

Minutes*

**Senate Consultative Committee
Assembly Steering Committee
Thursday, October 16, 2003
3:00 – 4:00
Room 238A Morrill Hall**

Present: Arthur Erdman (chair pro tem), Jean Bauer, Charles Campbell, Tom Clayton, Joshua Colburn, Dan Feeney, James Kanten, Levi Kary, Scott LeBlanc, Charles Stech, Teresa Wallace, Carol Wells

Absent: Sean Bell, Susan Brorson, Derek Brunsberg, Emily Hoover, Mary Jo Kane, Marvin Marshak, Judith Martin, Ryan Osero, Jeff Ratliff-Crain, Martin Sampson

Guests: none

Others: none

[In these minutes: (1) Senate reorganization; (2) two athletic policies]

Senate Consultative Committee

1. Senate Reorganization

Professor Erdman convened the meeting at 3:10 and explained that Professor Martin had to leave for a meeting with the mayor. He turned to Professor Feeney to lead the discussion of the proposed reorganization of the Senate.

Professor Feeney reviewed the history of the proposal. It is called the University Senate but it is really the faculty-student senate, he said; by opening up the membership to the other employee groups (professional/administrative staff and civil service staff), it will truly be a University senate. The goal is not to disrupt the operations of the Faculty Consultative Committee, the Student Consultative Committee, the Council of Academic Professionals and Administrators (CAPA), or the Civil Service Committee, or their reporting lines to the President. The Senate Consultative Committee, the steering committee of the University Senate, would not be designed to be a representative body--it should retain a preponderance of faculty, given the nature of the institution--but it would have representatives from all groups. The proposal will be presented for information and discussion at the October 30 meeting of the Senate.

It has been suggested that if individuals find acceptable the organizational chart illustrating the reorganization, Professor Feeney said, and the Senate indicates the proposal should move ahead, he will suggest convening a small group (with perhaps two individuals from each group and Senate staff) to go over the revised constitution and bylaws on a line-by-line basis to be sure that all of the technical details are correctly changed. He suggested that people not focus on the specifics of the language at this point.

* 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 represents the views of, nor are they binding on, the Senate or Assembly, the Administration, or the Board of Regents.

Professor Erdman commented that this has been an orderly process, with good meetings along the way, and that it makes a lot of sense to him. He said he has thought it odd that the President's State of the University address is given to the University Senate, which represents only faculty and students and a very small number of P&A staff.

Mr. LeBlanc reported that the students had a number of questions:

- about the number of student seats in the Senate
- about the number of student seats on the Senate Consultative Committee
- about the reporting lines for the committees on educational policy, research, and others
- jurisdictional questions.

Mr. Stech inquired if the Duluth faculty in the bargaining unit might have ex officio membership in the Senate or on committees. He was informed that the bargaining unit had indicated it did not wish to have such representation; Professor Feeney added that such representation might be construed as an unfair labor practice by the University.

One concern of the students, Mr. LeBlanc said, is the allocation of seats on the committees. For example, the Senate Committee on Educational Policy will report to the Faculty Senate; the Faculty Senate could, theoretically, remove all student seats on the committee. Professor Feeney said he would work on language to ensure that would not happen, because that is clearly not the intent.

Ms. Wallace said that CAPA would like to have some of the Senate committees have secondary reporting lines to CAPA. Professor Feeney said that would be fine and that the organizational chart could be changed to reflect it. [The proposal as it stands establishes a primary reporting line for each committee to a steering committee/senate and also identifies secondary reporting lines so that, for instance, in the case of a committee that reports to the Faculty Senate but has a secondary reporting line to the Student Senate or CAPA, either of the latter two bodies could request information or reports from the committee in question, or that the committee take up a particular issue.] Ms. Wallace said CAPA understands that the reports would be on "as needed" basis.

The students may wish to have 7 seats on the Senate Consultative Committee, rather than 6, in order to ensure that all student groups are heard, Mr. Weiske said. They would also like to have secondary reporting lines for some committees. Professor Feeney said these arrangements could probably be worked out without trouble. He said that any reorganization would likely not be in effect until fall, 2005, because the plan would need to be approved by the Senate and then by the administration and Board of Regents. There is virtually no way that any plan could be adopted quickly enough to hold elections this spring for a new senate in the fall of 2004.

Professor Erdman asked if the group approved bringing the plan to the Senate for initial discussion. The Committee voted unanimously to do so.

Professor Erdman now adjourned the Senate Consultative Committee and convened the Assembly Steering Committee.

Assembly Steering Committee

Professor Erdman reported that there are two items from the Advisory Committee on Athletics (ACA) that require action by this body. One is the Competition and Anti-Discrimination Policy and the other is the ACA Statement on Integrating Academics and Athletics. Both items had received a great deal of discussion last year, Professor Erdman said, and brought to this Committee for action now. If approved here, the items go to the Twin Cities Campus Assembly for information.

With respect to the second item, Professor Erdman said, there has been a great division between faculty and students, on the one hand, and athletics, on the other, on this campus. The goal is to remove that chasm between the two. Professor Feeney inquired if two of the points in the statement (meetings between coaches and faculty with students about majors and career opportunities and the opportunity for recruits to meet with faculty in colleges where they might wish to enroll) provide preferential treatment for student-athletes. They do not, Professor Erdman said; these are opportunities open to any students. Coaches are NOT to call instructors about a student-athlete in a class, but both faculty and coaches are University people who should be able to talk to each other.

The Committee approved the statement unanimously.

The second item, the anti-discrimination policy, calls for the University to avoid scheduling home events (i.e., at the University of Minnesota) with schools that use Native American mascots, and that when such teams are playing at Minnesota, the mascots, nicknames, and symbols will not be displayed (except as they may already be on uniforms, equipment, and apparel). This policy is intended to recognize the sensitivities that exist, Professor Erdman said, but it is also realistic; it is not likely that the University will refuse to play North Dakota in hockey nor is it likely that a women's team will refuse to play another team here in an NCAA championship because of a Native American mascot. It does not mean the University will not play against Illinois in football at the Metrodome.

The policy before the Committee has been reviewed and approved by a significant number of groups and individuals, Professor Erdman reported: the Faculty Academic Oversight Committee for Intercollegiate Athletics, the American Indian Advisory Committee, Julie Sweitzer (Director of the Equal Opportunity Office), the Senate Committee on Equity, Access & Diversity, Vice President Kathryn Brown, and the President.

This does not appear to "make every effort" as the policy says, Professor Campbell commented. The schools that use such mascots will not be permitted to use them at Minnesota, Professor Erdman said. This needs to be separated from athletic conferences of which the University is a member. Men's basketball games are scheduled five years ahead; perhaps in five years the University will not schedule a basketball team with a Native American mascot.

Mr. LeBlanc said he had reservations about this policy. Why is it limited to Native Americans? Are there others that could also be offended (e.g., the Fighting Irish of Notre Dame)? This is a step towards the end, Mr. Colburn said. Mr. Steil said that the American Indian community has expressed opposition to the use of Native American mascots; the Irish have not. The best the University can do is express disapproval, he said. This is a good first step, Mr. Colburn said, especially given the history of the Morris campus (which was an Indian school in earlier years).

Will the University make an effort not to schedule non-conference opponents with a Native American mascot, Mr. Colburn asked? That is perhaps the next step, Professor Erdman said. The

original language in the policy called for avoiding non-conference opponents that use Native American mascots, but ACA decided the policy would be stronger if it did not contain that qualifier.

What the policy says is that the University will play anyone but will not allow the display of Native American mascots and the rest is rhetoric, Professor Clayton said.

Professor Erdman said he would bring the Committee's questions to Mr. Maturi, the Athletic Director. He agreed with Mr. Colburn that this is a step in the right direction and it would decrease the impact of the policy if it stipulated non-conference opponents only. The policy recognizes, however, that the University cannot control the use of mascots unless it wishes to take itself out of the Big Ten and the Western Collegiate Hockey Association.

Ms. Wallace said it seemed like ACA had done a good job of recognizing where it had control and where not. The policy could be more meaningful as time goes on. The motivation of all the groups, Professor Erdman said, is to have a strong statement that the University can show to other schools and hope that it has some effect.

Professor Feeney moved that the policy be approved. The Committee approve it 4-0 with 5 abstentions.

Professor Erdman adjourned the meeting at 4:00.

-- Gary Engstrand

University of Minnesota