

Minutes*

**Faculty Consultative Committee
Thursday, October 1, 1998
12:45 – 2:15
Room 238 Morrill Hall**

- Present: Sara Evans (chair), Kent Bales, Linda Brady, Gary Davis, Mary Dempsey, Stephen Gudeman, David Hamilton, M. Janice Hogan, Roberta Humphreys, Michael Korth, Marvin Marshak, Judith Martin, Fred Morrison, V. Rama Murthy, Matthew Tirrell
- Absent: Leonard Kuhi
- Guests: President Mark Yudof; Executive Vice President and Provost Robert Bruininks; Associate Vice President Richard Pfitzenreuter
- Others: Thomas Cook (Office of the Executive Vice President and Provost); Liz Eull (Office of Budget and Finance); Linda Johnsrud (ACE Fellow); Maureen Smith (University Relations)

[In these minutes: in discussion with the President: the convocation, the biennial request; the biennial request with Dr. Bruininks on the contents, focussing on funding for health professionals education and the balance among the items; leave policy funding and provisions]

1. Discussion with President Yudof

Professor Evans convened the meeting at 12:45 and welcomed the President. She announced that the minutes of the discussions with the President and with Executive Vice President Bruininks would, hereafter, be summaries of major issues and any actions taken or conclusions reached, communicating the substance of the discussions but minimizing the need for playing to the audience by either Committee members or visitors.

The issues discussed with the President were as follows.

- The convocation for new students went extraordinarily well, with broad participation by both faculty and students. It also received good coverage in the media. President Yudof said he would welcome additional suggestions for ways to increase the sense of community at the University. (One suggestion was that there should be a lot more benches so people can sit down on campus.)
- The tuition waiver provided for American Indian students at the Morris campus is a problem that needs to be rectified on a permanent basis; the waiver should remain.
- The issue of noise on the Mall is being examined.

* These minutes reflect discussion and debate at a meeting of a committee of the University of Minnesota Senate or Twin Cities Campus Assembly; none of the comments, conclusions, or actions reported in these minutes represent the views of, nor are they binding on, the Senate or Assembly, the Administration, or the Board of Regents.

2. The Biennial Request

Professor Evans welcomed Executive Vice President Bruininks and Associate Vice President Pfitzenreuter to the meeting, joining the President to discuss the biennial request. The Committee was provided copies of a set of detailed slides with both data and narrative about the proposed biennial request, along with a report on funding health professional education that had been provided to the Regents.

- The largest item in the request is for compensation; it is expected that increases could reach 7.5 - 8%, with 5% coming from the request and the additional funds coming from other sources. Improvement in compensation will be essential to achieving the other objectives laid out in the request. Concern was expressed about asking units to ante up additional salary funds; the President promised there would be discussion with the Committee in April before any salary plan is implemented.
- The amounts allocated to the other items have been changed; the request for improvement of undergraduate education has been increased while the request has been reduced in other categories. Discussion focussed in particular on the portion of the request for funding for education of health professionals; it was agreed that a joint meeting of the Finance and Planning and Faculty Consultative Committees would be scheduled with Senior Vice President Cerra and Medical School Dean Michaels to discuss this item in greater detail.

With respect to the long-term outlook for funding of education of health professionals, this is a national problem. On the one hand, there is a need to begin to get a handle on the issue, and the University needs to position itself as best it can unless it intends significantly to cut back such education. Ultimately, however, there has to be national attention to how to fund health professional education. Meantime, however, the University needs to be a good steward of the matter, try to begin to address it, and at same time provide a warning that there is a problem that needs attention. The University's position in this matter is not dissimilar from the plight of its peer institutions around the country.

FCC members expressed satisfaction with the general proportions of the items in the request, and Professor Evans offered the help of the Committee in presenting the request to the legislature. She then thanked President Yudof for joining the meeting.

3. Interim Policy on Leaves

Professor Evans next turned to Professor Bales to discuss leaves (i.e., sabbaticals) and a possible resolution for the Faculty Senate on October 15.

Professor Bales explained that the Committee on Faculty Affairs (SCFA) recommends that there be an interim policy for the next two years. Since Professor Morrison had just recommended to him that the fiscal year be used as a measure, rather than an academic year, Bales pointed out that a two-year horizon had shrunk to twenty months, and that it might then take three years to test the interim policy and write a new policy. It is an interim policy by agreement of SCFA and Dr. Bruininks, because both started out with higher hopes for a policy than what they ended up with. For the period of the interim policy, Dr.

Bruininks has committed to a significant increases in the resources available to support faculty leaves, and both he and SCFA want to see what happens in terms of usage patterns while the interim policy is in effect. The goal is have \$1.5 million available to fund leaves, with the full amount available during the second year of the policy. This amount would fully fund the leaves that the average number of faculty take under the present policy (which would essentially be the interim policy, adapted for semesters) – and it is five times the amount now available.

Professor Marshak inquired about the feasibility and desirability of working with the CIC institutions to provide a pool of funds so that salary supplements are paid by the institution to which a faculty member might go while on leave (e.g., within the CIC). If all the institutions did that, it would benefit them all. The original idea was an exchange, but now faculty are welcome elsewhere only if they bring their own funding. Professor Hamilton opposed it said it would mean department heads would pressure their faculty to take leaves at one of the CIC schools providing such funding, when in many cases going elsewhere, even out of the United States, is more appropriate.

The single-quarter leaves become single-semester leaves, with the same 4% limit on the number of faculty who may take them at any one time. They will be restricted to once in four years, rather than once in three years (as has been the case for single quarter leaves). The true change in leaves will be the increased funding available, not the policy itself.

It was agreed that the interim policy should be effective through June 30, 2002, and the resolution to be placed before the Faculty Senate will so state, subject to the assent of the Committee on Faculty Affairs (which met after this meeting).

4. Graduate/Professional Award Committee

Professor Martin asked that Committee members provide her the names of faculty who might serve on the committee to select the winners of the new award for outstanding contributions to graduate or professional education.

Professor Evans then adjourned the meeting at 2:15.

-- Gary Engstrand