

Minutes*

SENATE COMMITTEE ON FACULTY AFFAIRS
Thursday, February 11, 1993
3:15-5:00 p.m.
238 Morrill Hall, Regents Room

- Present: Carl Adams (chair), Daniel Canafax, Mary Dempsey, Ann Erickson, Roger Feldman, Audrey Grosch, Dianne Mulvihill, Richard McGehee, Michael Sadowsky, Bernard Selzer, W. Donald Spring, Michael Wade
- Absent: Carol Carrier, Ann Fallon, Richard Goldstein, Morris Kleiner, Steve Laursen, Roger Paschke, George Seltzer, Judith Younger
- Guests: David Golden, Coordinator, Health Education, Boynton Health Service

Chair's Report

Professor Adams convened the meeting at 3:15 p.m. and made the following announcements:

- A letter documenting SCFA's January 28 discussion regarding the Academic Integrity Committee and other related issues was sent to Dean Mark Brenner (a copy of the letter has been added as an addendum to the January 28 minutes).
- Professor Frank Wood, chair of the Senate Social Concerns Committee, has asked SCFA to review the recommendation in the Interim Report of the Select Committee on Gay, Lesbian, and Bisexual Concerns relating to benefits for gay and lesbian families. The report has been referred to SCFA's Benefits Subcommittee and will be on the March 4 SCFA agenda for discussion.
- Professor Adams circulated a draft letter to faculty and academic staff regarding the closing of the Faculty/Academic Staff Advocacy and Grievance Advisory Program and informing individuals where they may call for assistance until a new mechanism is developed; hopefully before the beginning of the 1993-94 academic year. Mr. James Meland, director of the Faculty and Academic Staff Assistance Program, will be receiving some of the referrals, and will join SCFA's March 18 meeting to update the committee on the program.

Faculty Benefits Subcommittee Report

Professor Wade, chair of the Faculty Benefits Subcommittee, gave a brief update on the three issues his subcommittee is working on. They include:

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1. The proposed sabbatical program (discussed by SCFA Fall quarter)--subcommittee is following up with Associate Vice President Carrier's office and should be bringing a revised proposal to SCFA before the end of the 1992-93 academic year.
2. Cafeteria benefits plan--subcommittee is working with Ms. Mulvihill and the Employee Benefits Department to consider possible options for a cafeteria benefits plan.
3. Benefits for gay and lesbian families--subcommittee is reviewing, for the March 4 SCFA discussion, the report of the Select Committee on Gay, Lesbian, and Bisexual Concerns in which it is recommended that a full benefit package be provided for gay and lesbian families.

Professor Adams identified two other items for consideration by the subcommittee:

- review of the University's Gun Control Policy--Professor Adams said he believes there is a policy for students but not for faculty or staff, and it may be that city ordinances would cover this issue.
- pro-ration of benefits for part-time employees

Smoke-Free Policy

Professor Adams next welcomed Mr. David Golden, Coordinator, Health Education, Boynton Health Service, to the discussion of the proposed Smoke-Free Policy. The purpose of the policy, Mr. Golden said, is to provide all Twin Cities campus faculty, staff, and students with a smoke-free environment by prohibiting smoking in all U of M facilities on the Twin Cities campus effective August 2, 1993. The definition of "facilities" includes any enclosed area or structure, including University owned and operated vehicles, and outdoor group seating facilities. Residence halls, except designated private resident rooms, are included. Other University owned/operated private residences are excluded. The Smoke-Free Committee is currently meeting with University groups and organizations to ensure that students and employees are well informed about the policy before final decision on implementation, and to provide individuals an opportunity for comment and input. The Duluth campus, Mr. Golden added, adopted a similar policy two years ago.

Beginning in April, the University will be providing information sessions, and support and assistance for individuals interested in smoking cessation. Mr. Golden said the University had received from one pharmaceutical company \$10,000 worth of nicoderm patch starter kits that will be distributed via providers at Boynton Health Service. An additional \$5,000 grant was provided to assist individuals who do not have insurance coverage. Both short and long-term courses will also be available, with no fee for the short course and a \$150 charge for the extensive longer course. Additionally, self-help materials will be available at a \$5 charge. Studies have shown, Mr. Golden said, that in other institutions and companies where smoke-free policies have been implemented, the number of smoking employees has dropped--in some cases significantly.

One individual asked why students in private residence hall rooms are exempted from the policy, arguing that others will suffer from their second-hand smoke. Mr. Golden said the decision was made

because residence halls are considered as private housing. However, it is the intent of the University to change the policy to prohibit any smoking in residence halls within a two-year period. One committee member encouraged letting the residents in the halls make the decision, such as Duluth did.

In response to a question about costs, Mr. Golden said approximately \$30,000 had been appropriated for the project, some of which will be used to provide cigarette receptacles outside buildings. The expectation is to place them away from the building exits so smokers do not congregate in the doorways.

Another person asked about extending the policy to include other air pollutants, such as radon and asbestos. Mr. Golden said the committee was focused on smoking and did not consider other areas. However, he will pass the committee's concern on to Provost Infante and Faye Thompson, Director of Environmental Health and Safety. Professor Adams also suggested the Health Care Subcommittee add this issue to its agenda.

The issue of sanctions was raised--what will be the consequences of breaking the policy? Mr. Golden said the committee wrestled with this and chose not to specifically identify sanctions. It is expected that the same chains of command that are followed for other University grievances would be followed for this policy, most probably beginning with an individual's supervisor.

Hearing no further discussion, Professor Adams thanked Mr. Golden for joining the meeting.

Private Practice Plans

Professor Adams brought up for discussion the issue of private practice plans at the University. Currently, he said, the University has a policy that applies only to the Medical School and falls under the University's Health Sciences Private Practice Policy adopted by the Board of Regents in 1963. Vice President Anderson, he said, is expecting to bring to the Regents over time a series of policies that will cover other parts of the Health Science complex where there is private practice income. This issue could also come up in other non-health science areas that generate private practice income, as well. Professor Adams said his intent in placing this item on SCFA's agenda was not to create a problem where there isn't one, but to inquire whether SCFA would like to take some initiative in this area, especially if the administration and Board of Regents consider expanding the policy beyond the Medical School.

For information, copies of the Regents Policy (adopted September 20, 1963, a Regents Resolution Related to Health Sciences Private Practice Policy Statements (approved January 8, 1993), and a transcript of the Regents January 7, 1993, discussion of this issue, were distributed.

Two issues that SCFA might consider, Professor Adams said, are: 1) how can facilities be utilized and 2) in what way can students be involved in the general activity where private practice income is being derived.

A number of questions arose, including

- What is SCFA's jurisdiction in this matter?
- Do the Medical School faculty want Senate involvement?
- How are these plans audited?

- Should the policy be expanded to include other University constituencies?
- How does the Private Practice Policy fit in with the Faculty Compensation Policy?
- Should the Private Practice Policy be considered in conjunction with the Internal Consulting Policy?

According to the Senate Bylaws, Professor Adams said, any issue relating to the personal and professional welfare of the faculty falls within SCFA's jurisdiction with no separation by collegiate unit.

In conclusion, SCFA agreed that University policies relating to private practice plans have significant consequences to the faculty as a whole and warrants further discussion and review. Professor Adams will discuss this matter with Associate Vice President Carrier and report back to SCFA.

The meeting was adjourned at 5:00 p.m.

-- Martha Kvanbeck (transcribed from a tape/abstractor
not in attendance at the meeting)

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