

[In these minutes: Athletics Investigation, Faculty/Staff Climate Survey, Subcommittee Updates]

**Senate Committee on Faculty Affairs**

Tuesday, December 7, 1999

4-101 Basic Sciences

3:00 PM

**MINUTES**

[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 view, nor are they binding on the Senate or Assembly, the Administration, or the Board of Regents.]

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**Present:** Richard Goldstein (Chair), Josef Altholz, Mary Dempsey, Robert Fahnhorst, Andrea Hinding, Janet Holdsworth, Robert Jones, Cleon Melsa, Marcia Pankake, George Seltzer, Geoffrey Sirc, Tom Walsh, Carol Wells

**Regrets:** Avner Ben-Ner, Carole Bland, Carol Carrier, Daniel Feeney, John Fossum, Marti Hope Gonzales, Roland Guyotte, Charlene Mason, Larry Miller, James Perry, Sheila Warness

**Absent:** Meghan McCuley

**Guests:** NONE

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**1. Chair's Report**

Meetings: Due to scheduling conflicts the meeting on February 10 will be held on February 15 and the February 29 meeting has been cancelled.

Health Plan Task Force: Professor McGehee provided a report of the Health Plan Task Force (HPTF) to the Faculty Senate on December 2. He will provide an update to SCFA on January 20.

Regents' Workplan: The Regents' Faculty, Staff, and Student Affairs Committee is scheduled to discuss faculty development at its March meeting. The committee should decide how to handle that issue at the next meeting.

Grievance Policy Revisions: The proposed revisions to the Grievance Policy that were discussed at the November 11 meeting will be up for action at the February 24 Senate meeting.

Academic Appointments: The working group headed by Dean Brandl has almost completed its report. Copies will be distributed to committee members when it is made available.

Faculty Workload: The faculty workload issue will be addressed at a SCFA meeting in March. Faculty from CLA and General College will be guests at that meeting.

**2. Approval of November 11, 1999 Minutes:** The minutes were approved as presented.

**2. Subcommittee Updates**

Retirement: The subcommittee met that morning and discussed options available in the basic pension plan for faculty, the proposed Regents' Emeriti Policy, and health care coverage for retirees.

Benefits: The subcommittee is scheduled to meet on December 8.

Tenure: Professor Dempsey has been meeting with Dr. Carrier and Dr. Jones to review post-tenure review documents submitted by departments:

- Almost half of the departments have submitted the documents.
- A report on the implementation process will be presented to the Regents in April.
- Reviews will most likely cause more retirements.
- Departments are also submitting their promotion and tenure policies (7.12 statements).
- Some units are making the process much more complicated than necessary.
- Departments submit their documents individually, but then they are reviewed by college.

Faculty One-Stop: Meetings with those SCFA members who agreed to review Faculty One-Stop have yet to be scheduled.

AAUP: The AAUP would like to have a link on the Faculty One-Stop site but has been informed that there will be a cost associated with it. Professor Sirc will inquire about the policy and costs and report his findings back to the committee.

Charge Review: The group is still in the process of scheduling its first meeting.

ASAC: The next meeting will take place on December 17 so a report will be presented at the next meeting.

Faculty Development: A meeting has not been scheduled as of yet.

#### **4. Faculty/Staff Climate Survey Discussion**

The group reviewing the faculty/staff climate survey met with Darwin Hendel:

- The administration developed the survey with the intention of conducting it on a regular basis.
- The results from the initial survey are now available and will be distributed to committee members for their review.
- The group expressed their concerns with the current survey, but it is unlikely it will be changed.
- The survey is generic in the sense that it is distributed to all employee groups because the results are meant for administrative consideration.
- It cost \$20,000 to conduct the original survey, which is relatively inexpensive.
- It would be difficult to make the survey group-specific until the classification issue has been resolved.
- The results of the survey are supposed to be used to guide policy decisions.
- If the survey is meant for faculty, then faculty should have input throughout its development process.
- The same survey should not be distributed to all employees since different groups have very different perspectives.
- Dr. Jones would like to attend the next meeting of the subgroup since he and Dr. Carrier have met with Darwin Hendel about the survey.

#### **5. Athletics Investigation Findings Discussion**

The executive summary of the Athletics Investigation were sent to the committee prior to the meeting:

- It would be appropriate for SCFA to react to faculty involvement.
- The granting of incompletes to athletes should not be considered as suspicious behavior since incompletes are often granted to all students.
- A special committee has been put into place that is reviewing faculty activities and actions.
- It appears that faculty generally handled situations appropriately.
- Athletic ability will always be an admission criteria.
- The strenuous workouts of athletes require a lesser class load, but most athletes still take full loads.
- The institution let this scandal occur and it should be held accountable for it.
- The next climate survey should include questions about athletics.
- Academic departments interact with other departments within the Big 10 and athletics has helped to provide that connection.
- Any action or reaction will be deferred to the Faculty Consultative Committee.

**6. Adjournment:** Professor Goldstein adjourned the meeting at 4:15 PM.