

**SENATE RESEARCH COMMITTEE\***  
**December 13, 1995**  
**Minutes of the Meeting**

- PRESENT:** Allen Goldman (chair), Jeylan Mortimer, N. L. Gault, Kathy James, Dorothy Hatsukami, Tony Potami, Mark Brenner, Marilyn DeLong
- ABSENT:** Joel Eisinger, Susan Hupp, Mark Snyder, Kathryn Rettig, Christopher Wiley
- REGRETS:** Henry Buchwald, Elizabeth Jansen
- GUESTS:** Jim Infante (Senior Vice President for Academic Affairs), Peter Zetterberg (Academic Affairs)

The minutes of the last meeting were approved.

**REPORT ON THE GRADUATE SCHOOL AND VICE PRESIDENT FOR RESEARCH**

Senior Vice President Infante came before the committee to consult on a personnel matter. The chair closed the meeting to members only. This part of the discussion will not appear as part of the record. A presentation took place and the committee endorsed the action proposed by Vice President Infante.

**TUITION REMISSION COSTS ASSOCIATED WITH GRADUATE ASSISTANT APPOINTMENTS**

Professor Goldman began by explaining to VP Infante that some members were very concerned that the current arrangements relative to costs associated with graduate assistant appointments have inequities built into them and may be damaging to certain parts of the University. For example, he continued, in the Institute of Technology, there is a large transfer of funds from the Institute of Technology to the Carlson School of Management. The effect from the faculty's point of view in I.T. or areas where there are graduate assistants who perform a large fraction of the research are confronted with having to swallow a step function increase of the cost of doing research - the impression is that precious research dollars are being used to support instructional programs and professional schools. This is occurring at a time when the research dollars are shrinking, he added.

Several committees have looked at this issue and have posed various alternatives. We are in the scenario where there are very large pools of graduate assistants which put the costs very high in areas such as I.T., Biological Sciences or CLA. Professor Goldman asked VP Infante what he thought could be done about it and what direction he thought the institution should take.

VP Infante responded that while he did not have a fixed proposal, he would discuss what he thought the issues were. There are two issues -1) the manner in which tuition at the post baccalaureate level is assessed:

- Tuition is becoming an increasingly large proportion of the cost of education
- It is likely to escalate over the next 5-7 years;

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- In some professional programs tuition represents 55% of the cost of instruction;

And, 2) how departments are charged for graduate/teaching assistants:

- Post baccalaureate programs are divided into two components - the professional and graduate. In case of the professional schools, tuition is looked at based on the particular unit. The graduate school has one tuition.
- Income for the University is not raised by raising tuition in the graduate school.

What about out-state waivers? VP Infante commented that he favored a fixed number out of state tuition scholarship given to departments. Members spent some time discussing this issue with Infante. It was dually noted that waivers are not a part of the cost recovery system. The discussion then focused on FICA - we may wind up in a position that the student will not have to pay FICA if he/she takes six credits, VP Infante said. Instructional cost studies which the comparative figures are based on, in some of the programs, are no where near what they say they are, interjected one member. If you ask some of the deans, they will tell you that they purposely make the graduate students look expensive by where I say my contact time is for faculty salaries, so the professional students look cheaper, she added. There is no question Infante said, that the professional and graduate programs are more expensive than the undergraduate program. One member talked about value added in terms of a persons activities in the undergraduate instructional programs. No one is denying that there is value added, rebutted another, but there is still a cost.

VP Infante stated that he would like to see clear tuition policies in place at the graduate level. Adding that the professional school's tuition policy is clear (citing the Medical School as an example). The tuition policy needs to be simplified, sharpened, and structured, he added. He then talked about alternative approaches such as paying the students (research/teaching assistants) and have the students pay their own tuition or reducing the pool of graduate/professional students. The tuition benefit is permanently tax exempt for TA's and RA's, Professor Brenner said, it is law. The alternative being looked at seriously is that the University should change the credit band for graduate students from 7-12 credits to 6-12 credits (6 being the minimum required for financial aid and FICA).

Putting it in to perspective, Dr. Zetterberg pointed out that the total salaries per all of the student employees who qualify for these benefits is just over \$50 million. Carlson students represent 1% of that. The subsidy they get is \$180,000. Wiping away \$180,000 is not going to change the fringe benefit rate at all. Professor Goldman clarified that his objection was of research money overtly supporting instructional budgets.

The bad news, Dr. Zetterberg said, is that the fringe benefit rate for graduate assistants right now, if we continue to include the tuition remission component in it, will pop to 56%. Before leaving, he distributed copies of an alternative for the recovery of tuition remission costs and a summary of the options for the recovery of tuition remission costs (from the "red" book).

The discussion moved away from tuition remission and on to Responsibility Centered Management which lead to a discussion about space. The conversation moved back to the issue of tuition remission. VP Infante stated that he would not accept any change from the present system unless the change makes

sense and is based on a tuition policy that makes sense. The decision should not be made on the cheapest basis but rather on a value basis - value doesn't necessarily mean dollars.

Dr. Brenner said that he would be bringing a tuition policy and a means of paying for it to the committee. The other principle is that we need a pay system that stays current with the fluidity of numbers.

The committee expressed thanks to Dr. Infante.

#### CODE OF CONDUCT

Dr. Brenner brought before the committee a draft of the Code of Conduct Policy. NIH charged the University to develop a code of conduct. He said that they have looked at what other institutions have written. With respect to the draft, some issues have been raised. They include:

- Should code be renamed - Code of Conduct for Researchers or recast it to fit more types of individuals that work at the institution?
- Section on Authorship - are the topics to explicit for the particular topic?
- Should there be a brief section on responsible conduct in instruction?

One member responded that there are some very good things in the document and it should not be diluted. Dr. Brenner asked that the committee provide guidance but not get into detail since members didn't have time to review it closely.

Dr. Brenner distributed copies of Illinois' Responsible Professional Conduct: Guidelines for Teaching, Research and Service University of Illinois at Urbana-Champaign for the committee's information.

Will new employees get the policy, it was asked, and will they have to sign? The Conduct Policy will be distributed and can be found on-line. Another member inquired about how collaborative projects. Dr. Brenner responded that the collaborators should not be put at risk because one person leaves. It could be that a data policy may need to be developed. Relative to data collection, one member inquired as to the length of time of raw data storage. Dr. Brenner responded that the question has been raised whether a number should be in at all, what they mean is that there should be some specificity rather than saying what it should be. Another question is at what level should this be done, he said. This is a national debate and we should be involved in that debate.

The committee will consider the code at an upcoming meeting.

The meeting was adjourned at 3:30.

-Vickie Courtney

University of Minnesota