

Minutes*

Faculty Consultative Committee
Thursday, May 4, 2000
1:00 – 2:30
Room 238 Morrill Hall

Present: Fred Morrison (chair), Linda Brady, Susan Brorson, Mary Dempsey, Richard Goldstein, Stephen Gudeman, David Hamilton, Roberta Humphreys, Mary Jo Kane, Leonard Kuhi, Joseph Massey, Marvin Marshak, V. Rama Murthy, Paula Rabinowitz, Jeff Ratliff-Crain, Charles Speaks

Regrets: Judith Martin

Absent: Les Drewes

Guests: Executive Vice President and Provost Robert Bruininks

Other: Florence Funk (Office of the Executive Vice President and Provost); Maureen Smith (Institutional Relations)

[In these minutes: role of the Budget Advisory Committee; legislative issues; academic integrity; diversity committee; academic appointments; athletic appointments; issues before the Faculty Affairs and Research committees]

1. Various Items

Professor Morrison convened the meeting at 1:30. Professor Hamilton first cautioned the Committee about the ILOVEYOU virus.

Professor Morrison introduced Professor Speaks as the incoming chair of the Senate Committee on Finance and Planning, reported that Professor Hamilton will be the new chair of the Senate Research Committee, and that Professor Humphreys has agreed to serve as Clerk of the Senate.

2. Discussion with Executive Vice President Bruininks

Professor Morrison now welcomed Dr. Bruininks to the meeting. He reminded the Committee and Dr. Bruininks that everyone could speak candidly because the minutes would be abbreviated and Ms. Smith would not be quoting anyone.

The Committee and Dr. Bruininks discussed a number of items:

-- The role of the new Budget Advisory Committee, which evolved from the Budget Management Task Force appointed earlier in the year by the President and the Faculty Consultative

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Committee. The Task Force had recommended that it be continued in some form and be advisory to the Executive Vice President. The committee is starting to meet and will focus on long-term strategy, the biennial budget, and the broader question of how to finance the University. One recurring problem is that the fiscal calendar is not concordant with the academic calendar; much of the work on the biennial request must be completed during the upcoming summer. [There will be two joint meetings of this Committee and the Committee on Finance and Planning to discuss with the administration the biennial request.]

- Legislative matters. In the future, Dr. Bruininks commented, the University will have to make the case well to the legislature and all over the state--and it has a good case. He said he hoped the first sesquicentennial conference on the future of the Minnesota economy will focus on education and the importance of the quality of life as well as on the economy. Professor Kuhl said the legislature does not seem to be concerned that another Fortune 500 company is leaving the state or that business is leaving the state.
- Timelines with respect to athletic matters.
- Determining the next steps to be taken with respect to academic integrity issues. There are several issues that need to be taken up from the Clayton Committee report, Professor Morrison said: setting up an academic integrity office, evaluating the student Code of Conduct to determine if it needs to be changed to accommodate the report, and implementation of the pledges recommended. This report is on the Deans' Council agenda, Dr. Bruininks reported. Professor Hamilton commented that the subject meshes with what is happening in grants management and educating people in the ethical conduct of research.

It may be that an umbrella resolution endorsing the Clayton Committee report, the efforts in grants management, academic misconduct standards, and a general statement about integrity at the University will be useful, Professor Morrison suggested, especially if passed concurrently by the Senate and the Regents.
- Views of the Academy of Distinguished Teachers on what can be done to improve teaching and learning. There is need for a more coordinated strategy, Dr. Bruininks said. He also reported that funds to upgrade classrooms are being made available and that the University needs to consider how to capitalize such activities--which are now funded on the margins.
- Professor Morrison asked that the Committee receive a summary of salaries granted this year and an outline of salary plans for next year. There is need for a strategy on salaries that is not dependent on legislative funding; there needs to be a commitment to salaries equivalent to the commitment to pay the bonds. There is also a need for better and more timely salary information, Professor Gudeman added. Dr. Bruininks said he would bring the question of reports to the Budget Advisory Committee (and he should also bring the question of what reports are NEEDED, Professor Gudeman added again). Dr. Bruininks agreed that sound information is needed for any discussion of salaries.
- The accreditation report from the North Central Association (which noted that there must also be NCA site visits to any locations where the University offers degrees, including those overseas).

- The drop in CLA in registrations by non-CLA students
- Relationship of the University with PeopleSoft
- Enrollment in the Intersession (May) term

Professor Morrison thanked Dr. Bruininks for joining the meeting.

3. Various Items

The Committee next turned to a number of issues. First Committee members contributed funds to send flowers to former chair Virginia Gray, home recovering from surgery.

-- Professor Morrison proposed that in light of the Senate defeat of the proposal for a committee on access, equity, and diversity an alternative be considered. The Committee agreed that in some senses disabilities issues were separable from others related to gender and ethnic background and sexual orientation so that perhaps the charge to the Equal Employment Opportunity for Women Committee should be expanded, the committee renamed, and the Disabilities Issues Committee left intact. This, Professor Morrison concluded, would pay attention to what the Senate said.

-- The recommendations of the task force on sexual harassment need to be implemented.

-- There will be two summer meetings of the Committee, primarily to consult (jointly with the Committee on Finance and Planning) on the biennial request.

-- Professor Morrison made a presentation on salaries to the Board of Regents at their open forum on the budget--and was followed by 16 civil service employees who made presentations on salaries. There needs to be additional conversation with the Board on this topic. He told his colleagues that it appeared likely the budget proposal, including the tuition increases, will pass the Board.

-- The Committee will hold a retreat at the Morris campus in August. Professor Morrison asked Committee members to think about the topics on which they would like to focus; they might include, for example, the changing nature of the faculty (how to cope with the generational shift) and Senate business (academic integrity, health coverage, academic appointments, etc.) On the matter of the reports of the two task forces on academic appointments, Professor Morrison said he was working with Dr. Bruininks' office to incorporate the recommendations of both groups. Their work was more complementary than contradictory, he said, and there will be a draft early in the summer. Professor Murthy noted that the national AAUP is watching to see what Minnesota will do with academic appointments; Professor Humphreys reported that she has been appointed to an AAUP committee working on this topic. (Professor Murthy also reported that he has been elected to the national AAUP board, which elicited a round of congratulations from the Committee.)

-- Professor Morrison said he is making progress on the athletic committees. In the meantime, Professor Brady has agreed to serve as the women's faculty representative, Professor Rich Weinberg (Institute of Child Development) has agreed to serve as men's faculty representative, and Professor Sara Evans has agreed to chair the new Faculty Academic Oversight Committee for Intercollegiate Athletics. Professor Kane has agreed to serve on the Athletic Advisory Committee.

4. Report from the Committee on Faculty Affairs

Regents' Professor Goldstein now commented on a number of items before the Committee on Faculty Affairs.

-- SCFA has traditionally looked at faculty salaries and will do so next year, jointly with the Committee on Finance and Planning.

-- The Board of Regents is about ready to approve the faculty emeriti policy; they did change the wording on who can be awarded the status.

-- The tuition reimbursement proposal has generated great interest; action by the Executive Vice President's office is next.

-- SCFA has spoken with the CLA dean about workload; the issue remains unresolved but will not disappear.

-- SCFA is working on a number of smaller items, such faculty leaves, a faculty satisfaction survey, faculty development in non-teaching areas, the frequent flier policy, and the change in P&A appointments and vacation (from 11 months with 22 days of vacation to 12 months with 2 days per month that can be accumulated to 48; there is concern about the last provision).

5. Report from the Senate Research Committee

Professor Kuhi reported that the Senate Research Committee is continuing discussion of the use of human and animal subjects in research and how approvals are granted, research projects that are not peer-reviewed, the education program in the responsible conduct of research, and the procedures to accompany the intellectual property policy.

Professor Hamilton pointed out that the intellectual property policy is supposed to become effective July 1 but will not do so unless the procedures are approved by the President and the Senate. It would be a shame if they were not operative, he said. It may be that this Committee will have to act on behalf of the Senate for the summer, it was suggested.

Professor Morrison adjourned the meeting at 2:40.

-- Gary Engstrand