

Minutes*

SENATE FACULTY AFFAIRS COMMITTEE (SCFA)

Thursday, October 2, 1997

3:00-5:00

229 Nolte Center

Present: Kent Bales (Chair), Josef Altholz, Gary Balas, Carol Carrier, Mary Dempsey, Eville Gorham, Cleon Melsa, Anne Pick, Richard Purple, Geoffrey Sirc, Georgina Stephens

Absent: None

Regrets: Carol Chomsky, Robert Fahnhorst, Judy Gaston, Richard Goldstein, Roland Guyotte, Richard McGehee, Caroline Turner, Delane Welsch

Guests: Martha Kvanbeck

1. Chair's Report

Professor Bales recently met with Robert Bruininks and many issues were discussed.

Robert Jones will act as a liaison between Academic Affairs and SCFA. Dr. Carrier remains the official ex officio administrative representative on SCFA, but she reports directly to President Yudof and Dr. Bruininks would like to have a direct liaison from his area.

Dr. Bruininks would like to move quickly on devising a sabbatical policy to be implemented in the semester system. A document drafted a few years ago by Vice President Kvavik will be the basis for the new policy since it eliminates single quarter leaves in the sense that competition for them would be created, making leave dependent upon a faculty member's interest and the amount of credit banked (one month's leave for every year of service). The Benefits Subcommittee will consider the completed document before SCFA does.

Dr. Bruininks will present the issue of summer school contracts and class cancellations to the Dean's Council since he was not aware of any plans in progress. To regulate these, the Council should look at how summer school class assignments will be handled in the new semester system. Currently, there is more flexibility given by the University College to continue with under enrolled classes if the unit is making money, but that consideration will soon be irrelevant because extension and summer school classes are going to be inloaded.

It was argued that because the urgent letter written to the administration over a year ago concerning summer school contracts and class cancellations has not been answered a response should still be sought so terms for breach of contract can be clarified. (Even though the faculty member has no control over enrollment, he/she won't receive any money if the class is canceled.) A subcommittee should

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be formed in order to keep this issue alive and include Robert Jones so there is a connection between Academic Affairs and SCFA.

With minor corrections, the minutes from the September 18 meeting were approved.

The Semester Conversion Committee should discuss start and end dates for faculty on nine month appointments since it has not been decided when faculty are put on the payroll and when they have to be on campus. Currently, it is ten days before the first day of classes, but with the biweekly payroll conversion and an earlier start date for the first day of classes that will have to change. The proposed date is the first day of the biweekly pay period prior to the first day of classes, but some faculty members want a fixed begin and end date since most grants require specific and fixed dates in the grant. SCFA is still able to offer input into the process so Professor Goldstein and Professor Chomsky, SCFA members serving on the Semester Conversion Committee, can present SCFA's concerns as well as report back to SCFA.

Frances Lawrenz will discuss the Intellectual Property Policy with the committee at the October 30 meeting.

No new information has been provided on the Faculty Guide to Minnesota Data Practices Act.

The clarification of issues surrounding term faculty and P&A appointment employees and their roles in regards to tenure track faculty is before a newly formed SCFA/SCEP/FCC joint task force. The joint task force will be charged with how to balance tenure track faculty with term faculty and P&A appointees. This issue is slightly different than the one raised by SCFA, but the task force's charge can include both. From SCFA, Cleon Melsa will be serving on that subcommittee per Professor Bales' request and Professor Purple, Professor Gorham, and Dr. Carrier volunteered to serve as well.

The Task Force on Health Insurance has been formed. There will be four meetings within the next month of the Short-Term Subcommittee who will provide recommendations to the University as to how to help those most severely disadvantaged by the changes in health insurance benefits. After that, the Long Term Subcommittee will try to find a long-range solution to the problem.

In order to follow up on the issue of flex benefits, and faculty/staff family tuition benefits, the Report of the Ad Hoc Committee on Facilitating Transitions for Maturing Faculty will be distributed to the committee. Any suggestions committee members may have to offer should be forwarded to the chair of the subcommittee, yet to be named.

The sabbatical leave policy still will have to be monitored because of disparity of practices across academic units. Increased reliance on peer review for merit increases gives hope that unit faculty will have more to say about leave practices.

SCFA will begin to discuss the effectiveness of faculty governance already being considered by FCC.

An Ad Hoc Committee developed to revise the Sexual Harassment and Consensual Relationships Policy has already met and will begin drafting a revised policy at the end of its next meeting. The final version will be available at the end of the quarter and will include a rewrite of that policy as well as the

Conflict of Interest Policy. The new draft will bring the Consensual Relationships and Nepotism policies together (since they are already related to each other analogously), making the policies much clearer and complementary. The policy will be Regental and the procedures will be under the Senate.

A letter from a professor of Human Resources and Industrial Relations in the Carlson School of Management was sent to Professor Bales raising concern about what happens with deductions when a person is paid biweekly. Discussion of the biweekly payroll conversion issue will be one that will continue through next year.

2. Implementation of University Governance Segment during New Employee Orientation

Robert Fahnhorst recently asked Professor Bales if SCFA would like to have a booth about faculty governance at the University at the New Employee Orientation monthly sessions.

The following suggestions were made in regards to the booth:

- A booth could be set up whenever the committee thought appropriate and handouts could be distributed or a web site could be provided when there isn't a booth.
- The FCC should handle the booth since the Academic Staff Advisory and Civil Service Committees would also like to be represented.
- Since the majority of new faculty normally arrive in the fall there should only be a booth at the September session.
- A faculty handbook should be distributed or at least made available on the web.
- There should be a place on the web for people to go and raise concerns they have.

3. 1997-98 SCFA Subcommittees Organization and Issues

Professor Bales handed out a list of people who volunteered to serve on subcommittees and a list of the subcommittees with their charges.

The following changes were made to the memberships and charges of the subcommittees:

Benefits Subcommittee:

- Professor Balas was added as a faculty member.
- Dr. Carrier suggested Professor John Fossum serve as a non-SCFA member.
- A chair will have to be named by the subcommittee at a later date.

Tenure Subcommittee:

- Dr. Carrier was added as ex officio.
- Professor Sirc and Professor Turner were added as faculty members.
- The charge of the subcommittee was updated to include the development of procedures for post tenure review.
- The charge dealing with completing faculty deliberations on tenure code modifications necessary to interact with the administrative structure headed by President Hasselmo, including implementation of revisions adopted in 1996, was removed.

Faculty Retirement Subcommittee:

- Professor Goldstein, chair of the subcommittee, has started filling the membership of that group with non-SCFA members and the roster will be forwarded to the committee.
- The ex officio members will be the Retirees' Association representative, not yet named to the committee, and Georgina Stephens, Associate Vice President for Finance and Operations.
- The status of emeritus faculty will be added to the charge.

Health Care Task Force:

- The group has already been filled with members, so no others are needed.

Academic Staff Advisory Committee:

- Professor Balas will continue to serve as the SCFA representative on that committee.

The committee made the following comments about what should be considered by the newly formed joint task force on the relationship between tenured faculty, term faculty, and P&A appointments:

- There are many people at the University who hold P & A appointments but are qualified to be faculty members.
- Given the uncertainty of future funding, the administration would like to reduce the number of tenured faculty and increase the number of term faculty.
- It is not an issue of faculty holding the line as firmly as possible, but rather, it is an issue that faculty should do everything possible to maximize a permanent teaching and research core to the University which has a strong affiliation with the University and their colleagues.
- The group should start by defining each category, determine what each of their responsibilities are and look for the overlap among them.
- A document covering the different categories was prepared by Dr. Carrier's office last year and will be distributed.
- There are term faculty who primarily teach yet don't earn retirement even though they are kept on by departments for periods longer than their original appointments. They aren't doing research, but they are providing a service to the University, and are not receiving the same kinds of benefits as tenured faculty.
- Retired faculty who still teach are on a term contract.
- The University holds national searches for tenure track people so term faculty are not to be converted to tenure track faculty.
- Benefits and salary levels improve once a T appointment employee has been at the University for a few years.
- Adjunct faculty are regular P&A and don't have to be voted on by the college they will be working for.
- The T appointment has been overused in the Medical School, but was eliminated when concern arose over legal liability with de facto tenure.
- The use of term appointments serves those departments that do not have post-doctorates when the job market is poor and allows those hired to gain teaching experience.

- The ultimate goal of the Joint Task Force is to look at the way colleges are being converted from the traditional communities of scholars to "gypsy" scholars.
- The group should determine if the University should redefine its categories during this time of change.
- If this is a faculty advocacy issue, faculty should not be disproportionately downsized.
- Whether senior faculty should teach introductory courses depends on the department and campus.
- An appointment title might be very different than what the person is actually doing.
- Some P&A appointments on the Crookston campus are only three years-old and people holding those are setting curriculum and making program decisions.
- Also in Crookston, the number of tenured faculty and students has changed from 65 faculty and 700 students to 34 and 1300 respectively in the last five years.
- When converting to a 4-year program, Crookston was supposed to acquire 20 more tenured faculty, but instead, lost four.
- Every time a tenure line is lost in Crookston it is converted to a P&A appointment.

4. Adjournment

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