Minutes*

Faculty Consultative Committee
Thursday, April 20, 2000
12:15 – 1:45
Room 473 Law

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

Regrets: Richard Goldstein

Absent: none

Guests: President Mark Yudof

Other: Maureen Smith (Institutional Relations)

[In these minutes: faculty salaries, the budget, economic summit]

1. Various Matters

Professor Morrison convened the meeting at 12:20 and noted that the discussion would be off the record because legislative and personnel matters were the topics.

Professor Marshak provided a legislative update.

Professor Marshak also reported that he had analyzed the most recent AAUP salary data; they suggest that the University (Twin Cities campus) held its own vis-à-vis the top 30 research universities. The University peaked in comparison with the group in 1997, when full professor salaries were 88% of the mean. That percentage in the most recent data is 87%.

The Committee agreed on the name of the individual it wished to nominate to serve as vice chair of the Senate for 2000-2001.

The Committee agreed on the makeup of the Bookstores Task Force and authorized Professor Morrison to fill the slots.

The Committee agreed on a slate of names for the new Faculty Academic Oversight Committee for Intercollegiate Athletics and on names it might suggest to the President as possible members of the Athletic Advisory Committee.

2. The Budget

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Committee members turned to the question of the budget. Professor Marshak noted that he had raised with Professor Morrison a question about why the administration is taking the position that a 3% faculty salary increase is extraordinary and that it should be funded by a 5.5% tuition increase--when civil service salaries will increase by 5% over the year but are not linked to the tuition increase. A 3% increase is not extraordinary.

Professor Rabinowitz inquired why the University is touting the fact that it has 59 Fulbright Scholars when CLA has essential stopped funding them, which has effectively ended participation in the program? The Fulbright assumes institutional support; the result of CLA's position is that faculty effectively lose a sabbatical year if they participate.

Professor Hamilton said he was surprised that Professor Rabinowitz did not argue that civil service employees are receiving a 5% salary increase because they have unions. Could the Senate vote the faculty into a union, she inquired in response? (It cannot, by provisions of state law.) Could it endorse as a first order of business a vote to unionize? What, Professor Kuhi asked, are the Duluth faculty receiving for salary increases? (It is a subject of negotiation.)

The choice of a 3% increase was made for whatever reasons, Professor Marshak said; the choice to link it directly to the tuition increase is the President's decision. The administration has used faculty salaries as the reason to increase tuition for 20 years, Professor Humphreys maintained.

<u>3. Discussion with President Yudof</u>

Professor Morrison welcomed the President to the meeting. A number of issues were discussed.

-- Athletics, including the contract with former coach Haskins and the directorship of men's athletics.

-- Legislative matters.

-- The economic development summit. The President observed that it appears the state does not have good ideas about how to advance economic development and that he wants to "start the ball rolling" with business, political, and labor leaders on how to keep the state economy viable in the 21^{st} Century. He has suggested a one-day summit that is being co-sponsored by the Federal Reserve Bank and the Star-Tribune.

The Committee also discussed at some length with the President the matter of the 3% salary increase and the link between it and the tuition increase. Professor Rabinowitz maintained that making this link pits faculty against students, is bad for relationships with students, and it is bad to talk about a 3% increase as significant.

Professor Marshak made the point that a 3% increase will do nothing to increase the University's competitiveness with other top 30 research universities and that it is not accurate to tell students they should pay as if this were significant. It is not a significant increase, it only keeps up with inflation. There is a concern that the state is in a precarious situation, it has no plan, and is fiddling while Rome burns. Things are good now but will go downhill. Of the leaders in the state, he (President Yudof) is the one most likely to seize the opportunity--SOMEONE must shake up things or the state is stuck over the long term. He said he did not know if a 40% tuition increase (proposed for the research universities in North Carolina) in order to obtain a 15% salary increase (to reach the mean salary level of the top 30 research universities) would sell in Minnesota, but the President should think about something dramatic to break the logjam. The President should put a bold plan on the table for 2001, Professor Marshak urged.

Professor Martin echoed the comments of Professor Marshak. There is frustration with the legislature, she said. The business leaders she knows believe the state is coasting and may not regain the momentum it had 25-30 years ago. If North Carolina is willing to make the kind of statement it has (with the call for drastic tuition increases in order to remain competitive) and Minnesota is not, that says something. Professor Gudeman pointed out that the University receives funds from several sources and that the private institutions are receiving a lot of tuition money because of state and federal aid formulas; the University could sell a large tuition increase on that basis.

Professor Marshak noted that Minnesota is a state of 5 million people and is constrained by the amount of labor available. UCLA is building a new hospital for $800 million; the University of Minnesota could not even come close to touching that goal. The University seems not to be able to compete in an era of globalization. Companies used to colonize from Minnesota; now it is becoming a colony. The question is how the state will stay on top and avoid becoming a colony (and colonies never do well). The University is an institution that can bring people that the state needs. The University must project a vision.

The President commented briefly on these views as the discussion progressed. He did not disagree with them except to say that students support competitive salaries for faculty and to agree that the tuition increase should have been linked to faculty AND staff salaries.

Professor Ratliff-Crain informed the Committee that of the 120 faculty at Morris, about 40-50 of them have been hired in the last five years. The campus was started in 1964, so many of the original faculty hired are now retiring. There are concerns similar to those on the Twin Cities campus with respect to compensation, leadership, and the transition.

Professor Martin observed that it is clear that there is a generational shift occurring and the evolving University culture will not reflect the views of those who have been here for a long time. As the senior faculty turn over, new young faculty arrive. They have no reason to be attached to this state and may be less likely to stay. That may be one element of the sense of coasting.

Professor Morrison thanked the President for joining the meeting.

4. Other Matters

Professor Morrison quickly noted that the FCC will have a retreat at the Morris campus on August 29-30 and that he will be making a presentation about the University's budget at the forum sponsored by the Board of Regents. The Committee advised him to be blunt.

Professor Morrison adjourned the meeting at 1:45.

-- Gary Engstrand

University of Minnesota