

1999-00

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

No. 2

**UNIVERSITY SENATE MINUTES  
DECEMBER 2, 1999**

The second meeting of the University Senate for 1999-00 was convened in 25 Law Building, Minneapolis campus, on Thursday, December 2, 1999, at 2:08 p.m., as a joint meeting of the University Senate, Faculty Senate, and Twin Cities Campus Assembly. Coordinate campuses were linked by telephone. Checking or signing the roll as present were 120 voting faculty/academic professional members, 22 voting student members, 1 ex officio member, and 4 nonmembers. President Mark Yudof presided.

**1. ANNOUNCEMENTS**

The announcement was made that there would not be a Senate/Assembly meeting on December 9.

**2. MINUTES FOR SEPTEMBER 30, 1999  
Action by All Bodies**

The University Senate, Faculty Senate, Student Senate, and Twin Cities Campus Assembly minutes are available on the Web at the following URL:

[http://www1.umn.edu/usenate/u\\_senate/990930sen.html](http://www1.umn.edu/usenate/u_senate/990930sen.html)

**DISCUSSION:**

With no discussion a vote was taken and the motion was approved.

**APPROVED**

**3. TRIBUTE TO DECEASED MEMBERS OF THE UNIVERSITY COMMUNITY**

The Senate rose to pay tribute to the following members of the University Community. Memorials appear in an appendix to these minutes.

**FACULTY/ACADEMIC PROFESSIONALS**

Richard D. Byrne  
Professor

Music  
1928-1999

Samuel Kirkwood  
Professor  
Biological Science  
1920-1999

Joseph J. Latterell  
Professor  
Chemistry - UMM  
1932-1999

Pearl P. Rosenberg  
Assistant Dean  
Student Affairs - Medical School  
1923-1999

Susan M. Sackett  
Assistant Librarian  
Minitex  
1958-1999

Carlo A. Terzuolo  
Professor  
School of Medicine  
1925-1999

Dennis D. Warnes  
Professor  
West Central School and Experiment Station - Morris  
1933-1999

George M. Yamane  
Professor  
School of Dentistry  
+1999

## **STUDENTS**

Zoo Chuyangheu  
Institute of Technology

Chad Swanson  
College of Liberal Arts

#### 4. ADMINISTRATIVE RESPONSES TO SENATE AND ASSEMBLY ACTIONS

##### University Senate

###### Education in the Responsible Conduct of Sponsored Research and Grants Management Policy

Approved by the: University Senate April 22, 1999  
Administration May 1999  
Board of Regents PENDING

###### Principal Investigator Eligibility on Sponsored Projects Policy

Approved by the: University Senate April 22, 1999  
Administration July 1999  
Board of Regents PENDING

###### Amendments to the University Senate Constitution

Approved by the: University Senate Nov. 5, 1998, April 22, 1999, May 20, 1999  
Administration July 1999  
Board of Regents PENDING

##### Faculty Senate

###### Amendments to *Faculty Tenure*

Approved by the: Faculty Senate April 22, 1999  
Administration PENDING  
Board of Regents PENDING

###### Interpretation of *Faculty Tenure*

Approved by the: Faculty Senate April 22, 1999  
Administration July 1999  
Board of Regents PENDING

###### Amendment to the Judicial Committee Rules of Procedure

Approved by the: Faculty Senate April 22, 1999  
Administration PENDING  
Board of Regents PENDING

###### Intellectual Property Policy

(<http://www1.umn.edu/usenate/policies/intelpropertycp.html>)

Approved by the: Faculty Senate May 20, 1999  
Administration July 1999  
Board of Regents October 8, 1999

###### Resolution Concerning Retention of Faculty Lines

Approved by the: Faculty Senate September 30, 1999  
Administration PENDING

Board of Regents - no action required

### **Twin Cities Campus Assembly**

#### Amendments to the Twin Cities Campus Assembly Constitution

Approved by the:     Assembly April 22, 1999 and May 20, 1999  
                           Administration July 1999  
                           Board of Regents PENDING

### **5. SENATE/FACULTY CONSULTATIVE COMMITTEE REPORT**

Professor Fred Morrison, chair of the Senate Consultative Committee (SCC), reported that the committees have been dealing with athletics, which will be discussed later in the meeting. Other items that will be brought to the Senate in the future include a report from the Student Academic Integrity Committee (SAIC) dealing with academic integrity in general. A forum will be held on this topic from 1 - 3 p.m. on Tuesday, December 7 in this room. The President, students, and people in the governance structure will be there to speak and hear comments. The SAIC will then have a preliminary report for discussion at the February Senate meeting so that this topic can be concluded at the April Senate meeting.

Secondly, the Health Plan Task Force (HPTF) has been studying the health insurance issues and its chair, Professor McGehee, will be speaking later in the meeting.

The third issue is a follow-up from the Joint Committee on Academic Appointments that was chaired last year by Professor Kent Bales. A task force, including deans and faculty, has been working on this issue and a report should be ready in a few weeks. This might then be an action item in February.

Lastly there is a Budget Task Force which should be reporting within the next month. Some of these items will be included for information in February.

Additionally, all Senate and Assembly committees continue to be working on their specific topics and generating future agenda items.

### **6. COMMITTEE ON COMMITTEES** **1999-00 Committees of the University Senate, Faculty Senate,** **and Twin Cities Campus Assembly** **Action by All Bodies**

#### **MOTION:**

To approve additional members of the various Senate/Assembly committees for 1999-00: (A simple majority by all bodies is required for approval.)

University Senate committee memberships for 1999-00:

**DISABILITIES ISSUES - Students:** Amanda Perlman, Jessica Voigts.

**EDUCATIONAL POLICY - Students:** Tina Rovick, Rita Snider, Lisa Wersal, Jennifer Wright, Bradley Wuotila, 1 to be named.

**EQUAL EMPLOYMENT OPPORTUNITY FOR WOMEN - Academic Professionals:** Elizabeth Leach.

**FINANCE AND PLANNING - Students:** Vinay Nangia, Shana Saeger, Olufunke Rose Samuel, Rachel Sullivan.

**INFORMATION TECHNOLOGIES - Civil Service:** Jeff Johnson. **Students:** Percy Chaby, Stephen LaPlant, Kevin McDowell.

**LIBRARY - Students:** Amy Kudronowicz, Stephen LaPlant, Amy Myrbo, Walter Sargent.

**RESEARCH - Students:** Patricia Gladchild, Barbara Van Drasek, Bradley Wuotila.

**SOCIAL CONCERNS - Civil Service:** John Jensen. **Students:** Selma De Ridder, Meghan McCauley, Stephanie Root, Jennifer Young, 3 to be named.

**STUDENT AFFAIRS - Students:** Sabeen Altaf, Jeremy Dressen, Percy Chaby, Ryan Nagle, Shane Naslund, Stephanie Root, 2 to be named.

**FOR INFORMATION:**

**ALL-UNIVERSITY HONORS - Students:** Jenny Carrier, Carrie Mak, Anne Schullo.

**COMMITTEE ON COMMITTEES - Faculty/PA:** Francisco Ocampo.

Faculty Senate committee memberships for 1999-00:

**FACULTY AFFAIRS - Students:** Janet Holdsworth, Meghan McCauley.

**JUDICIAL - Faculty:** Marty Rossmann, James Van Alstine.

Twin Cities Campus Assembly committee memberships for 1999-00:

**EDUCATIONAL POLICY -Students:** Tina Rovick, Rita Snyder, Lisa Wersal, Bradley Wuotila.

**INTERCOLLEGIATE ATHLETICS - Faculty/PA:** William Clapp, Pete Magee, Robert Pickert. **Faculty Representatives:** Mariah Snyder. **Students:** Jenny Carrier, Shelley Miller, 1 to be named.

**STUDENT BEHAVIOR - Faculty:** Carol Shield. **Students:** Ben Bowman, Megan Ellingboe, Irene Kao, Amy Kudronowicz, Craig Limesand, Kevin McDowell, Amanda Perlman, Olufunke Rose Samuel, John Schmit, Anne Schullo, Jennifer Young.

**FOR INFORMATION:**

**COMMITTEE ON COMMITTEES - Faculty/PA:** Francisco Ocampo.

KAREN KARNI, Chair  
COMMITTEE ON COMMITTEES

**DISCUSSION:**

With no discussion a vote was taken and the motion was approved.

**APPROVED**

**7. FACULTY COMMITTEE ON COMMITTEES  
Nominating Committee, Faculty Steering Committee and the  
Academic Health Center Provostal Faculty Consultative Committee  
Action by the Faculty Assembly and UMD Faculty Senators**

**MOTION:**

That the Faculty Assembly and UMD faculty senators approve the following group of individuals to serve as the Nominating Committee to name six candidates to fill, by election, three 2000-03 TC/UMD vacancies on the Faculty Assembly Steering Committee/Senate Consultative Committee and six candidates to fill, by election, three 2000-03 vacancies on the Academic Health Center Provostal Faculty Consultative Committee.

John Beatty, Chair (College of Biological Sciences)  
Mary Dempsey (Medical School)  
John Eyler (Medical School)  
Allen Isaacman (College of Liberal Arts)  
Toni McNaron (College of Liberal Arts)  
Deon Stuthman (College of Agricultural, Food, and Environmental Sciences)

**COMMENT:**

The Twin Cities Campus Assembly Bylaws require approval of the Nominating Committee by the Faculty Assembly and UMD faculty senators.

KAREN KARNI, Chair  
COMMITTEE ON COMMITTEES

**DISCUSSION:**

With no discussion a vote was taken and the motion was approved.

**APPROVED**

**8. HEALTH PLAN TASK FORCE  
Information for the Faculty Senate**

**REPORT TO THE FACULTY SENATE**

**Richard McGehee**

**December 2, 1999**

**BACKGROUND**

The University's health benefit package is determined by the State of Minnesota through collective bargaining between the State Department of Employee Relations and the unions representing organized employees. State statute spells out this process and gives the University the option of joining the resulting group insurance program.

The State Joint Labor Management Committee is charged with monitoring existing plan performance and studying the possibilities for modifying the plan designs. The committee's recommendations are used as the basis for collective bargaining. Although the University does not participate in the collective bargaining, the University has traditionally had representation on the State Labor Management Committee.

The University's Health Plan Task Force (HPTF) was constituted in Fall 1997 in response to the loss of Medica Premier as an option. It was originally appointed by FCC, SCFA, and AAUP, and charged with studying the long term solutions to the health benefits crisis. It is currently expanding and becoming a joint administration/governance initiative.

**RECENT DEVELOPMENTS AT THE STATE**

- "Care System Approach" did not come to pass
- Instead, we got "modified status quo":
  - Price up 23-42% plus
  - Medica Premier out; Preferred One in
  - All plans now "self-insured"
- "Status Quo is not an option": State plans to continue moving toward a Care System Approach for 2002

**HPTF ACTIVITIES FOR 1999-00**

- Conduct a major study of the options
  - A consulting company has been identified -- to Regents for Approval December 9

- The Task Force is currently being expanded
- Define a continuing process for future health benefits changes

**TIMETABLE**

Dec 1999 - Mar 2000	Task Force conducts surveys, focus groups, and plan design development
Apr 2000 - Jun 2000	Request for Information (RFI) process
Jul 2000 - Aug 2000	RFI responses evaluated and prospective proposers interviewed
Sep 2000 - Oct 2000	Report to and consult with University governance system
Oct 2000	University administration reviews recommendations
Nov 2000 - Dec 2000	Recommendation from administration to the Board of Regents

RICHARD MCGEHEE, Chair  
HEALTH PLAN TASK FORCE

**DISCUSSION:**

Professor McGehee, chair of the Health Plan Task Force (HPTF), distributed a handout that detailed the background of this process. He noted that when he last reported to this body, a year ago, he expressed a degree of optimism that the state was heading towards a "Care System Approach." Returning to the handout, he noted that this did not happen. Other changes did occur, such as self-insurance which allows the state to get more usage data from the health care providers.

He commented that people tell him that things are fine as is so nothing should be changed. What these people do not realize is that if the University does nothing, things will change and not always for the better.

In the meantime, the HPTF will be expanding its membership to include union representatives and students, and the administration has agreed that the task force can seriously study what it would mean to separate from the state. To facilitate this task, the HPTF has found a consultant to work with. The company will go through purchasing and then needs Regents' approval. The two issues to be addressed are whether there is some way for the University to purchase health insurance for its employees that would be an improvement over what the University currently has with the state and what kind of process would be needed by the University each year to make sure that health insurance is being purchased which is effective for the administration as well as the employees.

In closing he noted the web address on the handout as a source of information and said that the HPTF welcomes input.

**9. SENATE/ASSEMBLY CONSTITUTIONAL AMENDMENT  
Action by All Bodies**

**COMMENT:**

As an amendment to the Constitution, this motion requires a 2/3 majority of all voting members (132) at this meeting for approval, or a majority (100) of all members at two successive meetings.

**MOTION:**

To amend the University Senate Constitution, Article III, Section 1; and Twin Cities Campus Assembly Constitution, Article II, Section 1, as follows (language to be added is underlined; language to be deleted is ~~struck-out~~):

*University Senate Constitution - Article III. University Senate*

1. Membership

The University Senate shall be composed of the following voting members: (a) the president of the University; (b) members of the Senate Consultative Committee, who shall serve as ex officio voting members; and (c) the elected faculty, academic professional, and student representatives of the various institutes, colleges, and schools of collegiate rank, and the Graduate School. Only elected faculty or academic professional representatives or properly designated faculty and academic professional alternates shall serve as the Faculty Senate; the elected student representatives shall serve as the Student Senate. Each member of the University Senate shall represent the University as a whole. ~~Academic officers with class titles 9302-9329 shall serve as ex officio nonvoting members.~~ The deans, vice presidents, chancellors, provosts, the University Librarian, and the General Counsel shall serve as ex officio nonvoting members. Student body presidents of the Twin Cities, Duluth, Morris, and Crookston student bodies, and the president of the Graduate and Professional Student Assembly, shall, if not otherwise elected, serve as ex officio nonvoting members.

*Twin Cities Campus Assembly Constitution - Article II. Twin Cities Campus Assembly*

1. Membership

The Assembly shall be composed of the following voting members: (a) the president of the University; (b) the Twin Cities campus members of the Senate Consultative Committee, who shall serve as ex officio voting members; and (c) the elected faculty, academic professional, and student representatives of the various institutes, colleges, and schools of collegiate rank, and the Graduate School. Only elected faculty/academic professional representatives or properly designated faculty/academic professional alternates shall serve as the Faculty Assembly; the elected student representatives shall serve on the Minnesota Student Association Forum, or the Graduate and Professional Student Assembly, as designated by the Student constituency in the electing college. Each member of the Assembly shall represent the Twin Cities campus as a whole. ~~The Twin Cities campus academic officers with class titles 9302-9329 shall serve as ex officio nonvoting members.~~ The Twin Cities campus deans, vice presidents, provosts, the

University Librarian, and the General Counsel shall serve as ex officio nonvoting members. The student body president shall, if not otherwise elected, serve as an ex officio nonvoting member.

**NOTE:** The title "vice president" includes individuals with the term vice president, senior vice president, or executive vice president. It does not include associate vice president or assistant vice president.

**COMMENT:**

There are two reasons the Senate Consultative Committee proposes this change. First, a constitution should not have a technical item such as appointment class numbers in it. Second, the individuals included in that list of class titles includes associate and assistant deans, associate and assistant vice chancellors and provosts, and so on; the number of ex officio members of the Senate/Assembly created by this language exceeds 100. Few of these people attend Senate/Assembly meetings; many are unaware that they have ex officio Senate/Assembly membership.

The Senate Consultative Committee believes that the ex officio members of the Senate/Assembly should be limited to the chief academic and administrative officers of the University, and that those individuals should be strongly encouraged to attend Senate/Assembly meetings and take part in the deliberations.

In order that the information about Senate/Assembly agenda items is effectively communicated throughout the institution, however, the Senate office will continue to distribute copies of Senate agendas to those individuals who have class titles 9302-9329.

FRED MORRISON, Chair  
SENATE CONSULTATIVE COMMITTEE

**DISCUSSION:**

A senator made a friendly amendment to modify the Assembly language to "student body presidents" which would include the three student body presidents on the Twin Cities campus.

Professor Fred Morrison, chair of the Senate Consultative Committee (SCC), did not accept this as a friendly amendment since it was not made ten days prior to the meeting.

With no further discussion a vote was taken and the motion was not approved with only 126 in favor and none opposed. The motion did pass provisionally and would return at the February meeting.

**NOT APPROVED**

**10. SENATE BYLAWS AMENDMENT  
Action by the University Senate**

**COMMENT:**

As a bylaw amendment, this motion requires a majority of all voting members (100) at one meeting for approval, or a majority of all members present and voting at two successive meetings. This motion did not receive a majority of all voting members at the September 30 meeting, but did receive a majority of all members present at the meeting. A majority of all members present and voting at this meeting is required for approval.

**MOTION:**

To amend the University Senate Bylaws, Article III, Section 8, as follows (additions are underlined):

**8. FINANCE AND PLANNING COMMITTEE**

The Finance and Planning Committee serves as the consultative body to the president and senior academic officers on all major issues of budget and planning, including the capital request.

The Committee may, from time to time, act as a Twin Cities campus committee, and take up matters exclusively of concern to the Twin Cities, and may appoint subcommittees to deal with issues that pertain only to the Twin Cities Campus.

**Membership**

The Finance and Planning Committee shall be composed of 8 faculty/academic professional members, 4 students, 2 civil service staff members, and ex officio representation as specified by vote of the Senate. Faculty/academic professional and student members shall be nominated by the Committee on Committees with the approval of the Senate. Civil service members shall be appointed by the president in consultation with the Civil Service Committee. All terms (except student terms) shall be for four years. The Committee may, on its own authority, add to its ex officio membership by requesting that faculty or student chairs and/or other members of standing subcommittees serve on the Committee.

**COMMENT:**

For a number of years, the Committee on Finance and Planning (SCFP), by provisions in the Senate bylaws, had two representatives from the former Subcommittee on Facilities Management. When reference to the subcommittee was deleted from the Senate bylaws, provision for the membership of the subcommittee on SCFP was also deleted. The Subcommittee has, however, been reconstituted as the Subcommittee on Twin Cities Facilities and Support Services, has worked diligently and productively on issues for the last several years, and SCFP has invited its chair and another representative to join SCFP meetings. Those individuals, however, had no formal status at the meetings; SCFP wishes them explicitly to be recognized as valuable and contributing members of SCFP.

**DISCUSSION:**

With no discussion a vote was taken and the motion was approved.

**APPROVED**

**11. SENATE/ASSEMBLY BYLAWS AMENDMENT  
Action by All Bodies**

**COMMENT:**

As a bylaw amendment, this motion requires a majority of all voting members (100) at one meeting for approval, or a majority of all members present and voting at two successive meetings. This is the first meeting at which this item is being presented for action.

**MOTION:**

To amend the University Senate bylaws, Article II, Rules for Committees of the University Senate, and Twin Cities Campus Assembly bylaws, Article II, Rules for Committees of the Twin Cities Campus Assembly, as follows (new language is underlined; language to be deleted is ~~struck out~~):

*University Senate bylaws* - Article II. Rules for Committees of the University Senate

1. All committees of the Senate shall keep ~~records~~ minutes of their meetings and proceedings. Copies of these ~~records~~ minutes shall be placed on file with the clerk of the Senate and shall be available for inspection. ~~Portions of minutes that contain private data about individuals are accessible only to the subject of the data and to University employees whose work assignments reasonably require access to the information. In cases where provision has thus been made for confidential treatment of committee minutes, the committee involved shall prepare and file with the clerk of the Senate a version of the minutes of the committee meetings that contains all information other than detailed information about individuals. [Refer to Guidelines for Senate Committee Minutes.]~~ Committee minutes should not contain information considered private or confidential under the provisions of state or federal law.

[no other changes]

*Twin Cities Campus Assembly bylaws* - Article II. Rules for Committees of the Twin Cities Campus Assembly

1. All committees of the Assembly shall keep ~~records~~ minutes of their meetings and proceedings. Copies of these ~~records~~ minutes shall be placed on file with the clerk of the Assembly and shall

be available for inspection. ~~Portions of minutes that contain private data about individuals are accessible only to the subject of the data and to University employees whose work assignments reasonably require access to the information. In cases where provision has thus been made for confidential treatment of committee minutes, the committee involved shall prepare and file with the clerk of the Assembly a version of the minutes of the committee meetings that contains all information other than detailed information about individuals. [Refer to Guidelines for Assembly Committee Minutes.]~~ Committee minutes should not contain information considered private or confidential under the provisions of state or federal law.

## **FOR INFORMATION:**

The Senate Consultative Committee approved the following revision to the guidelines for preparation and distribution of minutes of Senate committees.

### **Guidelines for Senate/Assembly Committee Minutes**

All committees of the University Senate shall record minutes of meetings to serve as an official record and as a means of communication to the University community. The following shall serve as guidelines on committee minute format, procedure, and distribution:

#### **Format**

- Minutes shall be prepared so that general topics are easily identifiable, members (present and absent) and guests are indicated, and all pages contain the committee's name and meeting date.
- Committee minutes shall include on the first page the following disclaimer:

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 views of, nor do they bind, the Assembly or Senate, the Administration, or the Board of Regents.

#### **Procedures**

- Minutes shall be prepared within a timely period.
- When committees elect to go into closed or executive session, ~~the chair of each committee minutes shall keep contain~~ a list of all topics discussed in its closed meetings ~~make the list available upon request, and include the list in the annual report to the Senate. [Senate Bylaws, Article II, section 6]~~
- ~~Portions of minutes that contain private data about individuals are accessible only to the subject of the data and to University employees whose work assignments reasonably~~

~~require access to the information. In cases where provision has thus been made for confidential treatment of committee minutes, the committee involved shall prepare and file with the Clerk of the Senate a version of the minutes of the committee meetings that contains all information other than detailed information about individuals. [Senate Bylaws, Article II, Section 1]~~

- Committees shall formally approve their minutes. They may delegate this responsibility to the chair. It shall be left to the discretion of the committee to decide whether formal approval shall occur before distribution.
- A copy of the minutes from each committee meeting shall be kept on file in the Senate office.

### **Distribution**

~~In the interest of University communication, Senate practice shall be appropriately general rather than restricted distribution.~~

- Minutes shall be posted on the web.
- ~~Mailing lists for the distribution of committee minutes shall be maintained and minutes, therefore, shall not be available on Gopher.~~
- Internal Distribution: Minutes shall routinely be distributed to committee members and other appropriate University individuals identified by the committee at the beginning of the academic year. Others at the University may request that their name be added to the mailing list. Normally, minutes will be distributed by electronic mail where possible or unless otherwise requested.
- External distribution: Copies of the minutes of a particular meeting shall be sent to those outside the University making such a request. If such requests involve particular topics, all relevant minutes should be included.

~~These distribution guidelines pertain to all committees when they are meeting in open session. Distribution guidelines for committees meeting in closed session are outlined under "procedures" above.~~

(prepared March 1993)

### **COMMENT:**

The Senate Consultative Committee recently reviewed the Guidelines for Senate/Assembly Committee minutes and the Senate/Assembly bylaw that speaks to how minutes are to be prepared. SCC recommends to the Senate/Assembly the proposed revisions, in order to bring the bylaws into conformity with long-standing and efficient practice.

**DISCUSSION:**

With no discussion a vote was taken and the motion was approved with 125 in favor and none opposed.

**APPROVED**

**12. ASSEMBLY CONSTITUTIONAL AMENDMENT  
Action by Twin Cities Campus Assembly Only**

**COMMENT:**

As an amendment to the Constitution, this motion requires a 2/3 majority of all voting members (117) at this meeting for approval, or a majority (89) of all members at two successive meetings. This motion received a majority of all voting members at the September 30 meeting, but not 2/3 majority of all voting members. It requires a majority of all voting members at this meeting for approval.

**MOTION:**

To amend the Twin Cities Campus Assembly Constitution, Article VI, as follows [~~deletions are struck out~~]:

**ARTICLE VI. AMENDING PROCEDURE**

An amendment to this Constitution shall be approved either by a two-thirds majority of all voting members of the Assembly at a meeting, or by a majority of all voting members of the Assembly at each of two meetings; and provided the proposed amendment has been distributed, in writing, to the persons and in the manner provided in Article II, Section 5, for distribution of the Assembly agenda, at least ten days prior to the date of the vote on the approval of the proposed amendment. An amendment shall be effective following approval by the Assembly; ~~the University Senate~~, and the regents.

**COMMENT:**

In the course of preparing a bylaw change for the Assembly, Senate staff discovered that the Assembly constitution requires that the University Senate must approve Twin Cities Campus Assembly constitutional amendments. No other campus assembly has such a requirement in its constitution, and no one was able to identify a rationale for such a provision. The Business and Rules Committee recommends that the requirement be deleted.

FRED MORRISON, Chair

**DISCUSSION:**

With no discussion a vote was taken and the motion was approved with 110 in favor and none opposed.

**APPROVED**

**13. SENATE CONSULTATIVE COMMITTEE  
ASSEMBLY STEERING COMMITTEE  
Report on Intercollegiate Athletics  
Information and Action**

- A. *FOR INFORMATION: Report of the Senate Consultative Committee, the Special Senate Committee on Student Academic Integrity, and the Review Panel on Sexual Misconduct and Domestic Abuse Investigations (20 minutes).*

Copies of the reports by the Special Senate Committee on Student Academic Integrity and the Review Panel on Sexual Misconduct and Domestic Abuse Investigations can be found on the web at the following URLs, respectively.

<http://www1.umn.edu/usenate/reports/saicreport.html>  
<http://www1.umn.edu/usenate/reports/shreport.html>

- B. *FOR ACTION: Motion to Endorse the Resolution of the Senate Consultative Committee/Assembly Steering Committee (40 minutes).*

**MOTION:**

To approve the following resolution that the Senate Consultative and Assembly Steering Committees approved on November 11, 1999.

**THE SENATE CONSULTATIVE COMMITTEE** (constituted, with respect to paragraphs 1–13 as the Twin Cities Assembly Steering Committee)–

1. **RECOGNIZES** the contributions of hundreds of students and dozens of coaches who participate in the varsity athletic programs of the Twin Cities Campus while fulfilling their obligations as members of the University and greater communities, and **CONGRATULATES** them on their accomplishments and **EXPRESSES APPRECIATION** for their contributions to our University;
2. **CONDEMNS** the misconduct of the few who have brought disrepute onto the athletic program and onto the University and **DEPLORES** the failure of those responsible for the

management and oversight of those programs to exercise the necessary control to maintain the standards that the University community rightfully expects;

3. **CALLS UPON** the University administration to make clear the responsibility and accountability of those who, by their acts and omissions, have brought this situation upon all of us;

4. **CENSURES** any faculty member who may be found willingly to have participated in any acts of academic misconduct;

#### Academic Integrity

5. **RECOGNIZES** that while the integrity of each individual is essential, some structural relationships seem better able to sustain the integrity of the program than others do;

6. **RECOMMENDS** that the President of the University separate responsibility for operation of the athletic departments from responsibility for the academic counseling and compliance functions, as recommended by the Special Committee on Student Academic Integrity (recommendations 1-4 of the "Clayton Report" <http://www1.umn.edu/usenate/reports/saicreport.html>);

7. **ACCEPTS** the substantive recommendations of the Clayton Report as amplified by this Committee, and **CALLS UPON** the University administration to implement them immediately;

8. **EMPHASIZES** recommendation 12 of the Clayton report that coaches and other athletic department personnel be prohibited from contacting faculty or teaching assistants about the academic performance of individual students, except through the counseling office;

#### Governance of Athletics

9. **RECOGNIZES** that responsibility for the governance of athletics is shared, that the President has primary responsibility for the management and operation of the athletic programs and the faculty has primary responsibility for assuring academic integrity, the progress of students toward completion of degrees and responsibility for compliance with applicable standards;

10. **RECOMMENDS**, accordingly, and in order to avoid potential conflicts of interest, that the faculty role be split into two parts, with one part providing oversight of academic progress and compliance and the other part providing advice on other aspects of the athletic programs, with separate committees to perform these two different functions;

11. **RECOMMENDS** that the Assembly amend its by-laws in the following manner, replacing the Assembly Committee on Intercollegiate Athletics with the two committees suggested above, giving them appropriate charges;

12. **REEMPHASIZES** the recommendation of the Clayton Committee that the Faculty Academic Oversight Committee review the transcript of every varsity athlete every semester, not

only to ensure compliance with minimum NCAA and other external rules, but also to ensure that the student is making reasonable progress toward satisfaction of degree requirements, and to take appropriate action in light of that examination;

13. **RECOMMENDS** that the President or his designee, in conjunction with this Committee, review the role, function, and method of selection of the Faculty Representative(s) for intercollegiate athletics;

#### Issues Relating to Student Discipline and Sexual Misconduct

14. **REAFFIRMS** the principle that students participating in varsity athletic programs are entitled to no special privilege or favor with respect to student discipline, and accordingly **APPROVES** the President's determination that no coach or representative of the athletic departments should seek to represent any student in any investigation or proceeding;

15. **WELCOMES** the report of the Review Panel on Sexual Misconduct and Domestic Abuse Investigations (the Evans Report);

16. **RECOMMENDS** that internal student disciplinary proceedings should ordinarily proceed expeditiously, with due regard to parallel criminal or civil proceedings;

17. **ENDORSES** the recommendations of the Evans Report that the members of panels hearing sexual misconduct cases be specially trained in the proper procedures and the limits upon examination and cross-examination of witnesses, that the panels in such cases be of a fixed size, and that the panels meet during normal business hours;

18. **RECOMMENDS** that the President or his designee, in conjunction with an appropriate Senate Committee, conduct a review of the procedures in all student behavior disciplinary procedures in light of the other recommendations contained in the Evans Report, with a view to the simplification and expedition of those procedures, while fully protecting the rights of all involved;

19. **CALLS UPON** the athletic departments immediately to implement the Sexual Awareness Training Program, and calls upon the Directors of the two departments to make a written report to this committee, indicating the numbers of players and coaches, on a team-by-team basis who did and did not participate in this program;

#### Conclusions

20. **THANKS** the members of the Review Panel on Sexual Misconduct and Domestic Abuse Investigations for their thorough and comprehensive report;

21. **THANKS** the members of the Special Senate Committee on Student Academic Integrity for their thorough and comprehensive report and awaits the completion of the more general phase of their report on academic misconduct; and

22. **REQUESTS** the endorsement, by the Senate and the Twin Cities Assembly, of these actions.

**ADOPTED** by the Senate Consultative Committee and Assembly Steering Committee

November 11, 1999

Recommendations

Report of the Special Senate Committee on Student Academic Integrity

(Part I: Athletics)

(As modified by the Senate Consultative Committee 11/11/99)

**A. ORGANIZATIONAL RECOMMENDATIONS**

1. Academic Counseling and Student Services for Intercollegiate Athletics should report to the office of the Provost.
2. The Vice Presidency now concerned with Student Development and Athletics in future should be concerned solely with Student Development.
3. The Athletic Directors should report to a senior central administrative officer who reports directly to the President and could be assigned ad-hoc, a person with authority, institutional support, and unquestionable integrity.
4. The Director of Compliance should report to the President or his designee.

**B. OTHER RECOMMENDATIONS**

5. Coaches are responsible for students' athletic performance and their public behavior as athletes, for recruiting academically capable students for their teams, and for fostering a culture of academic progress as well as of athletic success.
6. Coaches' contracts should include significant incentives for improving the academic performance of the students on their teams.
7. Academic Counseling and Student Services for Intercollegiate Athletics should be responsible for counseling and special tutoring, and for integrating their activities as far as possible with department and collegiate advising and instructional programs.
8. Students in athletics, like other students, are responsible for their own academic performance and personal conduct.

9. Departments and colleges should be responsible for assuming as much responsibility for students in athletics as they do for other students, but no instructor should ever regard it as part of his or her responsibility to help maintain student-athletes' eligibility.

10. The faculty is responsible for enforcing the University's academic standards and for reporting infractions.

11. Athletic officials should be enjoined from attempting to influence anyone with responsibility for admissions to show special favor to prospective students who may participate in intercollegiate athletics. Any contact between athletics and admissions must be limited to written exchanges. (This does not preclude athletic ability from being taken into account in admissions decisions.)

12. Athletic officials are enjoined from attempting to influence others outside the athletic programs to show to students in athletics special favor that is not shown to other students. All contact about an individual student's academic performance should be through academic counselors. (This of course does not preclude normal professional or social coach-faculty interactions.)

13. Athletic officials, including coaches, should be encouraged to share in the activities of the wider University community as far as they can and wish to.

FRED MORRISON, Chair  
SENATE CONSULTATIVE COMMITTEE/  
ASSEMBLY STEERING COMMITTEE

## **DISCUSSION:**

Professor Fred Morrison, chair of the Senate Consultative Committee (SCC), commented that most people are aware of what has happened over the last few weeks and the nature of the outside investigator's report. He then read paragraph one of the proposed motion and said that the coaches and athletes mentioned in that paragraph are the ones most seriously affected by this scandal. He emphasized that students as a whole in these programs have graduation records and GPA's that are above the University average. The President has taken actions with regard to intercollegiate athletic personnel. The governance processes are also involved because it did not exercise effective oversight in athletics. The investigation report notes that a few athletic governance people, particularly Professors Fred Amram and Mariah Snyder, tried at various points to say that these practices were wrong and ought to stop, but they were not listened to. This has lead the governance system to think about restructuring, which the resolution addresses.

He then summarized the several reports that have been issued over the last three months. The first was the Sexual Violence Task Force report; task force members included Professor Sara Evans, past chair of the SCC; Julie Sweitzer, Director of the Equal Employment Opportunity Office; Mark Rotenberg, General Counsel's Office; and Betty Hackett, Director of Student Judicial Affairs. On behalf of the SCC, he thanked the Task Force for its work. He then turned to Professor Evans for comments.

Professor Sara Evans acknowledged Katherine Brown for her service as staff to the committee. The Task Force was charged in early July to respond to the outside counsel's report on the alleged interference in sexual misconduct and domestic abuse investigations. The Task Force was asked to look at current disciplinary procedures, at Student Codes of Conducts, and the ways that the University responds to allegations of sexual misconduct. The Task Force asked specific questions about behavior contracts and who should be present at interviews during internal investigations.

The report that was issued outlines the current state of affairs and establishes a set of guiding principles for the recommendations. None of the changes recommended requires a major change in University policy. The Student Code of Conduct is adequate. Problems arose in the procedures, in the overlapping jurisdictions, and the tendency for some allegations to result in very lengthy investigations or processes which allowed the possibility of ongoing victim harassment.

The basic recommendations are geared towards enhancing the speed with which the University responds to these allegations and the professionalism of its response. All statements that appear in various policies need to be pulled into one clear statement on the topic of sexual assault and domestic abuse. A new streamlined process has also been recommended. The Task Force also argues that instead of the University always deferring to a criminal procedure, the University should proceed independent of other actions with due care. All reports should also go the Student Judicial Affairs Office so that central record-keeping can track multiple offenders. The Task Force also recommends that the University should invest resources to hire a someone with investigative skills, clear knowledge of legal rights, and knowledge about unique issues in sexual assault cases. Lastly, more training should be provided for the Campus Committee on Student Behavior regarding these kinds of cases.

President Yudof thanked the Task Force members. There has been much misinformation about this issue, but there are some complimentary elements in the reports. The University did not find any case of a successful interference with a police investigation. One attempt, from quite a few years ago, involved a coach who is no longer at the University. The University did encounter some issues of insensitivity, poor judgement, and flawed process.

Professor Morrison then said that the second committee that SCC appointed last summer, the Student Academic Integrity Committee (SAIC), was chaired by Regents' Professor Tom Clayton. The charge given to the SAIC was broader than an examination of issues relating to athletics; it was an examination of issues relating to academic misconduct by all students. The first two parts of the charge are to examine the University standards and procedures for dealing with academic misconduct. These issues will be brought by the SAIC to the Senate in February and April.

A third charge was also included and the SAIC chose to do it first: this involved looking at these issues in reference to the athletic programs and the oversight of these programs. The committee members included: Regents' Professor Tom Clayton, English and Classical & Near Eastern Studies; Professor Judith Martin, chair of the Educational Policy Committee; Professor Mary Jo

Kane, SCC member; Professor W. Phillips Shively, Political Science; Betty Hackett, Director of Student Judicial Affairs; Barbara VanDrasek, COGS senator; and Michael Sweeney, CALA senator. He then asked Regents' Professor Clayton to discuss his committee's report.

Regents' Professor Tom Clayton said that this matter has been saturating the media for three weeks so most people have an idea of what has been happening. The committee was appointed in July and began weekly meetings in September and October so that a report could be issued in early November. The SAIC interpreted the charge as restoring academic integrity to the athletic programs and to look at the administrative structure and the relationships between administrators.

Committee recommendations included separating the functions of the athletic directors and the functions of academic counseling from the position of Vice President for Student Development. The SAIC also suggested academic counseling report to the Office of the Executive Vice President and Provost. The recommendations that were made have already begun to be acted on by the President and others at the University. He was informed that basketball players who miss class will face double jeopardy, first academic penalties and second an extra three-mile run after practice. If these practices continue, the future for athletics will be much better than in the immediate past.

President Yudof then thanked the committee for its hard work and agreed with the report that it issued. Separating academic counseling from the Student Development and having it report to the Provost's Office and having athletics report to Tonya Brown, Chief of Staff, were all changes that needed to be made now. Other changes may be made in Ms. Brown's duties for reasons of overload, but this assignment will prevent future conflicts of interest. The SAIC also made some ingenious recommendations which the FCC will continue to work on. Much hard work has been put into these recommendations which will receive his approval and also that of the Board of Regents.

Professor Morrison seconded the vote of confidence for Ms. Brown. Those who have dealt with her have the utmost confidence in her integrity and her commitment to the academic mission of the University.

He reported that on the basis of the SAIC and Sexual Violence Task Force reports, the SCC unanimously passed the resolution up for action at today's meeting. It incorporates as an appendix the executive summary of the SAIC report. The SCC is not ready yet to bring Bylaw amendments, although section B of the resolution asks for Senate approval in principle of future Bylaws changes.

In response to cases that are identified in the investigative report, each will be examined on a case by case basis by a special group of faculty named by the Provost's Office and headed by Professor Warren Ibele. This group will determine whether there is anything to refer to a proper process within the college or disciplinary processes.

With background on the resolution completed, Professor Morrison urged its adoption by the Senate.

A senator commented that, while they approve of the recommendation, the academic misconduct that was in the investigative report could not have happened if course requirements were different. Many students, not only athletes, find it easy to fulfill most course requirements. Out-of-class assignments, such as papers, can be completed by someone other than the student enrolled in the course. Requiring in-class examinations would be one way to ensure that students are completing their own work. Therefore, another recommendation should be to appoint a faculty committee to study course requirements with this problem in mind.

With no further discussion a vote was taken and the motion was approved.

**APPROVED**

#### **14. PRESIDENT'S REPORT**

President Yudof reaffirmed the hard work that each committee put into its various assignments. There was a high quality of consultation between his office and all committees involved. He also constituted his own "gang of four" for difficult personnel matters: Professor Morrison, Professor David Hamilton, Professor Mary Jo Kane, and Professor Judith Martin.

The report was thorough and fair in disclosing significant management problems in addition to the corruption in the basketball program. He noted that this was an unusual crisis because the findings were limited to one sport. The findings will next be presented to the NCAA for their review. All people associated with this problem have been removed through restructuring and personnel changes, therefore he would like to avoid further sanctions for those athletes who were not involved.

Tom Moe has been asked to serve as the Interim Men's Athletic Director and to look at all the systems in athletics. A search will then begin for a permanent director.

#### **15. QUESTIONS TO THE PRESIDENT**

Q: Following media interviews with students, there was a wide-spread perception that rampant cheating was taking place at all levels and programs at the University. An exception has been students in the College of Pharmacy who were proactive about establishing their own Honor Code and council. Will you address increased student responsibility for this type of conduct?

A: National surveys indicate that there is a high percentage of college students who have cheated on at least one occasion. This matter is to be part of the next stage of the Student Academic Integrity Committee's work. Students also need to be involved in decisions, such as whether there be an honor code and what would its penalties be. A recent CIRP survey from UCLA found that 2/3 to 3/4 of students think that cheating is serious.

Q: Will students be included on the search committees for a Men's Athletic Director and a Vice President for Student Development?

A: Students will be included on the searches. First the University needs to determine what belongs in the Student Development Office and whether a dean might be more effective than a vice president.

Q: The resolution that was approved is a significant change from the past. However, under other recommendations there were two items dealing with coaches being responsible for athletes' performance and public behavior and significant incentives for this. Is this an attack on the current culture?

A: Certain aspects of the management style, such as a protective attitude, were troubling to read about. Compliance was more concerned with maintaining eligibility than with students' progress towards a degree. Structural changes have been made, but that is never enough. There is a movement in the Big Ten towards athletic directors who have more managerial experience. Investigative procedures would also have caught these changes from the beginning. In terms of incentives, Coach Monson gets more money for an overall 2.8 GPA than for the team appearing in the Final Four.

#### **16. OLD BUSINESS**

**NONE**

#### **17. NEW BUSINESS**

**NONE**

#### **18. ADJOURNMENT**

The meeting was adjourned at 3:28 p.m.

**Rebecca Hippert**  
**Abstractor**

**DECEMBER 2, 1999**

The second meeting of the Faculty Senate for 1999-00 was convened in 25 Law Building, Minneapolis campus, on Thursday, December 2, 1999, at 2:08 p.m., as a joint meeting of the University Senate, Faculty Senate, and Twin Cities Campus Assembly. Coordinate campuses were linked by telephone. Checking or signing the roll as present were 120 voting faculty/academic professional members, 1 ex officio member, and 4 nonmembers. President Mark Yudof presided.

**1. ANNOUNCEMENTS  
(Senate Agenda Item 1)**

The announcement was made that there would not be a Senate/Assembly meeting on December 9.

**2. MINUTES FOR SEPTEMBER 30, 1999  
(Senate Agenda Item 2)**

The University Senate, Faculty Senate, Student Senate, and Twin Cities Campus Assembly minutes are available on the Web at the following URL:

[http://www1.umn.edu/usenate/u\\_senate/990930sen.html](http://www1.umn.edu/usenate/u_senate/990930sen.html)

**DISCUSSION:**

With no discussion a vote was taken and the motion was approved.

**APPROVED**

**3. ADMINISTRATIVE RESPONSES TO SENATE AND ASSEMBLY ACTIONS  
(Senate Agenda Item 4)****Faculty Senate**Amendments to *Faculty Tenure*

Approved by the: Faculty Senate April 22, 1999  
Administration PENDING  
Board of Regents PENDING

Interpretation of *Faculty Tenure*

Approved by the: Faculty Senate April 22, 1999  
Administration July 1999  
Board of Regents PENDING

Amendment to the Judicial Committee Rules of Procedure

Approved by the: Faculty Senate April 22, 1999  
Administration PENDING  
Board of Regents PENDING

Intellectual Property Policy

(<http://www1.umn.edu/usenate/policies/intelpropertycp.html>)

Approved by the: Faculty Senate May 20, 1999  
Administration July 1999  
Board of Regents October 8, 1999

Resolution Concerning Retention of Faculty Lines

Approved by the: Faculty Senate September 30, 1999  
Administration PENDING  
Board of Regents - no action required

**4. SENATE/FACULTY CONSULTATIVE COMMITTEE REPORT  
(Senate Agenda Item 5)**

Professor Fred Morrison, chair of the Senate Consultative Committee (SCC), reported that the committees have been dealing with athletics, which will be discussed later in the meeting. Other items that will be brought to the Senate in the future include a report from the Student Academic Integrity Committee (SAIC) dealing with academic integrity in general. A forum will be held on this topic from 1 - 3 p.m. on Tuesday, December 7 in this room. The President, students, and people in the governance structure will be there to speak and hear comments. The SAIC will then have a preliminary report for discussion at the February Senate meeting so that this topic can be concluded at the April Senate meeting.

Secondly, the Health Plan Task Force (HPTF) has been studying the health insurance issues and its chair, Professor McGehee, will be speaking later in the meeting.

The third issue is a follow-up from the Joint Committee on Academic Appointments that was chaired last year by Professor Kent Bales. A task force, including deans and faculty, has been working on this issue and a report should be ready in a few weeks. This might then be an action item in February.

Lastly there is a Budget Task Force which should be reporting within the next month. Some of these items will be included for information in February.

Additionally, all Senate and Assembly committees continue to be working on their specific topics and generating future agenda items.

**5. COMMITTEE ON COMMITTEES**  
**1999-00 Committees of the University Senate, Faculty Senate,**  
**and Twin Cities Campus Assembly**  
**(Senate Agenda Item 6)**

**MOTION:**

To approve additional members of the various Senate/Assembly committees for 1999-00: (A simple majority by all bodies is required for approval.)

Faculty Senate committee memberships for 1999-00:

**FACULTY AFFAIRS - Students:** Janet Holdsworth, Meghan McCauley.

**JUDICIAL - Faculty:** Marty Rossmann, James Van Alstine.

KAREN KARNI, Chair  
COMMITTEE ON COMMITTEES

**DISCUSSION:**

With no discussion a vote was taken and the motion was approved.

**APPROVED**

**6. FACULTY COMMITTEE ON COMMITTEES**  
**Nominating Committee, Faculty Steering Committee and the**  
**Academic Health Center Provostal Faculty Consultative Committee**  
**Action by the Faculty Assembly and UMD Faculty Senators**  
**(Senate Agenda Item 7)**

**MOTION:**

That the Faculty Assembly and UMD faculty senators approve the following group of individuals to serve as the Nominating Committee to name six candidates to fill, by election, three 2000-03 TC/UMD vacancies on the Faculty Assembly Steering Committee/Senate Consultative Committee and six candidates to fill, by election, three 2000-03 vacancies on the Academic Health Center Provostal Faculty Consultative Committee.

John Beatty, Chair (College of Biological Sciences)  
Mary Dempsey (Medical School)

John Eyer (Medical School)  
Allen Isaacman (College of Liberal Arts)  
Toni McNaron (College of Liberal Arts)  
Deon Stuthman (College of Agricultural, Food, and Environmental Sciences)

**COMMENT:**

The Twin Cities Campus Assembly Bylaws require approval of the Nominating Committee by the Faculty Assembly and UMD faculty senators.

KAREN KARNI, Chair  
COMMITTEE ON COMMITTEES

**DISCUSSION:**

With no discussion a vote was taken and the motion was approved.

**APPROVED**

**7. HEALTH PLAN TASK FORCE  
Information for the Faculty Senate  
(Senate Agenda Item 8)**

**REPORT TO THE FACULTY SENATE**

**Richard McGehee  
December 2, 1999**

**BACKGROUND**

The University's health benefit package is determined by the State of Minnesota through collective bargaining between the State Department of Employee Relations and the unions representing organized employees. State statute spells out this process and gives the University the option of joining the resulting group insurance program.

The State Joint Labor Management Committee is charged with monitoring existing plan performance and studying the possibilities for modifying the plan designs. The committee's recommendations are used as the basis for collective bargaining. Although the University does not participate in the collective bargaining, the University has traditionally had representation on the State Labor Management Committee.

The University's Health Plan Task Force (HPTF) was constituted in Fall 1997 in response to the loss of Medica Premier as an option. It was originally appointed by FCC, SCFA, and AAUP, and charged with studying the long term solutions to the health benefits crisis. It is currently expanding and becoming a joint administration/governance initiative.

**RECENT DEVELOPMENTS AT THE STATE**

- "Care System Approach" did not come to pass
- Instead, we got "modified status quo":
  - Price up 23-42% plus
  - Medica Premier out; Preferred One in
  - All plans now "self-insured"
- "Status Quo is not an option": State plans to continue moving toward a Care System Approach for 2002

### **HPTF ACTIVITIES FOR 1999-00**

- Conduct a major study of the options
  - A consulting company has been identified -- to Regents for Approval December 9
  - The Task Force is currently being expanded
- Define a continuing process for future health benefits changes

### **TIMETABLE**

Dec 1999 - Mar 2000	Task Force conducts surveys, focus groups, and plan design development
Apr 2000 - Jun 2000	Request for Information (RFI) process
Jul 2000 - Aug 2000	RFI responses evaluated and prospective proposers interviewed
Sep 2000 - Oct 2000	Report to and consult with University governance system
Oct 2000	University administration reviews recommendations
Nov 2000 - Dec 2000	Recommendation from administration to the Board of Regents

RICHARD MCGEHEE, Chair  
HEALTH PLAN TASK FORCE

### **DISCUSSION:**

Professor McGehee, chair of the Health Plan Task Force (HPTF), distributed a handout that detailed the background of this process. He noted that when he last reported to this body, a year ago, he expressed a degree of optimism that the state was heading towards a "Care System Approach." Returning to the handout, he noted that this did not happen. Other changes did occur, such as self-insurance which allows the state to get more usage data from the health care providers.

He commented that people tell him that things are fine as is so nothing should be changed. What these people do not realize is that if the University does nothing, things will change and not always for the better.

In the meantime, the HPTF will be expanding its membership to include union representatives and students, and the administration has agreed that the task force can seriously study what it would mean to separate from the state. To facilitate this task, the HPTF has found a consultant to work with. The company will go through purchasing and then needs Regents' approval. The

two issues to be addressed are whether there is some way for the University to purchase health insurance for its employees that would be an improvement over what the University currently has with the state and what kind of process would be needed by the University each year to make sure that health insurance is being purchased which is effective for the administration as well as the employees.

In closing he noted the web address on the handout as a source of information and said that the HPTF welcomes input.

**8. OLD BUSINESS**  
**(Senate Agenda Item 16)**

**NONE**

**9. NEW BUSINESS**  
**(Senate Agenda Item 17)**

**NONE**

**10. ADJOURNMENT**  
**(Senate Agenda Item 18)**

The meeting was adjourned at 3:28 p.m.

**Rebecca Hippert**  
**Abstractor**

**DECEMBER 2, 1999**

The first meeting of the Student Senate for 1999-00 was convened in 25 Law Building, Minneapolis campus, on Thursday, December 2, 1999, at 11:40 a.m. Coordinate campuses were linked by telephone. Checking or signing the roll as present were 29 voting student members and 1 non-member. Mr. Reid LeBeau, Student Senate Chair, presided.

**1. ANNOUNCEMENTS**

Reid LeBeau congratulated Men's Football Coach Glen Mason for being named Big 10 Coach of the Year. He then reminded students that there will be a Student Forum on Academic Integrity on December 7 from 1 - 3 p.m. in 25 Law Building.

**2. STUDENT LEGISLATIVE COALITION UPDATE**

Reid LeBeau, as Vice President of the Student Legislative Coalition (SLC), reported that Joas Petithomme is the newly-elected SLC President. Lobby Day has also been set for Wednesday, February 23, 2000, and student support and enthusiasm is needed for this event to be successful and to favor the University's request this year.

The SLC has had a few problems this year in terms of administration, communication among members, and record keeping. To combat these issues executive board members have been working on increased communication, a self-audit is being performed, and an executive director has been appointed. With the departure of Suzanne Perl, SLC's professional lobbyist, SLC is considering hiring a student lobbyist to fill this position.

**3. APPROVAL OF STUDENT LEGISLATIVE COALITION 1999-00 AGENDA  
Action**

- To lobby the state legislature for the Presidents request on behalf of the University of Minnesota.
- Lobby Day shall include all campuses of the U of M
- Lobby Day shall be at the state capitol.
- The SLC shall reconstruct its office organization that will include in the future
  - A. An Executive Director at all times
  - B. Current and Balanced Checking records
  - C. A professional and student lobbyist

**DISCUSSION:**

Reid LeBeau presented the agenda and asked for any questions.

A student suggested that the wording for bullet one be amended to "...on behalf of the students of the University of Minnesota."

Reid LeBeau accepted this as a friendly amendment. With no other discussion, a vote was taken and the motion was approved.

**APPROVED**

**4. CAMPUS REPORTS**

Jason Reed, SSCC Chair and MSA Executive Committee member, reported that MSA has been dealing with the Student Service Fees Committee. Last Tuesday, a motion was made to rescind the slate, but it failed. The slate will then be presented to GAPSA next Monday for approval. The 10<sup>th</sup> Avenue Bridge Circulator is now running. According to MSA Vice President Matt Clark, 6 people were needed per ride to be successful, but the response has been double that amount. MSA is also discussing the U-Pass issue.

Sabeen Altaf, the GAPSA representative to the SSCC, stated that GAPSA will be voting on the Fees Committee slate on December 6.

Chaz Rice, Morris SSCC member, said that the chancellor candidates are visiting campus. Yesterday, Samuel Schuman, the current Interim Chancellor, had his visit as an applicant. The search committee for a permanent director of admissions and financial aid recommended that the search be placed on hold. The interim chancellor agreed so the position will be filled on a temporary basis. Morris students are ready to lobby for Phase II of the Science renovation this year. Finally, last year first-year seminar students had a lobby on the mall to free Mumia Abu-Jamal.

Crookston and Duluth did not report since they were not connected for the meeting.

**5. STUDENT SENATE CONSULTATIVE COMMITTEE REPORT**

Jason Reed, SSCC Chair, said that this committee is the executive committee of the Student Senate. This fall the committee has been focused on academic misconduct charges. Information has been presented from athletic administrators and there will still be a few meetings with head coaches and team captains in the next few weeks.

Additionally, the committee has been looking into the Graduation Proficiency Test (GPT) for second languages. The committee is looking into removing the GPT as a graduation requirement. Arguments for this are that no other Big Ten institution requires a second year of a foreign language, let alone a GPT, and that the fourth semester exam of a second language consists of all four parts of the GPT. A letter has been drafted to the CLA Committee on Second Languages and an update will be provided at the February Student Senate meeting.

## **6. STUDENT SENATE CHAIR REPORT**

Reid LeBeau reported that the problems in the athletic department have been a focus this fall. A Forum on Student Academic Integrity has been scheduled for December 7. Panel members include President Yudof, Professor Fred Morrison, Jason Reed, Barbara Van Drasek, and a Regent still to be named. The purpose of the forum is for students to provide their views on what they would like to see happen in terms of academic misconduct. Since this issue affects all students, student opinions need to be heard.

Also being discussed is a change in the orientation for next year's senators from a few hours in the Twin Cities to a possible road trip.

Lastly, he is working on setting up a President's Forum for next year. It would be a meeting of the campus presidents from each campus to brainstorm problems and solutions, as well as funneling more issues to the Student Senate.

## **7. DISCUSSION WITH PRESIDENT YUDOF**

President Yudof began by noting a series of changes that have been made. In terms of athletics, Academic Counseling has been moved to the Office of the Executive Vice President and Provost. Athletics has also been shifted to Tonya Brown's Office and the office will probably convert to a Vice President for Administration. An interim athletic director will also be appointed in a few days.

He noted that students continue to have problems finding affordable parking on campus, accessing financial aid through PeopleSoft, and that Coffman closing is an inconvenience, but last issue will be a great asset for future students. On a positive note, the football team is going to the Sun Bowl in El Paso.

Q: Why are student season tickets for athletic events higher here than at other Big Ten schools?

A: I did not realize this, but I will look into it since it is important to get students at these events.

Q: Is the company that develops PeopleSoft taking responsibility for its recent problems?

A: Yes and it has promised the University some added functionality. One problem is that PeopleSoft is the only company developing this type of software and therefore, if the institutions push too hard, then there is the prospect that the software will never be completed.

Q: How do you feel about recommendation 11 from the Student Academic Integrity Committee (SAIC) report which states that contact between athletic officials and admissions or professors should only be in writing?

A: Athletic officials who visit professors can place undue pressure on the professors. The University would like to have someone from Academic Counseling contact professors instead of coaches. On admissions decisions, it is clear that the University recruited some athletes who had no reasonable prospect of graduating from the University. Admissions personnel need to be shielded from undue influences.

Q: How can this be enforced?

A: Only admissions personnel can admit students. As was stated at the press conference, anyone can dial 911-YUDOF to deal with enforcement.

Q: The Student Legislative Coalition (SLC) has set Lobby Day for February 23. What can SLC and students do to ensure a successful request?

A: Students are very influential at the Legislature. Student groups should get together, become familiar with the request, and then meet with legislators. Many parts of the request are key to the future success of University programs, such as a new art building. Other pieces are for increased health and safety on campus. Students need to remember not to underestimate their influence and to ask their parents to write letters on their behalf.

Q: In the budget request it states that after four or six years each of the campuses is going to have to provide 15% for future buildings. This has raised concern at Morris since this will make expansion very difficult. Why has this been included?

A: This provision is included because when people now request buildings there is no restraint because someone else is paying for it. By having campuses pay 15%, it makes people more accurately and modestly appraise their needs and increases funds for other projects. For units that do not have the resources, then the University will look at their base budgets. Also, the 15% can include philanthropic contributions.

Q: During the union drive last spring, the Unions sent graduate students copies of an internal University report showing that the University ranked ninth in the Big Ten in terms of graduate assistant compensation packages. Since that time there have been some token raises yet health insurance costs have skyrocketed. Overall, not much has changed. Do you feel that this ranking is acceptable, and if not, what steps should be taken to rectify the situation?

A: This ranking is not sound for the University since we are dependent on the quality of graduate students for research and teaching. As far as insurance, the University does not control the rates.

There is a committee looking into cost savings that might be seen if the University separated itself from the state system. Dean Christine Maziar will be setting aside \$50 million from a recent settlement to create a fellowship matching program. Dean Maziar also understands that it is a disgrace for University graduate students to be so low in the ranks and is therefore under general instructions to find other ways to increase compensation.

Q: What is happening with the Student Service Fees lawsuit?

A: This lawsuit is a first amendment challenge because students say that they are being involuntarily required to support organizations whose goals they do not agree with. Initially, I was pessimistic that the Supreme Court would uphold the Wisconsin plan on mandatory fees. After reading the oral arguments, I am more optimistic since it seems that the justices are beginning to see that the mandatory fee is not much different from tuition. If the Supreme Court rules against mandatory fees, it will probably be declared unconstitutional on narrow grounds. It would then be up to each institution to make sure that internal processes do not favor one ideological viewpoint over another. It will be hard to make changes until their ruling is made.

Q: Have you taken any or plan to take any action on recommendations 11 and 12 which deal with contact between coaches and admissions officers or professors?

A: Action will be taken but only after receiving advise from the Faculty Consultative Committee (FCC) and others. There should never be any contact between a coach and a sexual harassment victim. In terms of grades, zero contact would also seem to apply, although some people are concerned that this would isolate the coaching staff too much from the faculty. Therefore, precise language might need to be created for what can and cannot be discussed to eliminate coercive contacts and overt intimidation. If students have any suggestions for language and implementation, this should be forwarded to the President's Office.

Q: What steps are being taken to advertise the Sun Bowl to students?

A: On December 8 there will be an on-campus celebration with free food. At the same time information on flights and tickets will also be available.

Q: Will there be discounted prices for students?

A: I would hope so to get as many students there as possible.

Q: There has been some discussion about changing the Animal Science Department and eliminating all livestock from the St. Paul Campus. What is the current position on this and how can students learn without hands on training?

A: At one time, a soccer field proposal called for five less acres for animals, without the loss of an animals. The soccer stadium was then moved and nothing more was ever mentioned. The campus and department work wonderfully as it is, so there are no plans to change.

## **8. CLASSROOM EXPECTATIONS GUIDELINES**

### **Discussion and Action**

**DRAFT**

#### **Senate Committee on Educational Policy**

#### **Classroom Expectations Guidelines**

#### **Preamble**

All students at the University have the right to a calm, productive, and stimulating learning environment. In turn, instructors have a responsibility to nurture and maintain such an environment. Lively, even heated, discussion is not disruptive behavior. Both instructors and students have a fundamental obligation to respect the rights of each other and an equally fundamental obligation to respect the instructional setting as a place for civil, courteous behavior.

Teaching and learning are vital to the mission of the University. The University believes teaching responsibilities to be of primary importance for its instructors (faculty, graduate teaching assistants, instructors, teaching specialists, etc.) such that performance by instructors shall be taken into consideration in determining salary increases, tenure, retention, and promotion.

#### **I. Expectations of the University:**

1. Provide clean and appropriate classrooms and facilities. People using the classrooms also have an obligation to help keep them clean and in order. See III(7) and IV(8).
2. Provide sufficient and suitable classroom, laboratory, and other instructional space.

#### **II. Expectations of Departments/Divisions:**

1. The course descriptions published in University catalogs and in the Course Guide must be consistent with the content of the actual course taught. Descriptions should make it clear that courses evolve, and content may vary somewhat with the individual instructor. Course descriptions in the course guide should also inform students if there will be specific requirements for out-of-class activities (e.g., "this course will involve three field trips to be scheduled on Saturdays.")
2. All instructors are expected to provide course descriptions for the course guide.
3. Courses should be offered on a schedule, or frequently enough, that permits students to graduate in a timely fashion. All departments are to have a four-year graduation plan in place; they need also to have course offerings that support it.
4. Classes are to be offered at standard times. Abuse of standard class periods leads to inefficient use of classrooms and is disrespectful of students and faculty: students are forced to be late to other classes, and faculty access to classrooms they need is reduced. See

<http://www1.umn.edu/usenate/policies/semclasses.html> (1(a)) and, for the Twin Cities, see <http://www1.umn.edu/usenate/policies/TCclassschedule.html>.

5. Any unclaimed final examinations or other major submitted student work should be retained by the department for at least one semester so that they may be reviewed and/or claimed by students.
6. Departments must maintain records of grades in courses for 10 years. Faculty leaving the University must give all grading records to the department.
7. Departments should communicate with faculty about these expectations.
8. Departments should communicate with the Classroom Management Office about problems in classrooms.

### **III. Expectations of Instructors:**

1. Instructors are responsible for clearly communicating the course objectives at the beginning of each course. Class activities should be directed toward the fulfillment of these objectives and student performance should be evaluated in relationship to these objectives. If an instructor changes the course requirements or materials, students should be given timely notice consistent with the magnitude of the change (e.g., a few days for an additional article to read; some weeks if a research paper is to be added). See also #9, following.
2. Instructors are responsible for informing students in their classes of the methods to be used in determining course grades.
3. Instructors are responsible for informing students of any requirements related to course attendance and participation.
4. Instructors are responsible for informing students of any special attendance requirements for each class taught. This includes, insofar as possible, specific dates, times, and places of additional outside-of-class work such as field trips, study sessions, or extra class meetings, and whether or not attendance at these additional activities will be reflected in the grade.
5. Instructors are responsible for evaluating and returning examinations and other student work with sufficient promptness to enhance the learning experience. Instructors should specify a time frame for retaining student work (e.g. homework, midterm exams, etc.) during the semester. Term papers and comparable projects are the property of students who prepare them; instructors who desire to retain a copy for their own files should state their intention to do so. (It is permissible for a faculty member not to return examinations, but students must then be permitted to review the exam in order to request clarification of a grade.) Instructors are strongly encouraged to provide sufficient graded feedback early in the term and before the deadline for withdrawing from classes to enable students to assess their progress in the course.

6. Instructors are expected to meet their classes at the scheduled times and be prepared for all class sessions. When instructors know in advance of conflicts with particular class dates, they are responsible for working with their unit to make appropriate alternate arrangements. Instructors are also expected to honor class periods; to consistently run longer than the class period is disrespectful or students who may have a class the next hour and it is disrespectful of faculty who are scheduled to teach in the room the next hour.

Instructors are also required to adhere to Senate policy concerning in-term and final exams: Exams during the term may NOT be offered outside of the regular class time unless there is notice in the class schedule. (See <http://www1.umn.edu/usenate/policies/semclasses.html>, Section 1(b).) Final examinations must be offered at the time established by the schedule (but can be changed if certain criteria are met) and it may not be offered during the term (e.g., the last day of classes). (See <http://www1.umn.edu/usenate/policies/semclasses.html>, Section 4, particularly (d), (e), and (f). See also Section 5 about students who are granted absence from a final exam.)

7. Instructors are expected to leave the classroom and its equipment in good order (e.g., clean the blackboards, chairs straightened, electronic equipment shut off). Students may be requested to help neaten and straighten a classroom and furniture. Keeping a classroom in good order includes taking away or disposing of everything one came in with, such as pop cans/bottles, food containers/wrappers, newspapers, etc.
8. Instructors are expected to schedule and keep a reasonable number of office hours for student conferences. Office hours should be scheduled at times convenient to both the students and instructors with the additional option of prearranged appointments for students when there are schedule conflicts. The minimum number of office hours is typically to be agreed upon by the teaching unit.
9. During the first class session of the term, instructors should:

- Introduce themselves and any teaching assistants
- Provide a detailed syllabus containing, at a minimum, the following information:

About the Instructor:

Instructor's name  
Office location  
Office hours  
Phone number(s)  
Fax number  
Email address  
Preferred method of contact (phone, email, fax, etc.)

About the Course:

Course title

Course designator  
Course number  
Number of credits  
Day, time, and place of class meetings  
Brief description of the course  
Required and recommended materials and the location of the materials  
Course goals, objectives, and expectations  
Course prerequisites  
Schedule of assignments, papers, projects, etc.  
Criteria for grading and grading standards (definition of grades)  
(see <http://www1.umn.edu/usenate/policies/gradingpolicy.html>)  
Make-up exam policy  
(see <http://www1.umn.edu/usenate/policies/semclasses.html>, Section 4 (d) to (f) for Senate policy on final examinations and Section 5 (b) concerning mandatory make-up exams for certain students)  
Senate student academic workload policy (see <http://www1.umn.edu/usenate/policies/grades&acadwork.html>, last paragraph)  
Statement on accommodations for students with disabilities (1)  
Statement on classroom conduct (2)  
Statement on academic misconduct (3)  
Statement regarding sexual harassment (4)

For sample statements that can be used on a syllabus, go to [www. \\_\\_\\_\\_\\_](http://www1.umn.edu/usenate/policies/gradingpolicy.html). Syllabi may also include this web site, rather than the statements. Note, however, that Senate policy requires on every syllabus language about the meaning of grades, student academic workload, and the penalty for cheating.

10. Instructors are obligated to report suspected academic misconduct to their department.

11. Instructors are obligated to take steps to have removed from class students who disrupt the educational process because of discourteous, threatening, harassing, aggressive verbal or other behaviors.

#### **IV. Expectations of Students:**

1. Students are responsible for all class meetings and materials, including any information contained in the syllabus. Students are expected to attend all meetings of their courses. They may be excused from class, however, to participate in religious observances and for approved University activities. Instructors must be notified at the beginning of the term about such planned absences.

Students must attend the first class meeting of every course in which they are registered, unless they obtain approval from the instructor before the first meeting. Otherwise, they may lose their place in class to another student. (See <http://www1.umn.edu/usenate/policies/semclasses.html>, Section 3.)

2. Students are expected to do their own work. If it is determined that a student has cheated, he or she may be given an "F" or an "N" for the course, and may face additional sanctions from the University. (See <http://www.gen.umn.edu/courses/1137/conduct.html>, Subd 1, Scholastic Dishonesty, and <http://www1.umn.edu/usenate/policies/gradingpolicy.html>, Section II (2).)
3. Students are responsible for being on time and prepared for all class sessions.
4. Students are responsible for meeting all course requirements, observing all deadlines, examination times, and other course procedures.
5. Students are responsible for seeking help when needed.
6. Students who need special accommodations are responsible for working with the instructor at the beginning of the course, and with the relevant University offices.
7. Students may not make commercial use of their notes of lectures or University-provided materials without the express written consent of the instructor.
8. Students are responsible for helping straighten up a classroom at the end of a class period, if requested to do so by the instructor. Keeping a classroom in good order includes taking away or disposing of everything one came in with, such as pop cans/bottles, food containers/wrappers, newspapers, etc.

#### **DISCUSSION:**

Reid LeBeau said that this document was discussed by the Student Senate Consultative Committee (SSCC) a few weeks ago and was now being brought for comments from student senators.

With no discussion a vote was taken and the motion was approved.

**APPROVED**

### **9. STUDENT ACADEMIC INTEGRITY REPORT PART I: ATHLETICS**

#### **Discussion**

Mike Sweeney, a member of the Student Academic Integrity Committee (SAIC), said that he, along with Barbara Van Drasek, are the students members. The committee also has six faculty and administrators. The SAIC were appointed at the beginning of the year not to look at what happened, but to suggest changes that could be made to prevent future problems. Interviews were held with athletic department administrators, faculty, and students. A large number of the changes that the committee recommended were implemented by the President once he read the investigators report.

Q: Did President Yudof enact recommendation 12?

A: I am not sure which ones specifically were or were not enacted. Most recommendations dealing with reporting lines for athletics and academic counseling were implemented.

Q: Why did the SAIC recommend that the vice presidency be solely concerned with student development and not include athletics?

A: This recommendation was not an attack on McKinley Boston, but simply a clarification of the position. When the position was originally created and someone who had previously been an athletic director was moved into the position, it created the appearance of a super athletic director. For many people at the University, this created the appearance of a conflict of interest. The committee also felt that Athletics, Academic Counseling, and Compliance should not all be reporting to the same individual. Now, Compliance reports to the General Counsel's Office, Academic Counseling is part of the Executive Vice President and Provost's Office, and Athletics reports to Tonya Brown.

Barbara Van Drasek then stated that student development and athletics used to be separate, and was recently combined as an experiment under McKinley Boston's term.

She said that the action recommended from the SAIC is to change the Twin Cities Campus Assembly Bylaws in regards to the Intercollegiate Athletics Committee (ACIA). The SAIC recommended that a new Faculty Oversight Committee be established, whose duty would be to oversee the academic performance and compliance of student athletes. The Assembly Steering Committee (ASC) has also recommended that a second committee be formed, similar to the current ACIA, to assume other duties besides compliance.

Jason Reed stated that what has been reported in the Minnesota Daily is not accurate so students should read the Bylaw amendments for the correct duties assigned to each proposed committee.

## **10. OLD BUSINESS**

**NONE**

## **11. NEW BUSINESS**

**NONE**

## **12. ADJOURNMENT**

The meeting was adjourned at 1:02 p.m.

**Rebecca Hippert**



## **APPENDIX A MEMORIAL STATEMENTS**

### **FACULTY**

Samuel Kirkwood  
1920-1999

Dr. Samuel Kirkwood was born and raised in Edmonton, Alberta, Canada and received his undergraduate education at the University of Alberta. He earned his PhD in biochemistry at the University of Wisconsin in 1947. His education included a break while he served in the Canadian armed services during WWII. His first academic appointment was at McMaster University in Hamilton, Ontario. He came to the University of Minnesota in 1956 to provide a biological side to the world famous carbohydrate chemistry being conducted by Dr. Fred Smith. His areas of interest included degradation of polysaccharides and the mechanism of enzymes involved in sugar metabolism. His laboratory was well known for discoveries in the area of enzyme reaction mechanism. He also collaborated on a project which showed that ruffed grouse can degrade cellulose, a feat previously thought to be unique to ruminants.

Sam was a born teacher. When asked about their most memorable teacher, many graduates of the College of Biological Sciences overwhelmingly named Dr. Kirkwood. He was one of the first to receive the Morse-Amoco award, the highest teaching distinction at the University of Minnesota. He assumed leadership of the General Biology program in 1981. That program had experienced difficulties from decline in interest and enrollment, partly due to its presentation as a television class. He recruited other outstanding teachers to the cause, several of whom have gone on to receive Morse-Alumni awards themselves. This past year, the Alumni association established an endowed teaching award, the Dagley-Kirkwood award, to recognize outstanding teacher contributions to education.

Sam had extremely broad interests. He was a prodigious reader and seemed to remember every detail he read. He was fascinated by history, explorations, weapons, and war. According to a former graduate student, Gary Nelsestuen of the Biochemistry department at the University of Minnesota, laboratory discussions ranged from science, to history (ancient and recent), geopolitics, the (often adverse) impact of nationalism on science, and hunting. In 1969-70 at the height of the cold war, Sam and his family were among a few Americans to take a full year sabbatical in the Soviet Union, where he worked at the Zelinsky Institute in Moscow.

Harrison Tordoff of the Ecology department and a fellow hunter said that Sam loved dogs. As a youth, he spent summers with dog-trainers on the prairies of Alberta. Dogs, particularly retrievers and setters, were an important part of the rest of his life. He was a good marksman with rifles, a fine wing shot on game and clay pigeons, and had an insatiable love of hunting and, in later years, an interest in banding woodcock in the spring.

Sam is survived by his wife Carol of Hugo, Minnesota, his daughter Nancy of Albuquerque, New Mexico, his son Duncan of Eagan, Minnesota and granddaughters Jennifer and Hannah Tennent of Albuquerque. A memorial service and gathering will be held at 2 PM on Saturday,

October 16 in the Cherrywood room in the St. Paul Student Center. Memorials can be sent to the Dagley-Kirkwood Teaching award at the University or to a charity of your choice.

Joseph J. Latterell  
1932-1999

Dr. Joe Latterell, retired Professor of Chemistry at UMM, died October 1, 1999, following an illness of several years.

Born in Benton County, Minnesota on November 2, 1932, Dr. Latterell graduated from Cathedral High School, St Cloud in 1950. He served in the U. S. Army First Armored Division, Ft. Hood, Texas from 1953 to 1955. He earned his B.A. degree from St. John's University, Collegeville in 1959, his M.S. degree in analytical chemistry at Purdue University in 1962, and his PH.D. in analytical chemistry at the University of Colorado, Boulder in 1964.

Dr. Latterell joined the faculty of the University of Minnesota, Morris in 1967 after teaching at John Carroll University, Cleveland, Ohio and working at Standard Oil of Ohio. He was among the earliest of UMM faculty to involve undergraduates in research projects, serving as the Principal Investigator on the Eagle Lake Project, an interdisciplinary study of water quality which involved students and colleagues from biology, sociology, chemistry, economics and geology. This project was initiated in 1974 and concluded with a follow-up study in 1984. He attained the rank of full professor in 1978. In February 1978, he received the Black Student Union Award for Understanding and Concern of Black Students. In 1980, he received the Horace T. Morse – Amoco Foundation Award, the University's highest recognition for excellence in undergraduate education. In 1989, he received the John Tate Award for Excellence in Undergraduate Academic Advising. In 1991, he received yet another award in recognition of his dedication and distinguished service to the education and retention of minority students. These many awards are a testimony to the dedication and commitment to students that Dr. Latterell exemplified so well for his colleagues.

Dr. Latterell was an active member of St. Patrick's Catholic Church, Minden Township, and the Knights of Columbus, Foley. In addition to family and teaching, his life's work was publishing several volumes of family genealogy.

Pearl P. Rosenberg  
1923-1999

Dr. Pearl P. Rosenberg, associate professor in the Department of Physical Medicine and Rehabilitation, and former Dean of Student Affairs, died on September 18. She was born in Boston, Massachusetts in 1923 and attended Radcliffe College and Harvard University. Dr. Rosenberg taught psychology and worked as a clinical psychologist while completing her graduate degrees and for more than a decade prior to her years at Minnesota. Her research interests were focused in the area of group psychotherapy and included publications on such topics as: theoretical concepts in group dynamics and group therapy, experiences of medical students, and leadership and gender issues.

In 1966, Dr. Rosenberg came to Minnesota as a lecturer in the Department of Physical Medicine and Rehabilitation, the Department of Psychiatry, in the division of health care psychology, and with Agricultural Extension. Two years later she began to direct the Medical Student Discussion Group Project and then the Interdisciplinary Team Training in Health Care Delivery Curriculum. In 1970 she was promoted to Associate Professor and in 1971 she joined the faculty of the Human Sexuality Program. Dr. Rosenberg became Assistant Dean for Admissions and Student Affairs in the Medical School in 1973, a position she held for the next fifteen years. After her retirement from the University, Dr. Rosenberg joined the faculty of the Minnesota School for Professional Psychology, and she continued to maintain a private practice in psychology until her death.

During her tenure in the Deans' Office of the Medical School, Dean Rosenberg was held in high esteem and affection by many medical students over the years, who relied upon her for advice, support, and assistance as they progressed through their medical education. During her early years as Assistant Dean, medical school classes contained very few women students, and Dr. Rosenberg took special care to create a supportive environment for them. She received the Chrysalis Feminist of the Year Award in 1983 for her contributions in support of women. Dr. Rosenberg was regularly asked to act as a consultant by many organizations, and she held leadership positions in numerous professional organizations including membership on the Executive Board of the American Group Psychotherapy Association.

With her zest for life, her warm and welcoming manner, and her strong bond to her community, she will be missed by her many friends and colleagues throughout the country, by the hundreds of medical school alumni who knew Dean Rosenberg, by her three children, Dr. Lois Rosenberg, Dr. Carl Rosenberg, and Dr. Sandy Rosenberg, and by her six grandchildren.

Susan Sackett  
1958-1999

With profound sadness we share the news of Susan Sackett's death on Thursday, September 23. She passed away quietly at home around 10:00 p.m.

She was a member of the MINITEX Library Information Network staff since January 1995. Susan worked as a reference librarian for the past nineteen years. Prior to MINITEX, she held positions at James J. Hill Reference Library, St. Paul, Minnesota; Washington County Library, Cottage Grove, Minnesota; and Fountaindale Public Library, Bolingbrook, Illinois. She was an excellent reference librarian; her intelligence, resourcefulness, and tenacious pursuit of information in answer to the questions received by the MINITEX Reference Services unit was a model for us all. She was dedicated to MINITEX. We remember her unfailing cheerfulness and enthusiasm.

Dennis D. Warnes  
1933-1999

Professor Emeritus Dennis D. Warnes died on September 15, 1999 in Morris, MN from the effects of ALS. Professor Warnes worked for the University of Minnesota –West Central

Experiment Station at Morris as the Station Research Agronomist for 26 plus years. He started his research activities with the UM on July 16, 1969 and he retired on June 30, 1995 to spend more time with his family and his family history research. Over the course of his career, Dennis worked with many crop species; crop management systems; and researchers from the College of Agriculture, Branch Stations, USDA-ARS Soils Lab, AURI, farmers, commercial agronomists, and commodity and sustainable Ag groups.

Dr. Warnes was born in 1933, raised on a diversified farm near Stephen, MN and graduated from the Northwest School of Agriculture at Crookston. He received his B.S. degree from North Dakota Agricultural College (NDSU), M.S. from the University of Minnesota, and Ph.D. in Agronomy from the University of Nebraska. His initial professional goal was to become a county extension agent, but soon found himself drawn to plot research in Agronomy on the windy fields of the midwest. During his career at Morris he was noted for his attention to detail and his efforts to minimize extraneous variation in field plot performance trials. He was an excellent collaborator; generously sharing technical support, equipment and his own time with colleagues. Dennis produced a work atmosphere that always showed respect for support staff and a willingness to pitch in during all kinds of weather conditions.

Professor Warnes conducted research on crop variety evaluations, weed control alternatives and herbicide performance testing, utilization of cover crops to provide effective weed control with reduced use of persistent herbicides, warm season grasses for pastures, and starch content variation among corn hybrid varieties. Results of these research efforts helped Minnesota crop farmers make significant improvements in management of their crop production systems. He planned Field Days and educational programs at the experiment station, spoke at countless county crop production meetings and led worker safety training events.

Dennis Warnes was devoted to his wife and children, church, the history of his Norwegian-American family, Kiwanis Club, backyard garden and the University of Minnesota.