coupled with a report requirement--fall into the category of "earned" money. Tax sheltering occurs for a group of "fellows" when no requirements for work, including reporting, are present.

(d) Tax Status of Single Quarter Leaves. It is believed that there are no bases for tax exemption. Single quarter leaves are in the same category as sabbatical leaves. They would not be undertaken unless they were of value to the University; moreover, a report to the President of activities is required.

(e) Operating Costs on Special Research Equipment. Clarification of the basis for determining costs of operating special research equipment housed in departments has not been made, but now is under study.

(f) Expansion of University Health Facilities. Vice President Lunden has requested Mr. Ray Archer, Department of Insurance and Retirement, to determine the costs of providing University health facilities for retired faculty members and their spouses, as well as for spouses of present faculty members. The FCC

was informed that the individuals now covered under the present arrangement of providing out-patient treatment cannot be transferred to in-patient care; facilities are not adequate. This is an area for study not only by Mr. Archer but by the Senate Committee on Faculty Welfare and by other groups.

(g) Larger Classrooms on West Bank Campus. The initial legislative request had been for eight units of 200-person capacity and four 500-person capacity. The legislature has given approval for the units calling for 250-person capacity and has withheld approval of units of the 500-person capacity.

(h) Simultaneous Distribution of Payroll Checks on All Campuses of the University. Vice President Lunden believes it would be possible to undertake simultaneous distribution of payroll checks on different campuses of the university as a result of the new business machine equipment that has been installed.

(i) Funding more Single-Quarter Leaves. Four of the quota of 40 single-quarter leaves are now "funded." President Wilson reported that the requests to his office to assist in funding had rarely exceeded four. Professor Berg, a member of All-University Selection Committee, is to discuss this matter with the Secretary of the Selection Committee.

(j) Released Time for Research Among Faculty Members on Duluth Campus.

Vice President Willey is conferring with Dean Chamberlin, UMD, regarding the establishment of a program comparable to the Ford Research Funds in the School of Business Administration in order that UMD faculty may be further aided in conducting research.

(k) Notification of Terms of Employment. The Business Office is in a position to distribute notifications of terms of employment to the faculty most expeditiously; however, the distribution can only follow upon the conclusion of legislative action in those years in which the Minnesota legislature meets. Communication to the faculty cannot be undertaken merely upon recommendations for appointments by Department Heads or Deans.

(l) Honoraria to Support Teacher Advisor Program of UMD. Honoraria to support the teacher advisory program of the Department of Education, UMD, comparable with the rate paid by the State Colleges has been accomplished.

(m) Increase in the Number of Summer Research Grants. This matter has been raised with the Graduate School, but no reply has been received to date.

(n) Use of Twin City Graduate Students on the UMD Campus. The arrangements whereby Twin City graduate students participate in the teaching program at UMD is believed to be largely a problem of individual graduate students and individual departments of the University. Opportunities for such arrangements exist. The success of the plans depend largely upon the advisor on the Twin City campus and the cooperating faculty member at UMD.

Miscellaneous Current Matters

1. North Star Research and Development Institute. President Wilson mentioned that the University was cooperating with the business community, more particularly with the Upper Midwest Economic and Development Council, in the establishment of the Institute. The Institute is thought quite autonomous from the University. No financial obligations were being assumed by the University

in the establishment of the Institute. However, if the Institute were ever dissolved, its assets would pass to University control. The President of the University, by the Institute's articles of incorporation, serves as Chairman of the Board of the Institute. Approximately one-third of the Board of Directors will come from the province of education.

2. Parking Facilities on the Minneapolis Campus. President Wilson had asked Assistant Vice President, Business Administration, Roy Lund to meet with the FCC regarding development of parking facilities on the Minneapolis Campus. FCC Chairman William G. Shepherd invited Professor Barnum to hold a preliminary meeting with Mr. Lund for the purpose of determining the need for further discussions (on parking) of the FCC with Mr. Lund and other officials of the University.

3. Visits of The FCC to UMD and Morris. (a) A visit to UMD will be made February 28 to March 1. (b) To accomodate the members of the faculty on the Minneapolis Campus, a meeting will be held on Wednesday, March 6, at 1:30 in the library of the Campus Club, fifth floor of the Coffman Memorial Union. As in 1962 the meeting will be open to all staff interested in a no-holds-barred discussion. (c) The FCC will visit the University campus at Morris. Arrangements will be concluded with Dean Rodney Briggs, UMM.