

[In these minutes: subcommittee membership and assignments, semester conversion, charge review, faculty survey, faculty one stop]

Senate Committee on Faculty Affairs

Thursday, October 14, 1999

East Wing, Campus Club

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, Carole Bland, Carol Carrier, Robert Fahnhorst, Daniel Feeney, Roland Guyotte, Robert Jones, Meghan McCuley, Cleon Melsa, Larry Miller, James Perry, Geoffrey Sirc, Carol Wells |
| Regrets: | Avner Ben-Ner, John Fossum, Janet Holdsworth, Charlene Mason, Harlan Smith, Tom Walsh, Sheila Warness |
| Absent: | Andrea Hinding, Marcia Pankake |
| Guests: | Kent Bales, Mary Dempsey, Peter Zetterberg |

1. Approval of September 16, 1999 Minutes: The minutes were approved as presented.

2. Subcommittee and Special Groups Updates (Membership and Projected Plans)

Retirement Subcommittee

Membership: Dan Feeney (chair), Gordon Alexander, Joe Altholz, Robert Fahnhorst (ex officio), Dick Goldstein, Sheila Warness (ex officio), 1 retiree representative

Issues:

- Work with the administration to develop the Emeritus faculty bill of rights into a policy.
- Investigate potential University support of retirees' health-care benefits and how that influences when faculty retire.
- Consider the waiting period for joining the retirement program and its affects on recruitment.
- Monitor MN Insurance Company's safety rating now that it is the only company handling the retirement plan at the University.
- Review the performance of the sub account utilization in the plan since the cost has risen but the product has not changed.
- Meet with companies that offer retirement/savings options to University employees.
- Review phased-retirement, including recent modifications.

Tenure Subcommittee

Membership: Mary Dempsey (chair), Carol Carrier (ex officio), Roland Guyotte, David McGowan, Cleon Melsa, Robert Jones (ex officio), Geoffrey Sirc

Issues:

- Monitor post-tenure review implementation.
- Report the success of post-tenure review to the broader University when information is available at the end of this academic year.
- Review the altered 7.12 statement.

Joint Subcommittee on Academic Appointments

Membership: current and former SCFA representatives include Kent Bales, Carole Bland, Cleon Melsa, Rick Purple

Issues:

- The committee went off the record to discuss pending issues of this group.

Benefits Subcommittee

Membership: John Fossum (chair), Larry Miller (vice chair), Gary Balas, Marcia Pankake

Issues:

- Consider level of benefits other than those related to retirement and health care.
- Investigate offering travel insurance for faculty on leave.
- Consider providing tuition benefits for family of faculty and staff (A study has been conducted by Human Resource and Carol Carrier will provide the findings).

Faculty Development

Carole Bland will serve as a liaison between that group and SCFA.

Senate Finance and Planning Committee

Jim Perry will serve as the liaison between SCFA and the Senate Finance and Planning Committee since he is also chair of the Finance and Planning Subcommittee on Twin Cities Facilities and Support Services. A key issue this year is the study being conducted on faculty compensation.

Academic Staff Advisory Committee

Andrea Hinding will continue to serve as liaison between SCFA and ASAC.

3. Semester Conversion - Discussion w/ Peter Zetterberg

Peter Zetterberg began the discussion by noting that there have been many public forums for issues to be voiced, and he has had very few complaints relating to semester conversion. This is surprising given that faculty are asked to work more to convert to semesters, but have not been given any extra compensation. He then addressed two issues of concern to the committee regarding semester conversion: the calendar and teaching load.

Calendar:

- The University's calendar under the semester system is not unusual and was directly modeled after the calendar of the University of Wisconsin-Madison.
- At least five instruction days were lost during the conversion from quarters to semesters.
- Even with a shorter academic year, there has never been any consideration for faculty appointments to be shortened from nine months.

- In the foreseeable future (100 years?) the University will not be able to begin classes before Labor Day, which forces the last exam to always be right before Christmas. However, grades are not due until the first week of January.
- A lingering concern is the length of winter break, which will continue to be studied.

Workload:

- Issues may arise depending upon the alteration of curriculum.
- Workload should not change if it is determined by credit, but some colleges designate workload by the number of courses taught and not by the number of credits.
- A current issue that is being dealt with is which salary to pay faculty who teach classes during the summer session. Should their current rate be used, or the one for the following academic year that has an increase?
- It is not certain if there have been more faculty retiring because of the conversion.
- There is concern with B-base faculty starting the week of the State Fair because of access issues.

Comments:

- The dispute for several colleges relates to the number of class contact hours and whether loads should have stayed constant between quarters and semesters by using the 2/3 factor based on class hours or credit hours.
- The calendar is a bigger issue than workload since there is not the same flexibility to take leaves with there only being two semesters in an academic year instead of three quarters.
- One rationale for a longer winter break is that having a holiday on Martin Luther King, Jr. day is too soon into the new semester to have a holiday; it might be better if the semester starts after the holiday.

4. Charges of SCFA and its Subcommittees: Professor Goldstein informed the committee that he would like a subgroup to review the current charge to SCFA and the subcommittees to review their own. The committee will discuss this issue further at a future meeting.

5. Faculty Attitudes/Satisfaction Survey: Carol Carrier informed the committee that a faculty attitudes/satisfaction survey was conducted at the University a few years ago in relation to Critical Measures and a report is available. However, the information is now out of date. Therefore, the committee will discuss whether to conduct another survey at a future meeting.

6. Faculty One Stop: Carol Carrier noted the following things about the Faculty One Stop project:

- A more in-depth presentation and discussion will take place at the October 28 meeting.
- The concept of Faculty One Stop is that there be a web-based tool that explains the various roles faculty members have at the University.
- The ultimate goal of the project is to provide faculty with the capability to conduct all transaction online and eliminate paper-generated information.
- The web site is now available for review at: <http://onestop/Faculty/index.html>.
- The teaching link has much information already available.
- The research link is handled by Grants Management.
- The human resources link is still under construction.
- Given that there is so much information to put into the sight, it has been a very slow process to develop it.
- It would be beneficial for a subgroup to be developed that would periodically review the web site and offer suggestions/revisions.

Comments:

- This project is the same concept as developing a faculty handbook, but it is not certain if it would be available in a paper format.
- The website should include University calendars.
- The structure of the website is crucial to how beneficial it will be so a faculty member from Computer Science is handling that matter and the periodic review group can also consider that matter.

7. Adjournment: Professor Goldstein adjourned the meeting at 4:45 p.m.