

**UNIVERSITY OF MINNESOTA
UNIVERSITY SENATE MINUTES
FACULTY SENATE MINUTES
STUDENT SENATE MINUTES**

APRIL 20, 1995

The fourth meeting of the University Senate for 1994-95 was convened in 25 Law Building, Minneapolis campus, on Thursday, April 20, 1995, at 2:13 p.m. Coordinate campuses were linked by telephone. Checking or signing the roll as present were 122 voting faculty/academic professional members, 30 voting student members, 2 ex officio members, and 3 nonmembers. President Nils Hasselmo presided.

**I. ADMINISTRATIVE RESPONSE TO UNIVERSITY SENATE ACTIONS
Information**

- A. Morse-Alumni Award for Excellence in Undergraduate Education
 Approved by: the University Senate on February 16, 1995
 the Administration on March 6, 1995
 the Board of Regents - no action required

**II. COMMITTEE MEMBERSHIPS, 1995-96
Information**

In the recent election to fill faculty vacancies on the Senate Consultative Committee, Carole Bland, Victor Bloomfield, and Virginia Gray were elected for 3-year terms (1995-98). The faculty membership for 1995-96 includes:

John Adams	College of Liberal Arts
Carl Adams	School of Management
Carole Bland	Medical School
Victor Bloomfield	College of Biological Sciences
Virginia Gray	College of Liberal Arts
James Gremmels	Morris
Robert Jones	College of Agriculture
Geoffrey Maruyama	College of Education
Harvey Peterson	Crookston
Michael Steffes	Medical School

**CONSENT AGENDA
Action**

Agenda items III. and IV. are considered to be noncontroversial or "housekeeping" in nature and are offered as a "Consent Agenda" to be taken up as a single item with one vote. Any item will be taken up separately at the request of a senator. A majority of those members present and voting is required for approval.

III. MINUTES FOR FEBRUARY 16, 1995

**IV. SENATE CONSULTATIVE COMMITTEE
Protocol for Senate Committee Involvement In Central Administrator Searches**

MOTION:

To amend the "Protocol for Senate Committee Involvement In Central Administrator Searches," as follows: (additions are underlined, deletions are ~~struck out~~; section titles following Roman numerals are underlined in the original protocol)

Protocol for Senate Committee Involvement In Central Administrator Searches

I. Formation of Search Committees

Search committees are typically established to fill major University central administrative positions. The positions to which this section of the protocol is addressed include the following:*

President**
Senior Vice President
Vice President
Associate/Assistant Vice President
Provost
Associate/Assistant Provost
Vice Provost
Associate/Assistant Vice Provost
General Counsel
University Librarian
Director of Equal Opportunity and Affirmative Action
Director, Intercollegiate Athletics (Twin Cities campus)

Members of search committees for these positions, and their chairs, shall be chosen by the appointing authority after consultation with appropriate Senate committees, as follows.

The appointing authority shall ask the Faculty Consultative Committee and Student Senate Consultative Committee, or other appropriate committee (as set out in Section III of this protocol) to submit, by a specified date, names of the faculty and students who should serve on the search committee. The number of individuals nominated should be greater than the number who will serve on the search committee (perhaps twice as large), in order to allow for those who decline to serve and to provide the appointing authority some flexibility in the choices. The appointing authority will select the search committee from among those individuals or will explain to the Senate committee why the search committee membership deviated from the list of individuals nominated. The Faculty and Student Senate Consultative Committees may also identify the names of other individuals (who are not faculty or students) who the appointing authority may wish to consider selecting for search committee membership.

If the Senate committees are unable to provide names to the appointing authority by the date specified, he or she may proceed to appoint the search committee without Senate committee consultation. It is assumed the Senate committee would be given at least two weeks notice of the need for nominees to the search committee.

The Faculty Consultative Committee and the President or other administrator may agree that identification of faculty members for other administrator search committees is appropriate; this protocol should also be followed in such instances. The same is true for the Student Senate Consultative Committee.

II. Committee Responsibility for Interviews

The following Senate*** committees will be given the opportunity to participate in interviews of candidates for the positions noted, in accord with the provisions of Section III of this protocol. Interviews with committees will be scheduled irrespective of the scope of the search (full, limited, or non-competitive appointment); in the case of non-competitive appointments, the committee will be given the opportunity to interview the candidate before the position has been offered to the candidate. [Note: "before" is underlined in the original protocol; this is not a change.]

Faculty Consultative: President; all vice presidencies and provosts (including the General Counsel); Director of EEO; Chancellors; Directors of Athletics [Twin Cities campus]; others

as the President may request

Student Senate Consultative:	President; all vice presidencies <u>and provosts</u> (including the General Counsel); Director of EEO; Chancellors; Directors of Athletics [Twin Cities campus]; others as the President may request
Computing and Info Systems:	Associate/assistant vice president/vice provost for computing and information systems; University Librarian
Educational Policy:	Senior Vice President for Academic Affairs; <u>provosts</u> ; Vice President for Undergraduate Education and Student Affairs <u>Development and Athletics</u> Vice President for Arts, Sciences, and Engineering ; <u>Dean of the Graduate School</u>
Faculty Affairs:	Associate/assistant vice president for human resources
Finance and Planning:	Senior Vice President for Finance and Operations; associate/assistant vice presidents in Finance and Operations, <u>Vice President for Outreach</u>
Intercollegiate Athletics:	Director of Athletics
Judicial Committee:	General Counsel
Library:	University Librarian
Research:	Vice President for Research and Dean of the Graduate School; Assistant/associate vice president, ORTTA
Student Affairs:	Vice President for Student Affairs <u>Development and Athletics</u>

III. Interviewing Protocol, Candidates for Administrative Positions with Senate Committees

It is understood that committee interviews, especially during the summer or when scheduled on short notice, may not involve a majority of committee members or consistent representation for several candidates. It is not the intent of this protocol that the hiring process be slowed or hindered by the possible unavailability of committee members. The committee interviews are scheduled to give committee members the opportunity [Note: "the opportunity" is underlined in the original protocol and is not a change] to participate in the search process; if they are unavailable or do not attend, the hiring process should nonetheless go forward.

1. The committee will be supplied, in advance of the interview, copies of the position description and the curriculum vitae of each candidate.
2. The committee will assemble and discuss, in advance of the arrival of the candidate, how it wishes to conduct the interview.
3. The candidate will meet with the committee.
4. The candidate will depart; the committee will then meet in closed session to discuss the candidate(s) and to decide upon its comments or recommendation to the appointing authority. These comments or recommendation, including any minority or dissenting views, will be submitted as quickly as possible to the appointing authority.
5. The Faculty Consultative Committee and the President or other administrators may determine that faculty participation in interviews with candidates for other positions is desirable; FCC may delegate responsibility for participating in such interviews to other committees of the Senate or the Assembly. FCC may also designate additional committees or individual faculty members to participate in any

interviews. The same is true for the Student Senate Consultative Committee.

- 6. When more than one committee is appropriately involved in candidate interviews, the committees may schedule a joint session.

*In the parlance of the categorization of administrative appointees at the time this protocol is written, it covers class numbers 9301-9305, 9314, 9316, 9321-9328, and a few of the individuals in class 9330.

**The selection of the University President is the legal responsibility of the Board of Regents and the search committee for this office is drawn from the members of the Board. This committee has customarily involved the Senate Consultative Committee in the search, either relying on SCC to act as a search advisory committee or asking SCC to appoint such an advisory committee. It is presumed that this practice would continue.

***And, for the Directors of Intercollegiate Athletics (Twin Cities), the (Twin Cities) Assembly Committee on Intercollegiate Athletics.

COMMENT:

The protocol was adopted by the University Senate on February 18, 1993, as part of a consent agenda, without debate, and approved by the administration on April 26, 1993. The proposed amendments are intended to bring the protocol into accord with the reorganized central administration.

JOHN ADAMS, Chair
Senate Consultative Committee

DISCUSSION:

The Consent Agenda was approved without discussion by a majority of members present and voting.

APPROVED

**V. SENATE CONSULTATIVE COMMITTEE
Merger of Student Senate Leadership Positions
Action**

MOTION 1:

To amend the Senate Constitution as follows: [deletions are ~~struck out~~; additions are underlined]

ARTICLE III, SECTION 6b

....

- 6. University Senate and Student Senate Officers

- a.

- b. The officers of the Student Senate shall be a chair and a vice chair ~~, a clerk, and a treasurer.~~

~~The chair and vice chair shall be elected by the Student Senate at its last regularly scheduled spring quarter meeting from the members of the Student Senate.~~ The chair and vice chair shall be elected at

a special spring quarter session of the Student Senate attended only by student Senators elected for the following year. The outgoing chair shall preside over the election. Non-Senators and outgoing student Senators may not be candidates for these positions. The chair and vice chair shall not be from the same campus. In the event that no one is nominated for the vice chair position from a separate campus, the position will be open to all qualified members of the Student Senate. Term of office shall be July 1 to June 30, and the persons holding office ~~is~~ are eligible for re-election. The duties of the chair are (1) to be the official spokesperson of the Student Senate; (2) to set the Student Senate agenda, to be approved by the Student Consultative Committee; (3) ~~to organize and chair the Student Lobbying Advisory Committee;~~ to serve on the board of the Coalition/UMCHE, the University's student lobbying organization; (4) to serve as the University's representative on the Student Advisory Committee; (5) to serve on one central University advisory committee and to delegate student members for other advisory committees; (6) to serve as the chair of the Student Consultative Committee.

The duties of the vice chair are (1) to assume the duties of the chair in the event of an absence or incapacity of the chair; ~~and~~ (2) to assume responsibilities delegated by the chair; (3) ~~to submit to the Senate office an annual budget request for the Student Senate and Student Consultative Committee, to be approved by the Student Senate during its fall quarter meeting;~~ (4) to organize an annual orientation for members of the Student Senate; (5) to monitor Student Senate attendance and ensure that the Student Senate handbook is updated and distributed; (6) to serve on a central advisory committee that is not attended by the Student Senate chair if there is more than one such committee active; (7) to serve as the vice chair of the Student Consultative Committee.

~~The clerk and treasurer shall be appointed by the chair subject to the approval of the Student Senate. The duties of the clerk and treasurer shall be prescribed in the Senate Bylaws. The Student Consultative Committee shall periodically review these officer positions.~~

c.

MOTION 2:

To amend the Senate Bylaws as follows: [deletions are ~~struck out~~; additions are underlined]

ARTICLE I, SECTION 8

Article I. University Senate Membership, Elections, and Officers

....

~~8. Treasurer of the Student Senate: The treasurer of the Student Senate shall be the chief budget officer of the Student Senate. The treasurer shall chair the budget subcommittee of the Student Senate.~~

ARTICLE III, SECTION 4

4. CONSULTATIVE COMMITTEES

The Senate Consultative Committee shall be composed of 10 elected members of the faculty, 9 elected students, and the vice chair of the University Senate. The faculty representatives shall serve as the Faculty Consultative Committee; the 8 elected student representatives and the chair and vice chair of the Student Senate shall serve as the Student Consultative Committee; the 8 elected student representatives and the ~~vice~~ chair of the Student Senate shall ~~comprise~~ constitute the 9 voting student members of the Senate Consultative Committee.

....

Student Consultative Committee

Membership

The Student Consultative Committee shall be composed of:

- one student from the Crookston campus
- one student from the Duluth campus
- one student from the Morris campus
- five students from the Twin Cities campus, as follows:
 - 1993-94 4 undergraduates, 1 graduate/professional
 - 1994-95 3 undergraduates, 2 graduate/professional
 - 1995-96 4 undergraduates, 1 graduate/professional
 - 1996-97 3 undergraduates, 2 graduate/professional
 - 1997-98 4 undergraduates, 1 graduate/professional
- the chair and vice chair of the Student Senate

Student members except for the chair and vice chair shall be elected in accordance with procedures determined by the respective campuses' student constituencies, subject to the following provisions:

- At the time of their election, students shall be members of the University Senate (except for Crookston).
- Students shall serve a one-year term, and are eligible for re-election. No student member is eligible to serve more than three consecutive terms.

Student vacancies shall be filled in accordance with procedures determined by the respective campuses for the balance of any unexpired term until the next regular election.

The chair of the Student Senate shall also serve as the chair of the Student Consultative Committee. The vice chair of the Student Senate shall also serve as the vice chair of the Student Consultative Committee. If either the chair or vice chair has already been elected to the Student Consultative Committee as a regular member, he or she must concede his or her prior position to another student, to be chosen as soon as possible by the appropriate student constituency. The chair and vice chair shall serve no more than two consecutive terms. The vice chair of the Student Senate shall serve as an ex officio, nonvoting member of the Senate Consultative Committee if not otherwise elected in his or her own right. The vice chair of the Student Senate shall serve as a voting member of the Senate Consultative Committee.

Duties and Responsibilities

- a. To meet separately, when necessary, to discuss with the president, or others, matters of concern to the student body.
- b. To serve as ~~the nucleus of an~~ the executive and steering committee of the Student Senate.
- e. ~~To provide for a budget subcommittee of the Student Senate. The budget subcommittee shall be chaired by the treasurer of the Student Senate. Three members shall be appointed by the chair of the Student Senate with one member from each of the following committees: Student Senate Consultative Committee, Student Committee on Committees, Student Lobbying Advisory Committee. These appointments are subject to the approval of the Student Senate.~~

Chairs: The chairs of the Faculty Consultative Committee ~~and of the Student Consultative Committee~~ shall be elected by ~~their respective~~ its members from among their number for a one-year term of office. ~~Chairs~~ The chair of the Faculty Consultative Committee shall be eligible for re-election to that position. The chair and vice chair of the Student Consultative Committee shall be elected by the Student Senate in accordance with Article III, Section 6b, of the Senate Constitution. The chair of the Faculty Consultative Committee shall serve as chair of the Senate Consultative Committee.

~~The Student Consultative Committee shall have a chair and a vice chair who shall be from separate campuses. The vice chair shall assume the duties of the chair in the event of an absence or incapacity of the chair and shall assume responsibilities delegated by the chair.~~

MOTION 3:

To amend the Senate Rules as follows [deletions are ~~struck out~~; additions are underlined]

ARTICLE III, SECTION 2

2. Ex Officio Members of Senate Committees

Ex officio members shall be appointed from each of the offices listed below and are non-voting positions unless otherwise noted.

....

Senate Consultative--Vice chair of the University Senate (voting); Chairs of the Finance and Planning and Educational Policy Committees; elected representative from the Duluth faculty eligible to vote in Senate elections; Vice chair of the Student Senate

COMMENT:

The above amendments were approved by the Student Senate on February 16, 1995, and if approved by the University Senate will merge the chair and vice chair positions of the Student Senate and the Student Senate Consultative Committee. The Student Senate believes these changes will result in more effective leadership and communication within student governance. The Senate Consultative Committee endorsed the amendments at its April 6 meeting.

JOHN ADAMS, Chair
Senate Consultative Committee

DISCUSSION:

Mr. Rabun Taylor, Student Senate Consultative Committee chair, presented the motions to merge the Student Senate leadership positions. As a constitutional amendment, motion 1 required 146 affirmative votes at one meeting or 110 affirmative votes at each of two meetings for approval. It received 115 affirmative votes and will be brought back to the Senate for a second vote at its next meeting. Motions 2 and 3 were held over to May 18.

NOT APPROVED

**VI. SENATE CONSULTATIVE COMMITTEE
EDUCATIONAL POLICY COMMITTEE
Change to Semester System
Action**

MOTION:

To approve the following Resolution:

Resolution

WHEREAS, there would be utility for the University to change to a semester system in order to be more compatible with other institutions of higher education throughout the state and nation, and

WHEREAS, a change to semesters would require an extensive revision of University courses and curriculum, and

WHEREAS, U2000 envisions improvements to University courses, curriculum, operations, and infrastructure which would need to be redone if the University were to change to a semester system,

THEREFORE BE IT RESOLVED that if such a change is to take place, the administration must, before the beginning of the next academic year, commit the University to a definite target date on which the change would take place, and

BE IT FURTHER RESOLVED that the implementation of the change from quarters to semesters must include a sufficient budget to acquire adequate faculty time and resources to accomplish the transformation in an educationally sound manner, and

BE IT FURTHER RESOLVED that any semester calendar must not result in a loss of instructional time and must be consistent with the education, research, and outreach missions of the University, and

BE IT FURTHER RESOLVED that the planning process for a change from quarters to semesters must take place in close consultation with the Senate governance system and with academic units.

COMMENT:

For many years, the question of changing from a quarter to a semester system has divided the campus community. It always raises the specter of having to redo any real academic restructuring at the University. With the improvements in the University envisioned by U2000, it is time to either commit to changing to a semester system, and incorporating those changes into U2000 plans, or commit to keeping the quarter system for the foreseeable future.

The relative merits and costs of the two systems, the issues of the changeover, and faculty and student preferences have already been studied in great detail in University reports of the 1985 Semester Working Group (Robinett), 1986 Analysis of Academic Calendar Survey (Hendel), and the 1988 Materials to Support a Decision to Convert to a Semester System (Kvavik).

From these reports, it is clear that there are strengths and weaknesses to either system, and that there is a legitimate difference of opinion as to which is superior for the academic and the research enterprise. For example, relative to the quarter system, semesters may allow students to spend more calendar time to learn course material in greater depth but reduce the variety of courses which would be taken in an academic career. It is also clear that there is bureaucratic simplification which results from reducing three to two the annual cycles of registration, classroom assignment, and grading. This simplification would help relieve the overburdened academic infrastructure of the University, which has suffered in a constant climate of budget cuts.

In addition, more institutions of higher learning, both within the state and across the nation, have changed to the semester system over the years, generating difficulties in coordinating our calendar and academic structure with the increasingly interdependent milieu in which the University operates. The awkwardness of translating between quarter courses and semester courses affects the approximately one-half our undergraduates who are transfer students, and it may handicap our ability to attract students from other institutions who wish to participate in our summer academic program. As improvements in communications technology facilitates sharing of courses between institutions, the incompatibility between semester and quarter courses may become an increasing problem.

The discussion about the change has been held repeatedly in recent years; it is time to make a decision.

[Endorsed without dissent by the Senate Committee on Educational Policy, April, 1995.]

JOHN ADAMS, Chair
Senate consultative Committee

KENNETH HELLER, Chair
Educational Policy Committee

DISCUSSION:

Professor John Adams introduced the resolution concerning a change to the semester system. The University, he said, has discussed for many years the semester vs. quarter issue. Every study has brought similar results; that is, approximately 50 percent of faculty and students favor each system. It is recognized that there are strengths and weaknesses of each system, said Professor Adams, and that legitimate differences of opinion exist as to which is superior for a research university on a commuter campus at the heart of a major metropolitan area. It seems clear, however, that there is a steady drift within the state and around the nation for the semester system and for an increasing interdependence between the U of M and other colleges and universities with which it interacts, and is likely to interact with in the years ahead. Transfer of courses among schools is just one issue, the possibilities for sharing of courses is another, and political pressure to change to the semester system may increase.

The resolution, Professor Adams noted, simply says that if a change is to be made, the Senate would like the University to make the decision by the beginning of the next academic year; that a date certain be set for the change to take place; that resources be made available to accomplish the change in an educationally sound manner; that the changes be made in ways that support the educational, research, and outreach missions; and that the planning process go forward in full consultation with the governance system and the academic units. If the University goes forward with the shift to semesters, it will be important that the next few years be used to look at ways to reduce, refine, and remodel the curricula to support the goals of U2000. The Consultative Committee, Professor Adams said, has also discussed using this opportunity to reconcile the several different calendars already in use at the University, to unify the registration system and record keeping, and to automate and rationalize the scheduling of classroom use.

With little further discussion, the resolution was approved by a majority of members present and voting.

APPROVED

VII. SENATE CONSULTATIVE COMMITTEE Academic Freedom and Responsibility Statement Information and Discussion

Academic Freedom and Responsibility Statement

The Regents of the University of Minnesota reaffirm the Principles of Academic Freedom and Responsibility. These are rooted in the Belief that the Mind is ennobled by the Pursuit of Understanding and the Search for Truth, and the

State well served when Instruction is available to All at an Institution dedicated to the Advancement of Learning. These Principles are also refreshed by the Recollection that there is a Common Bond through all the Arts:

COMMUNE VINCULUM OMNIBUS ARTIBUS

Academic Freedom is the Freedom to discuss all relevant matters in the Classroom, to explore all Avenues of Scholarship, Research and Creative Expression and to speak or write as a public Citizen without institutional Discipline or Restraint. Academic Responsibility implies the faithful Performance of Academic Duties and Obligations, the Recognition of the Demands of the Scholarly Enterprise and the Candor to make it clear that the Individual is not speaking for the Institution in Matters of public Interest.

Questions regarding academic freedom or academic responsibility shall be resolved in accordance with the "Regulations Concerning Faculty Tenure" or other applicable University procedures.

JOHN ADAMS, Chair
Senate Consultative Committee

DISCUSSION:

Professor Adams introduced the discussion of the proposed Academic Freedom and Responsibility Statement. He reminded senators that the Board of Regents, as part of its 3-year cycle of reviews of Regents policies, asked the Consultative Committee (SCC) to examine the three existing policy statements on academic freedom and responsibility and to recommend a single statement that the Board could adopt as a replacement for the earlier three. Last fall the SCC presented to the Senate a statement which built upon the brief but elegant statement on the books. In late winter a working group revised the draft, improving its content but losing some of its elegance in the process. At that point the SCC was in agreement with its content but not its form. It asked Regents Professor Rutherford Aris, one of the University's finest wordsmiths and a chemical engineer "to try his hand at transmuting our base prose into gold." The above statement is the result of Professor Aris' work. Professor Aris indulged his preference for the 18th Century style of capitalized nouns, which the SCC believes adds a nice but faintly archaic flavor to the presentation. The Latin phrase, Professor Adams said, comes from the Regents' Seal. Some colleagues, he said, have remarked that it is beautifully crafted and poetic, but it may come across as a bit "precious" to the world outside the walls of the University. Others have said that with the proper preamble, it says what needs to be said about academic freedom and responsibility and says it extremely well.

The floor was then opened for discussion, but none was forthcoming. The proposed statement is scheduled to be brought back for action at the next Senate meeting.

VIII. PRESIDENT'S REPORT

President Hasselmo began his remarks with an update of U2000. A vision has been articulated, he said, that envisions the University as a global, land-grant, research university--a first rate institution for the 21st century--successful in meeting the changing expectations of higher education, responding to changing demographics and to an increasingly diverse society, helping to enhance the social and economic health of Minnesota and the upper Midwest, and responding to the shift of society and the economy from a local to a global scale, through research, educational, and outreach programs of outstanding quality. University 2000 is premised on the assumption that the University will continue to be one of the premier research universities of the nation and the world. Quality will be a hallmark of every activity of the University.

Eighteen critical measures have been placed on the table, the President said, five of which have been approved by the Board of Regents. The second phase of critical measures are under discussion and review and it is expected they will be submitted to the Regents in June for information and in July for action. Senate and Assembly committees have actively participated in their development.

President Hasselmo also called attention to the "President's Work Plan for Fiscal year 1994-95" which was distributed to senators. It provides a comprehensive overview of the University's primary endeavors. The five primary goals were formulated in consultation between the Board of Regents and the President, the supporting outcomes--and by extension the action plans and time lines--were developed in collaboration with the University's senior administrative officers. The President said the Work Plan incorporates the critical measures and those performance goals developed to date for U2000 and encompasses outcomes identified in the biennial budget request. As a composite, the Work Plan facilitates the process of tracking and assessing progress toward outcomes undertaken to realize the vision of U2000 and to fulfill the University's mission.

The administrative reorganization adopted by the Regents last September turns executive authority and accountability over to the three chancellors and three provosts on the Twin Cities Campus. That provostal reorganization, the President said, has taken a major step forward with the appointments of Provosts William Brody, C. Eugene Allen, and W. Phillips Shively. President Hasselmo then welcomed and introduced Provosts Allen and Shively, both of whom received a warm round of applause from senators.

Reporting on the biennial request, the President recalled for senators that the University asked for \$87 million in investments on the part of the State for essential developments under U2000. The Governor recommended approximately \$61 million, the House voted to increase that to \$62 million, and a Senate bill is working its way through committees at the rate of \$58 million. While this would provide an infusion of funds to invest in U2000 initiatives and would provide some funding for the compensation base, there is no question that the University and all of higher education in this country faces major challenges at this time. Challenges that can be described as a "crisis." On the other hand, the President said, the University has enormous opportunities. He is confident the right vision has been established for what the University should be and that plans are being developed that can move the University into the 21st Century with confidence.

U2000 is the University's plan and it has a fundamental vision behind it that says it will remain one of the leading research universities of the country. This means it will have to invest in those centers of excellence in research, scholarship and artistic activity that are going to be the intellectual sources from which it will draw strength in the future. That is one of the challenges the chancellors and provosts will be deeply involved in with the deans, faculty, staff, and students. In the land-grant spirit, it will be important to ensure that the University has delivery systems that can give society access to the University's knowledge through educational programs. In this same spirit it is also important to have networks to make the knowledge available to those who can use it, be it in economic development in Minnesota communities or in international activity.

In closing, the President expressed appreciation to senators and committee members for their interest and active participation in shaping the future of the University.

IX. QUESTIONS TO THE PRESIDENT

Question: Will you please distribute to the faculty and staff a brief summary of your vision for U2000 and describe why you believe it to be a revolutionary change?

Response: [The requested summary was distributed.] U2000 is not revolutionary in changing the University's basic vision and mission. Those remain the same--outstanding research, education, and outreach. It is revolutionary, though, in the changes that will need to be made in how things are done and in the kinds of choices that will be required in the coming years.

Question: Will the Provost for Health Sciences be permitted to cancel all Health Sciences faculty raises for this year, in effect allowing him to rescue the flagging Medical School by taxing the other schools in the Health Sciences which have been productive, solvent, and relatively scandal-free?

Response: A compensation plan for the University has not been adopted yet and cannot be adopted until final

decisions are made at the State. Those decisions are not expected until late May. At that time the University can develop a compensation plan. That plan will be firmly guided by the recently completed report of the Compensation Working Group, chaired by Professor Carl Adams. There is no intention to take money away from one unit in order to make salary adjustments in other units. The University is evaluating, however, to what extent it needs to have different salary plans for different segments of the University. It is quite clear that different parts of the University face different competitive pressures. But it is also important that a basic sense of fairness be applied as well.

Question: Two other questions related to the relationship among the different Health Science units and the challenges that the Health Sciences face in the new health care environment.

Response: With the leadership of Provost Brody, every possible avenue will be explored for dealing with the financial challenges facing the Health Science units, with due consideration to fairness among units, including both the funding and compensation for those units.

X. SENATE CONSULTATIVE COMMITTEE REPORT

Professor John Adams, Chair of the Senate Consultative Committee, drew senators attention to two handouts distributed at the door: 1) a report from the Senate Social Concerns Committee concerning the University investment policy in the People's Republic of China, and 2) statements prepared by the Faculty Consultative Committee concerning the selection of the provost for arts, sciences, and engineering. He also reminded senators about the new faculty/staff periodical (KIOSK) that is entering an eight publication trial period. The initiative for this project came out of the Faculty Affairs Committee and received strong support from Vice President Mel George and University Relations. During the trial period, focus groups will be formed and surveys will be conducted to determine whether there is support for the continuation of the publication.

It is anticipated that a task force to review governance will be established by the end of spring quarter, reported Professor Adams. During the remainder of the year, the Consultative Committee and other Senate committees will also participate in and respond to budget decisions that will be made within the next couple of months, will actively participate in discussions about a possible change to the semester system, will work with the administration to move forward with U2000 initiatives, and will continue its participation in discussions concerning Responsibility Center Management.

XI. OLD BUSINESS

Ms. Barbara Thompson, GAPSA senator, urged the Consultative Committee to move quickly to establish the Governance Task Force, particularly in view of the fact that the three provosts are now in place.

XII. NEW BUSINESS

NONE

XIII. TRIBUTE TO DECEASED MEMBERS OF THE UNIVERSITY COMMUNITY

FACULTY

**Robert C. Bright
1928-1995**

Robert C. Bright (Bob), 66, died February 16, 1995, in his apartment in Eaglecrest Commons in Roseville, Minnesota. He was born in Salt Lake City, Utah, on December 27, 1928, the son of Ray C. and Merle Ingram Bright. He and his family moved to Preston, Idaho in 1929 where his father managed a lumber company. Bob graduated from Preston High School and then pursued undergraduate studies in Aeronautical Engineering at the University of Idaho and ultimately majored in Geology at the University of Utah. He was first Lieutenant in the U.S. Air Force from 1953-1954. He received his M.S. in Geology from the University of Utah in 1960 and his Ph.D. in Geology with Dr. Herbert Wright at the University of Minnesota in 1963. He was a postdoctoral fellow at the University of Sweden in 1963-64 studying paleoecology, and a research associate with the Limnological Research Center from 1964-65. From 1965-67 he was the State Paleontologist with the Minnesota Geological Survey.

He joined the faculty of the University of Minnesota in 1965, initially in the Geology Department and later in the Department of Ecology, Evolution and Behavior. From 1965 he was Curator of Paleontology and from 1987 to the present, he was Curator of Invertebrates in the Bell Museum of Natural History. He also served as Acting Director (1956-1970) and Associate Director (1978-1980) of the Bell Museum. He started a seed collection in 1970 for teaching and research in Quaternary paleoecology. This collection now contains over 500,000 specimens and is one of the best university-based collections of its kind in the country. He conceived and managed the 1971 Bell Museum of Natural History Art Show which established the Twin Cities as a major wildlife art center, and set the standard for such shows nationwide. Through Bob's efforts, the Bell Museum acquired the Dwight D. Taylor Collection of Mollusks from the Western U.S., one of the most significant in North America for Western material. He also expanded and updated the museum's freshwater mussel collection. He spearheaded and organized the establishment of a graduate minor in Quaternary Paleocology in 1987 at the University of Minnesota.

Bob was elected fellow of the Geological Society of America, and member of many professional organizations. His research expertise was in volcanology, Quaternary geology, limnology, paleobotany, paleontology, paleoecology, Cambrian trilobites, freshwater diatoms, seed and pollen analysis, and malacology. He led many workshops, conferences, and field trips on various topics in geology and paleobotany. He was particularly proud of his involvement (1966-1972) as Director of the Wasatch-Uinta summer field course in geology for undergraduate majors in Park City, Utah. Besides serving as a major advisor and committee member to over a dozen graduate students, he was a mentor to many undergraduate students. Bob believed undergraduates could conduct research. He provided endless opportunities for undergraduate students to experience the natural sciences, allowing and expecting them to participate in the project design, collection, and analysis of data, photography, illustration, and collection management. He spent hours discussing questions, theories, and principles of the natural world, both past and present. Bob was interested in everything from the smallest detail to the grand scheme of things, and was never too busy for his students or anyone else's students. In addition, he supported and participated in educational outreach activities for high school and grade school youth. He is survived by aunts Betha Ingram and Zelma Bright and numerous cousins. His absence is felt especially by his students and colleagues. Memorials to the James Ford Bell Museum of Natural History or donor's choice.

STUDENTS

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XIV. ADJOURNMENT

The meeting was adjourned 3:15 p.m.

**Martha Kvanbeck
Abstractor**