

2000-01

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

No. 3

**UNIVERSITY SENATE MINUTES
FEBRUARY 22, 2001**

The third meeting of the University Senate for 2000-01 was convened in 25 Law Building, Minneapolis campus, on Thursday, February 22, 2001, at 2:34 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 114 voting faculty/academic professional members, 36 voting student members, and 3 ex officio members. President Yudof presided.

1. ANNOUNCEMENTS

A meeting of the Faculty Senate may be held on Thursday, May 31, 2001, if needed.

2. MINUTES FOR OCTOBER 19, 2000 and NOVEMBER 16, 2000

MOTION:

To approve the University Senate, Faculty Senate, and Twin Cities Campus Assembly minutes, which are available on the Web at the following URLs. A simple majority is required for approval.

http://www1.umn.edu/usenate/u_senate/001019sen.html
http://www1.umn.edu/usenate/u_senate/001116sen.html
http://www1.umn.edu/usenate/faculty_senate/001019fac.html
http://www1.umn.edu/usenate/faculty_senate/001116fac.html
<http://www1.umn.edu/usenate/tcca/001019tcca.html>
<http://www1.umn.edu/usenate/tcca/001116tcca.html>

**ROBERTA HUMPHREYS, Clerk
UNIVERSITY SENATE/
TWIN CITIES CAMPUS ASSEMBLY**

DISCUSSION:

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

APPROVED

3. TRIBUTE TO DECEASED MEMBERS OF THE UNIVERSITY COMMUNITY

FACULTY/ACADEMIC PROFESSIONALS/STAFF

Daniel V. Bryan
Professor
Communication and Humanities

1918 - 2000

Ralph C. Burbach
Lieutenant Detective
University Police Department
1927 - 2000

Sally E. Carlson
Professor
Mathematics
1896 - 2000

Richard P. Doe
Professor
Medical School
1926 - 2000

Robert Franz
Professor
Sociology/Anthropology - UMD
1939 - 2000

M. Geraldine Gage
Professor
Family Social Science
1926 - 2000

Florence G. Gray
Associate Program Director
Neurology
1924 - 2000

Robert M. Hammel
Assistant Director
Student Support Services
1929 - 2001

Patricia Hasselmo
Associate to the President
1930 - 2000

Robert M. Lander
Research Associate
Mechanical Engineering
1909 - 2000

Harold A. Ludke
Associate Director
Administrative Data Processing
1924 - 1999

Andrew MacLeish
Professor
English

1923 - 2001

M. Virginia Nagle
Professor
Design, Housing & Apparel
1922 - 2000

Morris E. Nicholson
Professor
Chemical Engineering and Materials Science
1916 - 2001

Isabel T. Noble
Professor
Home Economics
1900 - 2000

Lewis G. Palmer
Associate Professor
Mechanical Engineering
1909 - 2001

Ralph A. Piper
Professor
Physical Education for Men
1905 - 2000

Betty Jo Points
Academic Professional
College of Liberal Arts
1924 - 2000

Jesse H. Pomroy
Professor
Biosystems and Agricultural Engineering
1915 - 2001

Alvin L. Schultz
Professor
Medicine
1921 - 2001

Stella Sikkema
Physician
University Health Services
1913 - 2000

Edna Speidel
Research Associate
Physiology
1908 - 2000

Carol E. Troyer
Academic Professional

Human Resources
1949 - 2001

Dorothy G. Verstraete
Associate Professor
Food, Science & Nutrition
1918 - 2001

John R. Winckler
Professor
Physics
1916 - 2001

Donald R. Zander
Associate Vice President
Student Affairs
1926 - 2000

STUDENTS

Aftab Hasnain
College of Continuing Education

Rodney G. Herreid
Graduate School

Reuben K. Jongewaard
College of Natural Resources

Jennifer J. Levine
College of Liberal Arts

Jonathan Thielen
General College

4. ADMINISTRATIVE RESPONSES TO SENATE AND ASSEMBLY ACTIONS Information

University Senate

Policy on Use of Class Notes for Commercial Purposes

<http://www1.umn.edu/usenate/policies/classnotes.html>

Approved by the: University Senate February 24, 2000

Amended by the: University Senate November 16, 2000

Approved by the: Administration December 1, 2000
Board of Regents – no action required

Amendments to the Grievance Policy

Approved by the: University Senate February 24, 2000

Modified by the: Administration July 20, 2000; discussion PENDING

Approved as modified by the: Board of Regents NOT YET SUBMITTED

Report of the Special Senate Committee on Student Academic Integrity (*in principle*)

<http://www1.umn.edu/usenate/reports/saicreportpart2.html>

Approved by the: University Senate April 20, 2000
Administration November 22, 2000
Board of Regents – no action required

Constitutional Amendments to Article III. Constitution (Ex Officio membership)

Approved by the: University Senate September 28, 2000
Administration January 19, 2001
Board of Regents February 9, 2001

Constitutional Amendments to Article III. Constitution (Faculty Senator term of office)

Approved by the: University Senate November 16, 2000
Administration January 19, 2001
Board of Regents February 9, 2001

Educational Materials Conflict of Interest Policy

Approved by the: University Senate November 16, 2000
Administration January 19, 2001
Board of Regents - no action required

Faculty Senate

Amendments to Faculty Tenure (Sections 5.3 and 11)

Approved by the: Faculty Senate April 22, 1999
Administration July 29, 1999
Board of Regents NOT YET SUBMITTED

Interpretation of Faculty Tenure (Section 15)

Approved by the: Faculty Senate April 22, 1999
Administration July 29, 1999
Board of Regents NOT YET SUBMITTED

Amendment to the Judicial Committee Rules of Procedure (Addition to Rule 2b: Vice Chair)

Approved by the: Faculty Senate April 22, 1999
Administration PENDING
Board of Regents NOT YET SUBMITTED

Amendment to the Judicial Committee Rules of Procedure (Revision of 6b: Attorney)

Approved by the: Faculty Senate May 20, 1999
Administration PENDING
Board of Regents NOT YET SUBMITTED

Health Plan Task Force Recommendations

Approved by the: University Senate November 16, 2000
Administration January 19, 2001*
Board of Regents - no action required

*Central Administration has accepted the recommendations of the Health Plan Task Force and has charged a joint faculty/administration task force to carefully review and implement or modify, as appropriate, the recommendations of the Task Force.

Principles Regarding Instructional Personnel

Approved by the: University Senate November 16, 2000
Administration January 19, 2001*

Board of Regents - no action required

*The Resolution of Principles Regarding Instructional Personnel has been received and reviewed by Central Administration. It has been shared with the Council of Deans and other administrative bodies. The administration is in agreement that the Principles support the newly developed policy on academic appointments. The Principles were reported to the Board of Regents by a joint panel of administrators and faculty at their December 2000 meeting. Training sessions for Human Resources personnel and department heads are currently being implemented. The Principles are supported in these training sessions.

Twin Cities Campus Assembly

Constitutional Amendments to Article II. Twin Cities Campus Assembly (Ex Officio membership)

Approved by the: Twin Cities Campus Assembly September 28, 2000
Administration January 22, 2001
Board of Regents February 9, 2001

5. SENATE/FACULTY CONSULTATIVE COMMITTEE REPORT

Professor Fred Morrison, Chair of the Senate Consultative Committee (SCC), said that the principal items that the committee has been dealing with include faculty salaries and health benefits, both of which are agenda items for today.

6. SENATE EDUCATIONAL POLICY COMMITTEE Grade Interpretation Information for the University Senate

FOR INFORMATION:

The Senate Committee on Educational Policy has issued the following Interpretation of the Uniform Grading and Transcript Policy (Section IV (8)), as follows (new language is underlined):

8. A student shall have the right to petition the college scholastic committee or other appropriate body concerning any of the provisions of this policy. No student, however, may initiate an appeal of the grade earned in a course more than one calendar year after the grade was assigned. Changing a grade to a W (withdrawal) is subject to the one-year limitation on appeal set forth in the preceding sentence.

COMMENT:

At its meeting on February 24, 2000, the Senate approved the following change to the bylaws of the Committee on Educational Policy:

The committee shall have the authority to issue interpretations of Senate policies that it has previously introduced to the Senate and which the Senate and the administration have approved. Those interpretations shall be considered part of the policy once the interpretation has been reported for information at the next Senate meeting following committee approval of the interpretation and neither the Senate nor the president makes objection before or at that Senate meeting. The Senate may, by simple majority of those present and voting, vote not to approve the interpretation, in which case it is not part of

the policy. If the president objects, the interpretation must be brought back at the following meeting for a vote by the Senate.

The Committee presents for information an Interpretation it has issued concerning the grading policy. The Committee discussed last spring the situation of a student who finds himself or herself unable to continue attending classes during a semester because of extenuating circumstances (e.g., disabling accident or illness). The option of a retroactive cancellation of registration is provided by the University (which would not result in Ws on the transcript for the courses in which the student had enrolled), but the Committee concluded that at the level of the individual course, an action to change a grade to a W should be taken within a year of the situation that led to the cancellation. As a result of its discussion, the Committee concluded that the grading policy should be clarified to make it clear that changing any grade into a W was also subject to the same one-year appeal limit.

WILBERT AHERN, Chair
SENATE EDUCATIONAL POLICY COMMITTEE

7. SENATE EDUCATIONAL POLICY COMMITTEE
Semester Conversion Amendment
Action by the University Senate

MOTION:

Amend Section 4A of the Semester Conversion Standards, as follows (new language is underlined):

SECTION 4A: The Senate affirms the standard (first adopted by the University Senate on February 16, 1922, and reaffirmed subsequently) that one semester credit is to represent, for the average University of Minnesota undergraduate student, three hours of academic work (including lectures, laboratories, recitations, discussion groups, field work, preparation of assignments, study, and so on), per week, averaged over the term, necessary for an average student taking that course to achieve an average grade in that course. Enrollment for 15 credits in a semester should require approximately 45 hours of work per week, on average, over the course of the semester, to receive an average grade. To achieve a higher grade, more work may be expected. It is expected that the academic work required of graduate and professional students will exceed three hours per credit per week.

Instructional units should periodically review course syllabi to determine whether the course credit is appropriate.

COMMENT:

In reviewing policy titles to make them more understandable on the web, the Committee on Educational Policy (SCEP) discovered that one of the primary elements of the definition of expected per-credit academic work had been omitted when the 1922 standard, re-approved in 1993, was incorporated into the Semester Conversion Standards. The earlier definition provided that each credit for a course is to require approximately three hours of work per week for the average student to obtain an average grade. This grade portion of the definition was inadvertently left out, and SCEP recommends that it be restored.

SCEP also recommends adding the new paragraph to Section 4A of the Semester Conversion Standards, which is essentially the same language that exists in the POLICY STATEMENT ON CLASS HOUR-CREDIT RATIO adopted by the Senate in 1993, most of the provisions of which

were incorporated in the Semester Conversion Standards. It seems to SCEP that a periodic review of workload required in courses is something departments should conduct, and urges with this statement that they do so.

WILBERT AHERN, Chair
SENATE EDUCATIONAL POLICY COMMITTEE

DISCUSSION:

Professor Wilbert Ahern, Chair of the Senate Educational Policy Committee (SCEP), stated that this amendment clarifies grading procedures in terms of the number of hours of work required and asks that instructional units review course syllabi in terms of course credit.

Q: Does the language, as written, imply that a student is entitled to an average grade if s/he works 45 hours?

A: This is not the intent from the language, since the grade should be dependent on the student's performance, not hours.

Q: What is the definition of an average grade?

A: An average grade is defined as a C by the Uniform Grading Policy

A senator said that a class hour is only 50 minutes instead of 60 minutes and the policy should note whether this distinction also applies to work hours.

Professor Ahern then withdrew the item for further review by SCEP.

WITHDRAWN

8. SENATE EDUCATIONAL POLICY COMMITTEE
2002-03 and 2003-04 Calendars
Action by the University Senate

MOTION:

To approve the 2002-03 and 2003-04 calendars. A simple majority is required for approval.

CROOKSTON 2002-2003

Fall Semester 2002 (75 class days)

August 27	Tuesday	Class begins
September 2	Monday	Labor Day holiday
October 18	Friday	In-service workshop (no classes)
November 28-29	Thurs. -Fri.	Thanksgiving holiday
December 13	Friday	Last day of instruction
December 16-19	Mon. -Thurs.	Final examinations
December 19	Thurs.	End of the term

Spring Semester 2003 (75 class days)

January 8	Wednesday	Classes begin
January 20	Monday	MLK holiday
February 21	Friday	In-service workshop (no classes)

March 10-14	Mon. - Fri.	Spring Break
April 18	Friday	Floating holiday (no classes)
May 2	Friday	Last day of instruction
May 5	Monday	Study Day
May 6-9	Tues.-Fri.	Final examinations
May 9	Friday	End of the term
May 10	Saturday	Commencement

May Session 2003 (14 class days)

May 12	Monday	May session begins
May 26	Monday	Memorial Day holiday
May 30	Friday	May session ends

Summer Session 2003 (39 class days)

June 9	Monday	Classes begin
July 4	Friday	Independence Day holiday
August 1	Friday	8-wk summer session ends

MORRIS 2002-2003

Fall Semester 2002 (74 class days)

August 26	Monday	Class begins
September 2	Monday	Labor Day holiday
October 14-15	Mon.-Tues.	Fall Break (no classes)
November 28-29	Thurs. -Fri.	Thanksgiving holiday
December 12	Thursday	Last day of instruction
December 13	Friday	Study day
December 16-19	Mon. -Thurs.	Final examinations

Spring Semester 2003 (74 class days)

January 13	Monday	Classes begin
January 20	Monday	MLK holiday
March 10-14	Mon. - Fri.	Spring Break
May 2	Friday	Last day of instruction
May 3	Sat.	Study day
May 5-8	Mon.-Thurs.	Final examinations
May 9	Friday	Commencement

May Session 2003 (14 class days)

May 12	Monday	May session begins
May 26	Monday	Memorial Day holiday
May 30	Friday	May session ends

Summer Session 2003

May 19-June 20	Term 1	Summer session (24 class days)
May 26	Monday	Memorial Day holiday
June 23-July 25	Term 2	Summer session (24 class days)
July 4	Friday	Independence Day holiday
May 19-July 25	Term 3	Summer session (48 class days)
May 26	Monday	Memorial Day holiday
July 4	Friday	Independence Day holiday

DULUTH 2002-2003

Fall Semester 2002 (72 class days)

September 2	Monday	Labor Day holiday
September 3	Tuesday	Classes begin
November 28-29	Thurs. -Fri.	Thanksgiving holiday
December 13	Friday	Last day of instruction
December 16-20	Mon. -Fri.	Final examinations
December 20	Friday	End of the term

Spring Semester 2003 (74 class days)

January 20	Monday	MLK holiday
January 21	Tuesday	Classes begin
March 17-21	Mon. - Fri.	Spring Break
May 9	Friday	Last day of instruction
May 12-16	Mon.-Fri.	Final examinations

May Session 2003 (13 class days)

May 19	Monday	May session begins
May 26	Monday	Memorial Day holiday
June 5	Thurs.	Last day of class
June 6	Friday	Final examinations

Summer Session 2003 (38 class days)

June 9	Monday	Classes begin
July 4	Friday	Independence Day holiday
August 1	Friday	8-wk summer session ends

TWIN CITIES 2002-2003

Fall Semester 2002 (72 class days)

September 2	Monday	Labor Day holiday
September 3	Tuesday	Classes begin
November 28-29	Thurs. -Fri.	Thanksgiving holiday
December 13	Friday	Last day of instruction
December 16-21	Mon. -Sat.	Final examinations
December 21	Saturday	End of the term

Spring Semester 2003 (74 class days)

January 20	Monday	MLK holiday
January 21	Tuesday	Classes begin
March 17-21	Mon. - Fri.	Spring Break
May 9	Friday	Last day of instruction
May 12-17	Mon.-Sat.	Final examinations

May Session 2003 (14 class days)

May 26	Monday	Memorial Day holiday
May 27	Tuesday	May session begin
June 13	Friday	Last day of class

Summer Session 2003 (39 class days)

June 16	Monday	Classes begin
July 4	Friday	Independence Day holiday

August 8 Friday 8-wk summer session ends

CROOKSTON 2003-2004

Fall Semester 2003 (75 class days)

August 26	Tuesday	Class begins
September 1	Monday	Labor Day holiday
October 17	Friday	In-service workshop (no classes)
November 27-28	Thurs. -Fri.	Thanksgiving holiday
December 12	Friday	Last day of instruction
December 15-18	Mon. -Thurs.	Final examinations
December 18	Thurs.	End of the term

Spring Semester 2004 (75 class days)

January 7	Wednesday	Classes begin
January 19	Monday	MLK holiday
February 20	Friday	In-service workshop (no classes)
March 8-12	Mon. - Fri.	Spring Break
April 9	Friday	Floating Holiday (no classes)
April 30	Friday	Last day of instruction
May 3	Monday	Study Day
May 4-7	Tues.-Fri.	Final examinations
May 7	Friday	End of the term
May 8	Saturday	Commencement

May Session 2004 (15 class days)

May 10	Monday	May session begins
May 28	Friday	May session ends

Summer Session 2004 (39 class days)

June 7	Monday	Classes begin
July 5	Monday	Independence Day holiday
July 30	Friday	8-wk summer session ends

MORRIS 2003-2004

Fall Semester 2003 (74 class days)

August 25	Monday	Class begins
September 1	Monday	Labor Day holiday
October 13-14	Mon.-Tues.	Fall Break (no classes)
November 27-28	Thurs. -Fri.	Thanksgiving holiday
December 11	Thursday	Last day of instruction
December 12	Friday	Study day
December 15-18	Mon. -Thurs.	Final examinations

Spring Semester 2004 (74 class days)

January 12	Monday	Classes begin
January 19	Monday	MLK holiday
March 8-12	Mon. - Fri.	Spring Break
April 30	Friday	Last day of instruction
May 1	Sat.	Study day
May 3-6	Mon.-Thurs.	Final examinations

May 7 Friday Commencement

May Session 2004 (15 class days)

May 10 Monday May session begins
May 28 Friday May session ends

Summer Session 2004

May 17-June 18 Term 1 Summer session (24 class days)
May 31 Monday Memorial Day holiday
June 21-July 23 Term 2 Summer session (24 class days)
July 5 Monday Independence Day holiday
May 17-July 23 Term 3 Summer session (48 class days)
May 31 Monday Memorial Day holiday
July 5 Monday Independence Day holiday

DULUTH 2003-2004

Fall Semester 2003 (72 class days)

September 1 Monday Labor Day holiday
September 2 Tuesday Classes begin
November 27-28 Thurs. -Fri. Thanksgiving holiday
December 12 Friday Last day of instruction
December 15-19 Mon. -Fri. Final examinations
December 20 Friday End of the term

Spring Semester 2004 (74 class days)

January 19 Monday MLK holiday
January 20 Tuesday Classes begin
March 15-19 Mon. - Fri. Spring Break
May 7 Friday Last day of instruction
May 10-14 Mon.-Fri. Final examinations
May 14 Friday End of the term

May Session 2004 (13 class days)

May 17 Monday May session begins
May 31 Monday Memorial Day holiday
June 3 Thurs. Last day of class
June 4 Friday Final examinations

Summer Session 2004 (38 class days)

June 14 Monday Classes begin
July 5 Monday Independence Day holiday
August 5 Thursday 8-wk sum. session classes end
August 6 Friday 8-wk sum. session finals

TWIN CITIES 2003-2004

Fall Semester 2003 (72 class days)

September 1 Monday Labor Day holiday
September 2 Tuesday Classes begin
November 27-28 Thurs. -Fri. Thanksgiving holiday
December 12 Friday Last day of instruction

December 15-20	Mon. -Sat.	Final examinations
December 20	Saturday	End of the term

Spring Semester 2004 (74 class days)

January 19	Monday	MLK holiday
January 20	Tuesday	Classes begin
March 15-19	Mon. - Fri.	Spring Break
May 7	Friday	Last day of instruction
May 10-15	Mon.-Sat.	Final examinations

May Session 2004 (14 class days)

May 24	Monday	May session begins
May 31	Monday	Memorial Day holiday
June 11	Friday	Last day of class

Summer Session 2004 (39 class days)

June 14	Monday	Classes begin
July 5	Monday	Independence Day holiday
August 6	Friday	8-wk summer session ends

COMMENT:

The Senate Committee on Educational Policy (SCEP) intends to present the 2004-05 and 2005-06 calendars for approval in Fall 2001.

WILBERT AHERN, Chair
SENATE EDUCATIONAL POLICY COMMITTEE

DISCUSSION:

Professor Wilbert Ahern, Chair of the Senate Educational Policy Committee (SCEP), stated that this calendar still does not solve the Fall Semester calendar problems for the Twin Cities Campus. With no discussion, a vote was taken and the motion was approved.

APPROVED

9. SENATE RESEARCH COMMITTEE
Financial or Business Conflict of Interest Policy
Action by the University Senate

MOTION:

That the University Senate approve the following amendments to Article I, Section IV (8) Financial or Business Conflict of Interest. New language is underlined; language to be deleted is ~~struck out~~. A simple majority is required for approval.

...

Subd. 8. Significant Financial Interest. “Significant Financial Interest means anything of monetary value as ~~defined in clauses (1) and (2)~~ including but not limited to:

(1) an interest in a business consisting of any stock, stock option, or similar ownership interest in such business, but excluding any interest arising solely by reason of investment in such business by a mutual, pension, or other institutional investment fund over which the employee does not exercise control; or

(2) receipt of, or the right or expectation to receive, any income ~~from such business~~ in one or more of the following forms: a consulting fee, honoraria, salary, allowance, forbearance, forgiveness, interest in real or personal property, dividend, royalty derived from licensing of technology or other processes or products, rent, capital gain, or any other form of compensation.

COMMENT:

The Corrective Actions Agreement between the National Institutes of Health (NIH) and the University of Minnesota that was signed in 1997 pointed out that the definition of "Significant Financial Interest" in the University's "Financial or Business Conflict of Interest" policy does not conform to the Code of Federal Regulations (CFR). Since the policy is intended to deal with issues of conflict of interest, including those that could create violations of federal law, the Senate Research Committee unanimously agreed that such a change should be made. The proposed language conforms exactly to the requirements of the CFR.

The Committee recommends the University Senate approve the change. If it approves, the change will be forwarded to the Board of Regents for action as well, inasmuch as this is both a Senate and a Regents' policy.

**DAVID HAMILTON, Chair
SENATE RESEARCH COMMITTEE**

DISCUSSION:

Professor David Hamilton, Chair of the Senate Research Committee, stated that these amendments are housekeeping in nature to bring the University into compliance with the Code of Federal Regulations in terms of the definition of significant financial interest.

A senator commented that 'significant' is an ambiguous term to be using in this policy.

Professor Hamilton noted that while he agrees, it is the term used in the Code of Federal Regulations, which is what the University agreed to comply with when they signed the corrective actions agreement with the NIH.

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

Professor Fred Morrison, Chair of the Senate Consultative Committee (SCC), asked the University Senate to consider a motion of thanks to recognize the phenomenal work of many individuals, including Professor David Hamilton, Vice President Christine Maziar, and Senior Vice President Frank Cerra, to remove the University from the exceptional status list of the NIH.

While this project utilized the services of 487 individuals, following people were specifically recognized for their work: Arlene Bennett, Biomedical Engineering; Mark Bohnhorst, Office of the General Counsel; Lisa Carlson, Oversight Analysis and Reporting; Steven Crouch, Institute of Technology; Marty Dworkin, Microbiology; Burle Gengenbach, Agronomy and Plant Genetics; Michele Gross, Controller's Organization; Joachim Heberlein, Mechanical Engineering; Kevin Henninger, Academic and Distributed Computing Services; Ross Janssen, Health Sciences Administration; Jeff Kahn, Center for Bioethics; Gail Klatt, Audits; Eric

Klinger, Social Sciences - UMM; Len Kuhi, Astronomy; Mark McCahill, Academic and Distributed Computing Services; Scott McConnell, Institute on Community Integration; Jim McDonnell, Audits; Carrie Meyer, Financial Systems Support; Anne Mockovak, Institute of Technology; Charles Moldow, Medical School Research Programs; Linda Raab, Research; Win Ann Schumi, Oversight Analysis and Reporting; Melinda Sewell, OAR/SPA; Ginger Seybold, Neuroscience; Peggy Sundermeyer, Graduate School; Rob Super, Health Sciences Administration; Mike Volna, Controller's Organization; Liz Wendland, Academic and Distributed Computing Services; Ed Wink; Sponsored Projects; and Linda Woock, Financial Systems Support.

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

APPROVED

**10. UNIVERSITY SENATE/TWIN CITIES CAMPUS ASSEMBLY
RULES AMENDMENT
Student Term Limits on Committees
Action by the University Senate**

COMMENT:

As amendments to the Rules, these motions requires a majority of members present and voting.

MOTION:

To amend the University Senate Rules, Article III, Section 3, as follows (language to be deleted is ~~struck out~~; language to be added is underlined).

ARTICLE III. RULES FOR COMMITTEES OF THE UNIVERSITY SENATE

3. Terms of Membership, Chairing of Committees, and Removal of Members for neglect of Meetings

...

No faculty/academic professional member is eligible to serve more than two consecutive full three-year terms on any one committee. No student members is eligible to serve more than four consecutive one-year terms on any one committee. No committee member is eligible to serve on more than two committees of the Senate at a time. These rotation procedures and limitations do not apply to ex officio representatives.

...

MOTION:

To amend the Twin Cities Campus Assembly Rules, Article III, Section 3, as follows (language to be deleted is ~~struck out~~; language to be added is underlined).

ARTICLE III. RULES FOR COMMITTEES OF THE ASSEMBLY

3. Terms of Membership, Chairing of Committees, and Removal of Members for neglect of Meetings

...

No faculty/academic professional member is eligible to serve more than two consecutive full three-year terms on any one committee. No student members is eligible to serve more than four consecutive one-year terms on any one committee. No committee member is eligible to serve on more than two committees of the Senate at a time. These rotation procedures and limitations do not apply to ex officio representatives.

...

COMMENT:

The Student Committee on Committees noted that there was no student term limit for committees service in the current Senate and Twin Cities Campus Assembly Rules, and therefore proposes that a limit of four consecutive one-year terms on any one committee be approved.

**NICHOLAS DEHNERT, Chair
STUDENT COMMITTEE ON COMMITTEES**

DISCUSSION:

Jason Reed, Chair of the Student Senate Consultative Committee (SSCC), stated that this amendment puts term limits on student committee membership.

An amendment was then made to change 'no student members' to 'no student member' for sentence agreement. This was accepted as a friendly amendment.

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

APPROVED

**11. UNIVERSITY SENATE/TWIN CITIES CAMPUS ASSEMBLY
BYLAWS AMENDMENT
Student Term Limits on the Student Consultative Committee/
Student Steering Committee
Action by the University Senate**

COMMENT:

As an amendment to the Senate Bylaws, the motion requires either a majority of all voting members of the Senate (105) at one regular or special meeting, or a majority of all members of the Senate present and voting at each of two meetings. As amendments to the Twin Cities Campus Assembly Bylaws, the motion requires either a majority of all voting members of the Assembly (91) at one regular or special meeting, or a majority of all members of the Senate present and voting at each of two meetings. This is the first meeting at which these motions are being presented.

MOTION:

To amend the University Senate Bylaws, Article III, Section 3, as follows (language to be deleted is ~~struck-out~~; language to be added is underlined).

ARTICLE III. SENATE COMMITTEES

3. CONSULTATIVE COMMITTEES

...

Student Consultative Committee

Membership

...

~~Students shall serve a one-year term, and are eligible for re-election. No student member is eligible to serve more than three consecutive terms.~~

...

MOTION:

To amend the Twin Cities Campus Assembly Bylaws, Article III, Section 7, as follows (language to be deleted is ~~struck out~~; language to be added is underlined).

ARTICLE III. TWIN CITIES CAMPUS ASSEMBLY COMMITTEES

7. Steering Committees

...

Student Steering Committee

Membership

...

~~No undergraduate student member is eligible to serve more than three consecutive years.~~

...

COMMENT:

The Student Senate Consultative Committee (SSCC) has recently reviewed current term limits on SSCC and the Student Steering Committee. In accordance with the proposed changes in student committee term limits and student senator term limits, we propose to eliminate any reference to term limits within the SSCC and Student Steering Committee sections of the University Senate and Twin Cities Campus Assembly bylaws as student committee term limits will be covered under the Rules of the University Senate and Twin Cities Campus Assembly.

JASON REED, Chair
STUDENT SENATE CONSULTATIVE COMMITTEE

DISCUSSION:

Jason Reed, Chair of the Student Senate Consultative Committee (SSCC), stated that this amendment removes the term limit listed in the Bylaws for the Student Senate Consultative Committee

With no discussion, a vote was taken and the motion was approved with 111 in favor and 0 opposed.

APPROVED

**12. UNIVERSITY SENATE CONSTITUTIONAL AMENDMENT
Student Term Limits in the Senate
Action by the University Senate**

COMMENT:

As an amendment to the Constitution, this motion requires a 2/3 majority of all voting members (140) at this meeting for approval, or a majority (105) of all members at two successive meetings. This is the first meeting at which this motion is being presented.

MOTION:

To amend the University Senate Constitution, Article III, Section 4, as follows (language to be deleted is ~~struck-out~~; language to be added is underlined).

ARTICLE III. UNIVERSITY SENATE

4. Election of University Senate Members

...
e.
...

All student representatives shall be elected for one-year terms and may be re-elected. No student representative may serve more than ~~three~~ four consecutive one-year terms, or any part thereof, in any six year period.

...

Footnote: ^{*} ~~The Senate Parliamentarian ruled in April, 2000, that any student who has served three consecutive terms, or any part thereof, in the Senate must sit out for an academic year before being eligible for re-election to the Senate.~~

COMMENT:

The Student Senate Consultative Committee has recently reviewed current student senator term limits. We believe balancing adequate student representation with turnover is a necessary step towards ensuring the future of student involvement in the University Senate and the Student Senate.

**JASON REED, Chair
STUDENT SENATE CONSULTATIVE COMMITTEE**

DISCUSSION:

Jason Reed, Chair of the Student Senate Consultative Committee (SSCC), stated that this amendment changes the term limits for students in the Senate

With no discussion, a vote was taken and the motion was not approved with only 119 in favor and 3 opposed. This amendment will be brought back to the next University Senate meeting for approval.

NOT APPROVED

**13. UNIVERSITY SENATE BYLAWS AMENDMENT
Student Committee on Committees
Action by the University Senate**

COMMENT:

As an amendment to the Bylaws, this motion requires either a majority of all voting members of the Senate (105) at one regular or special meeting, or a majority of all members of the Senate present and voting at each of two meetings. This is the first meeting at which this motion is being presented.

MOTION:

To amend the University Senate Bylaws, Article III, Section 2, as follows (language to be deleted is ~~struck-out~~; language to be added is underlined).

ARTICLE III. SENATE COMMITTEES

2. COMMITTEE ON COMMITTEES

Senate Committee on Committees

...

Membership

...

Of the undergraduate student members, 3 shall be elected from the Twin Cities campus, and one each from the Crookston, Duluth, and Morris campuses; ~~all elected by the undergraduate Student Senate members from the respective campuses from among their number.~~ The Twin Cities undergraduate members shall be elected by the Twin Cities undergraduate Student Senate members from among their number. The graduate/professional student shall be elected by the graduate and professional Student Senate members from among their number. Crookston, Duluth, and Morris members shall be elected by their campus assemblies. Elections shall be held during spring semester. Terms of membership shall be for one year. Any student committee position that cannot be filled by October 1 will become a Student Senate at-large position and may be filled by the Student Senate Consultative Committee on an interim basis until the next general election.

...

COMMENT:

The Student Committee on Committees felt that requiring coordinate campus Student Committee on Committees members to be from the pool of elected senators severely limited the pool of

eligible students. This amendment removes this requirement for the coordinate campuses, while leaving it intact for the Twin Cities representatives.

**NICHOLAS DEHNERT , Chair
STUDENT COMMITTEE ON COMMITTEES**

DISCUSSION:

Jason Reed, Chair of the Student Senate Consultative Committee (SSCC), stated that this amendment changes the requirement that Student Committee on Committees members from the coordinate campuses have to be elected student senators.

Q: How will the coordinate campus students be elected?

A: Each campuses' student association would determine their own procedures.

With no further discussion, a vote was taken and the motion was approved with 121 in favor and 5 opposed.

APPROVED

14. PRESIDENT'S REPORT

President Yudof reported that the University's 150th anniversary celebration at the capitol was a successful event. He and his wife, Judy, were taken to the capital in a horse-drawn carriage.

He mentioned that Pulitzer Prize winner Tom Friedman will be on campus on February 23 for a lecture and he encouraged everyone's attendance.

He then thanked the faculty and students for their efforts with the legislature. In particular, he mentioned Professors Marvin Marshak and Fred Morrison, Mr. Andy Moore, and the Student Legislative Coalition. Budget targets will be available soon, but the University must maintain its efforts throughout the spring for funding of the entire amount requested, not just a multiple of what the Governor recommended.

The University's message is being heard. One representative said that he has had over 200 contacts from people outside the University who viewed higher education as the number one issue. Many other legislators have reported the same number of contacts with the same message.

President Yudof did participate in a state fly-around this week to emphasis the University as a state-wide jewel. He asked for support for higher education in general, but also for the specific programming that will be possible at the University if the full budget is approved. Another fly-around, to a different area of the state, is planned for this coming week.

He then pointed to a handout detailing a survey that was just completed. He asked senators to read through the information and note the importance of the University to many different areas across the state.

15. QUESTIONS TO THE PRESIDENT

Q: How much of the requested \$221 million does the University need to receive to avoid double digit tuition increases?

A: I do not want to give a figure otherwise people will focus on this number instead of the total amount.

Q: Do you have any comments on the declaration on faculty salaries, which appears later on the docket?

A: The item is reasonable since it consists of a four year phase-in of a salary which would be slightly below the mean of the top 30 research universities. This item needs to be watched during the legislative cycle since programs are meaningless unless there are qualified faculty members to teach them. This is also not like a typical job in that the University must remain competitive to retain its top faculty members and recruit others. Much work also needs to be done to educate the public on faculty salaries.

**16. NOMINATING COMMITTEE FOR THE
TWIN CITIES ASSEMBLY STEERING COMMITTEE
Slate of Candidates
Action by the TC Faculty Assembly and UMD Faculty Senators**

MOTION:

To approve the following six names to stand for election to the Senate Consultative Committee/Twin Cities Assembly Steering Committee, from which three are to be elected by mail ballot by the Twin Cities and non-represented UMD faculty: Arthur Erdman, Candace Kruttschnitt, Leonard Kuhi, Judith Martin, Wesley Miller, and Julia Robinson. A simple majority is required for approval.

FOR INFORMATION:

The Nominating Committee names candidates to fill by the election process three 2001-04 Twin Cities/UMD faculty positions on the Senate Consultative/Assembly Steering Committee, presents the following six names, from which three are to be elected by mail ballot by the Twin Cities and non-represented UMD faculty:

ARTHUR ERDMAN: 1971* IT Distinguished Professor and Morse Alumni Distinguished Teaching Professor of Mechanical Engineering, Institute of Technology. University. Senate member: 1985-1989 (Alternate, 1983-1984), 1997-2000. Committee participation (past and present): Advisory Committee on Athletics, Senate Judicial Committee, Senate Finance Committee, All-University Human Subjects Committee, Senate Committee on Student Affairs, Presidential Scholars Selection Committee, Senate Committee on Committees, Physical Plant and Space Allocation Committee (Chair), Academic Health Center Conflict Review and Management Committee, Assembly Committee on Support Services, University Energy Conservation Committee, University Advisory Committee on the Special Interactive Computational Laboratory, Sports Medicine Advisory Board, Men's Crew Coach for the U of M Rowing Team, University Hybrid Computer Advisory Committee (Chair), Design Institute Executive Committee, Co-Director of the Occupational Injury Prevention and Safety Program, Member of the University Committee to Evaluate the Facilities Models, Biomedical Engineering Center Advisory Board, IT Single Quarter Leave Committee (Chair), University 4-H Computer Project Development Committee, IT Committee on Undergraduate Experience and Honors Program, IT Single Quarter Leave Committee (Chair), IT Alumni Society Board of Directors, Productivity Center (Board), Mechanical Eng. Strategic Planning Committee (Chair), ME Long Range Planning (Chair), ME Upper Division Honors Program (Chair), Biomedical Engineering

Department: Associate Director for External Relations, Executive Committee, Promotion and Tenure Committee (Chair).

CANDACE KRUTTSCHNITT: 1979*, Professor and Chair, Department of Sociology, College of Liberal Arts. University Senate member: 1992, 1997-2000. Committee participation (past and present): Regents' Professorship Nominating Committee, President's Distinguished Faculty Mentor Program, Council on Liberal Education, Planning Committee for President's Forum on Teaching and Learning, Senate Committee to Review Intercollegiate Athletics, Advising Review Committee for Provost Hopkins, Stout-Wallace Graduate Fellowship Section Committee, Council for Policy, Planning and Budget, Senate Judicial Committee, Bush Sabbatical Selection Committee, Review Committee for Dean Julia Davis., Chair CLA Assembly, Council of Chairs, Executive Committee, Leadership Committee, Budget Advisory Committee, Student Academic Affairs, Search Committee for Assistant to Associate Dean, Search Committee for CLA Analyst (Chair), Distinguished Teaching Awards Committee, Composition and Communication Policy Advisory Board, Curriculum Committee, Consultative Committee.

LEONARD KUHI: 1989*, Professor and Chair, Department of Astronomy, Institute of Technology. University Senate member: 1993-96. Committee Participation (past and present): Former Senior Vice President for Academic Affairs and Provost, Senate Committee on Research (Chair), Faculty Consultative Committee (Ex officio), Senate Committee on Finance and Planning (Ex officio), All-University Honors Committee, Senate Subcommittee on Incentive for Managed Growth, Change to Semesters Implementation Task Force, Change to Semesters Coordinating Group, Senate Ad Hoc Committee on the Future of the Research University, Search Committee for Chancellor (Morris), Regents Presidential Search Advisory Committee, Search Committee for Vice President: University Services, Enterprise Project Review Committee, Faculty Education Advisory Committee, Working Group on Intellectual Property Policy, Faculty One Stop Advisory Committee.

JUDITH MARTIN: 1975* Professor of Geography and Urban Studies, College of Liberal Arts. University Senate member: 1993-2000. Committee participation (past and present): CLA Assembly, CLA Curriculum, Instruction & Advising Committee, CLA Honors Committee, CLA Red Motley Award Committee, CLA Bush Sabbatical Committee (Chair), Senate Committee on Educational Policy (Chair), Alumni Award Committee, Arts, Sciences, and Engineering Provostal Advisory Committee, Bush Faculty Mentor, Senate Committee on Academic Integrity, Twin Cities Steering Committee of the Academy of Distinguished Teachers, Senate Consultative Committee (Ex Officio).

WESLEY MILLER: 1980*, Professor, Department of Medicine, Medical School. University Senate Member: 1989-90, 1998-2001. Committee participation (past and present): Director for the Physical Diagnosis course, director of the Blood Pathophysiology course, Director of Internal Medicine Clerkships in 1996, Vice Chair for Education in the Department of Medicine, Medical School Dean's Faculty Advisory Committee, many leadership positions in the Medical School and Academic Health Center.

JULIA ROBINSON: 1980*, Professor, Department of Architecture, College of Architecture and Landscape Architecture and Chair College of Architecture and Landscape Architecture (CALA) Assembly. University Senate member 1988-1991. Committee participation (past and present): Equal Employment Opportunity for Women Committee, Provostal Consultative Committee for Professional Schools, CALA Promotion and Tenure Committee, CALA Curriculum Committee (Chair), CALA Research Council (Chair), CLA Assembly Member, IT Consultative and Appeals Committee, Graduate School Divisional Council Representative, IT Library Committee, IT Commission on Women, University Commission on Women.

The Assembly Steering Committee serves as the executive committee of the Twin Cities Campus Assembly and forms the Twin Cities membership of the Senate Consultative Committee. Senate and Assembly legislation has merged the Twin Cities faculty and non-represented UMD faculty for purposes of Senate Consultative/Assembly Steering Committee elections. Should a non-represented UMD faculty member be elected, that individual will be a member of the Senate and Faculty Senate Consultative Committees, but shall not be a member of the Assembly Steering Committee.

Additional nominations, certified as willing to stand for election, may be made by (1) petition of 12 voting members of the faculties, provided that the petition is in the hands of the Clerk of the Twin Cities Campus Assembly the day before the Twin Cities Campus Assembly meeting, and (2) nominations on the floor of the Assembly. The faculty representatives of the Twin Cities Campus Assembly shall reduce by vote the slate to twice the number to be elected.

Currently serving with terms continuing at least through next year are:

Muriel Bebeau, School of Dentistry
Daniel Feeney, College of Veterinary Medicine
Joseph Massey, College of Natural Resources
Paula Rabinowitz, College of Liberal Arts
Billie Wahlstrom, College of Agricultural, Food, and Environmental Sciences

The terms of Linda Brady (College of Agricultural, Food, and Environmental Sciences), Fred Morrison (Law School), and V. Rama Murthy (Institute of Technology) expire at the end of the academic year.

*Date of initial appointment at the University.

Deon Stuthman, Chair
Martin Dworkin
Shirley Garner
Jo-Ida Hansen
Mostafa Kaveh
Norma Ramsey

DISCUSSION:

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

APPROVED

17. NOMINATING COMMITTEE FOR THE ACADEMIC HEALTH CENTER PROVOSTAL FACULTY CONSULTATIVE COMMITTEE Slate of Candidates Action by the TC Faculty Assembly and UMD Faculty Senators

MOTION:

To approve the following four names to stand for election to the Academic Health Center Provostal Faculty Consultative Committee, from which two are to be elected by mail ballot by the faculty from the College of Pharmacy and the College of Veterinary Medicine: Tom Larson, Michael Murphy, Michael O'Sullivan, and Ronald Sawchuk. A simple majority is required for approval.

FOR INFORMATION:

The Nominating Committee names candidates to fill by the election process two 2001-04 faculty positions (one each from the College of Pharmacy and the College of Veterinary Medicine) on the Academic Health Center Provostal Faculty Consultative Committee, presents the following four names, from which two are to be elected by mail ballot by the College of Pharmacy and the College of Veterinary Medicine faculty:

COLLEGE OF PHARMACY

TOM LARSON: 1981*, Associate Professor, College of Pharmacy. University Senate member: NONE. Committee participation (past and present): AHC Rural Health School Executive Committee (Chair), AHC Rural Health School Site Development Committee (Chair), College of Pharmacy Education Policy Committee (Chair), College of Pharmacy Admissions Committee (Chair), College of Pharmacy Endowed Chair Advisory Committee (Chair), AHC Search Committee Endowed Chair Pharmacotherapy in the Elderly, College of Pharmacy Pharm.D. and External Pharm.D. Curriculum Committee, College of Pharmacy Appointment, Promotion and Tenure Committee, Minnesota DPH Primary Care Workforce Workgroup, Minnesota DPH Health Care Access of Rural Elderly Workgroup, Minnesota Rural Health Association Board of Directors, Pharmacy Rural Education Practice and Policy Institute (Chair), and American College of Clinical Pharmacy Fellow.

RONALD SAWCHUK: 1972*, Morse Alumni Distinguished Teaching Professor, Department of Pharmaceutics, College of Pharmacy. University Senate member: NONE. Committee participation (past and present): Health Sciences Policy and Review Council, Graduate Faculty Nominations and Course Proposals Committee, Advisory Committee on Animal Care Facilities, Health Sciences Learning Resources Committee, Health Sciences Policy and Review Council, Biological Sciences Policy and Review Council, BSPRC Graduate Faculty Nominations Subcommittee (Chair), AHC Faculty Research Development Proposal Review Committee, Fellow of the American Association for Pharmaceutical Sciences, and of AAAS.

COLLEGE OF VETERINARY MEDICINE:

MICHAEL MURPHY: 1987*, Associate Professor of Veterinary Diagnostic Medicine, College of Veterinary Medicine. University Senate member: NONE. Committee Participation (past & Present): AHC Phase I and Phase II Strategic Planning Committee, Strategic Planning, Research, Faculty Council, and Post-Tenure Review Committees. Officer of the American Board of Veterinary Toxicology and Northland Chapter of the Society of Toxicology.

MICHAEL O'SULLIVAN: 1998*, Associate Professor of Veterinary Pathobiology, College of Veterinary Medicine. University Senate member: NONE. Committee Participation (past and present): AHC Faculty Research Development Grant Review Committee, Institutional Animal Care and Use Committee, CVM Animal Biomedical Seminar Series Program Committee, CVM "Vision for Pathology" Committee, CVM Search Committee for Associate Dean of Research and Graduate Studies, CVM Search Committee for comparative and diagnostic pathologist positions, Molecular Veterinary Biosciences Graduate Program Advisory Committee, VPB Search Committee for Microbial Genomic

The Academic Health Center Provostal Faculty Consultative Committee serves as the executive committee of the Academic Health Center Faculty Assembly and reports to the Twin Cities Campus Assembly.

Additional nominations, certified as willing to stand for election, may be made by (1) petition of 12 voting members of the faculties, provided that the petition is in the hands of the Clerk of the Twin Cities Campus Assembly the day before the Twin Cities Campus Assembly meeting, and (2) nominations on the floor of the Assembly. The faculty representatives of the Twin Cities Campus Assembly and UMD Faculty Senators shall reduce by vote the slate to twice the number to be elected.

Currently serving with terms continuing at least through next year are:

Muriel Bebeau, School of Dentistry
James Boulger, UMD School of Medicine
Denis Clohisy, Medical School-Clinical Sciences
Jean Forster, School of Public Health
Marc Jenkins, Medical School-Basic Sciences
Christine Mueller, School of Nursing

The terms of Stephanie Valberg (College of Veterinary Medicine) and Timothy Wiedmann (College of Pharmacy) expire at the end of the academic year.

*Date of initial appointment at the University.

Deon Stuthman, Chair
Martin Dworkin
Shirley Garner
Jo-Ida Hansen
Mostafa Kaveh
Norma Ramsey

DISCUSSION:

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

APPROVED

18. SENATE COMMITTEE ON FACULTY AFFAIRS

Administrative Procedures for the Interim Regents' Policy on Faculty Development Leaves Action by the Faculty Senate

MOTION:

That the Faculty Senate approve the following amendments to the Administrative Procedures for the Interim Regents' Policy on Faculty Development Leaves. New language is underlined; language to be deleted is ~~struck out~~. A simple majority is required for approval.

Administrative Procedures for the Interim Regents' Policy on Faculty Development Leaves

...

2. Kinds of Leaves

...

b. Sabbatical Leaves

...

Section III. Application, Review, and Funding

...

Subd. 5. Supplementary Funding. The \$310,000 annual Bush Salary Supplement Program ~~will be~~ has been discontinued upon implementation of the interim policy and ~~will be~~ has been replaced by an expanded salary supplement pool jointly funded by the Office of the Executive Vice President and Provost (2/3) and the colleges (1/3). A total of \$750,000 ~~is expected to be~~ was available for those taking sabbaticals during the 1999-2000 academic year and \$1,500,000 for each of the subsequent years that the interim policy remains in effect. For sabbatical leaves of two semesters, or 11 months for those on fiscal-year appointments, faculty may request (using procedures established by the college) salary supplementary funds to cover an additional 25% of their recurring salary (not to exceed \$20,000). Candidates are encouraged to seek funding from non-University sources to cover the salary supplement. The college administrator shall provide the Office of the Executive Vice President and Provost an annual report of the faculty granted salary supplement funds.

...

3. Transition from Quarters to Semesters

Subd. 1. Transferring Accrued Credit. Up to six years of credit towards a sabbatical can be transferred under the new policy, so that for 1999-2000 this accrued credit and a worthy proposal make one eligible for a year's sabbatical leave. Up to four years of credit toward eligibility for a single-semester leave may also be transferred. ~~However, during the year 1998-99 those with three years of credit towards eligibility may apply without prejudice for a single-semester leave in 1999-00. In other words, the procedures for awarding single-quarter leaves will remain in effect for applications made during this transitional year for leaves to be taken during the first year of single-semester leaves.~~

...

COMMENT:

This motion is to recommend extension of the current Interim Regents' Policy on Faculty Development Leaves for one year. The additional year will enable a more complete analysis of faculty use of the current policy in order to have more information on which to make recommendations to the Senate for a permanent policy next year. It should be noted that the Bush Salary Supplement Program that provided \$310,000 in supplementary salary support has been replaced by an expanded salary supplement pool of \$1,500,000 for the coming year. Faculty members should note that applying for supplemental funding does not affect positively or negatively the likelihood that a requested sabbatical will be granted.

**RICHARD GOLDSTEIN, Chair
SENATE FACULTY AFFAIRS COMMITTEE**

DISCUSSION:

Professor Richard Goldstein, Chair of the Senate Committee on Faculty Affairs (SCFA), stated that traditionally there were two types of the faculty leaves, single-quarter leave and sabbatical leave. With the change to semesters, the single-quarter leave was changed to a single-semester

leave. An interim policy was created to address this issue. These amendments change future tense to past tense for the policy. He then noted that a permanent leave policy will be brought to the Faculty Senate for approval in the Fall.

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

APPROVED

**19. SENATE COMMITTEE ON FACULTY AFFAIRS
SENATE COMMITTEE ON FINANCE AND PLANNING
Declaration on Faculty Salaries
Action by the Faculty Senate**

January 10, 2001

The Senate Committee on Faculty Affairs and the Senate Committee on Finance and Planning, after meeting in joint session on December 19, 2000, express their deep concerns about the disparity in faculty salaries between the University of Minnesota and its peer institutions and about the impact of this disparity on the quality of teaching and research at the University. We note with dismay that according to recent AAUP salary data, the University ranks 73rd in the nation, not only behind most of the top 30 research universities but also behind schools such as Babson College, Georgia State, Fordham, the University of Connecticut, the University of Delaware, Colby College, Southern Methodist, Hofstra, and Wake Forest. Although these are worthy institutions, their ability to pay higher salaries threatens our ability to remain a distinguished research university. In turn, this threat to the University of Minnesota is a threat to the continued economic well-being of the State of Minnesota.

The disparity in salaries is having a significant and negative impact on recruitment and retention of faculty. All of us on the two committees know of repeated instances where our colleagues have been recruited to other institutions, sometimes to places that lack the intellectual reputation or academic standing of the University of Minnesota. We are also aware of departments that are unable to recruit their top choices for new faculty. These incidents bode ill for the intellectual future of the University.

The University must make a firm commitment to invest in its human capital with the same vigor that it is investing in its physical capital. The recent economic summit made this point clearly and strongly. As officers of the faculty governance system, and on behalf of our colleagues throughout the University, we strongly support the University's biennial request for 4% competitive salary increases for each of the next two years, in addition to the requested 3% inflationary increases. We urge the administration to make every effort to obtain the full increase requested. The State of Minnesota must be continually reminded of the University's contribution to the State's economy. The technology and training provided by the University allow Minnesota to compete successfully in a global marketplace that spans from information technology to agriculture to health care. The Legislature and the Governor must be made aware of the threat posed to the University and must be convinced that addressing this disparity is of the utmost importance to the long-term economic health of the State.

Adopted unanimously by the Senate Committee on Faculty Affairs and the Senate Committee on Finance and Planning January 10, 2001. Endorsed unanimously by the Faculty Consultative Committee January 18, 2001.

COMMENT:

The Faculty Consultative Committee endorsed this declaration on January 18, 2001.

**RICHARD GOLDSTEIN, Chair
SENATE COMMITTEE ON FACULTY AFFAIRS**

**CHARLES SPEAKS, Chair
SENATE COMMITTEE ON FINANCE AND PLANNING**

DISCUSSION:

Professor Richard Goldstein, Chair of the Senate Committee on Faculty Affairs (SCFA), stated that this declaration is for support of faculty salaries at the legislature. A joint task force was created to study the salary issue in comparison with other institutions. This declaration was produced by the task force, along with other salary suggestions at a later Faculty Senate meeting.

A senator objected to the mention of institutions by name in the first paragraph since this appears gratuitous and snobbish. He suggested that the wording be changed to "...but also behind other colleges and universities whose research missions do not match Minnesota's in scale or scope. Their ability..."

Professor Goldstein accepted this as a friendly amendment.

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

APPROVED

20. HEALTH BENEFITS ADVISORY COMMITTEE REPORT

Professor Fred Morrison, Chair of the Interim Health Benefits Advisory Committee (HBAC), said that the Health Plan Task Force (HPTF) completed their work in November and then became the HBAC. Professor Dick McGehee, who was chair of the HPTF, is on leave, so Professor Morrison was asked to chair the HBAC. He then turned to a series of slides for presentation to the Faculty Senate:

Health Plan Issues For the University of Minnesota

Issues for the University

- Coverage and Eligibility Issues
 - From employee surveys and Task Force report
- Rising Costs
 - Estimated 18%-20% cost increase

Guiding Principles

- Cost (to the University and to you)
- Coverage
 - Mental Health Coverage
 - Out-of Area Coverage
 - Out-of Network Coverage
 - Complementary and Alternative Medicine
- Eligibility
 - Domestic partners

Other factors

- Continuity of providers
- Stay with State SEGIP, if possible

Strategy

- Create 2 working groups
 - Employee-based Interim Committee (old task force)
 - Administrative-based Working Group
- Continue to work with State DOER
- Ask for alternative bids through RFP

RFP issued February 16

- Does not exclude continuing with state
- Gives us options and prices
- Decision points

RFP asks for 4 plans

- A. Limited HMO
- B. Traditional HMO
- C. Point-of-Service
- D. New Plan

Plan A

- HMO with limited clinics
- Small co-pay (\$5)
- Probably no employee premium

Plan B

- HMO with broader list of providers
- Broader mental health
- Possible out-of-area coverage
- Moderate co-pay (\$10)
- Hospital co-pays (\$75 outpatient, \$200 inpatient)
- Low or no employee premium

Plan C

- POS with broader list of providers, including mental health
- Possible out-of-area coverage
- Out-of-network with deductible/coinsurance
- Higher co-pay (\$15) and hospital co-pays
- Higher premium

Plan D

- New plan
- Major medical insurance (\$1,000 deductible)
- Tax-free medical expense account (\$500)
- Possibly no premium

All Plans

- Domestic partners eligible
- Wellness care at no cost
- Emergency care (\$50 deductible) worldwide
- Urgent care worldwide (with co-pay)
- Seek to address CAM issues

Pharmacy benefits

- Under Plans A, B, and C
 - Deductibles (\$10/\$20/\$35)
 - Pharmacy caps (possibly \$500)
- Under Plan D, part of Major Medical

Next steps

- March-April (RFP response)
- May
 - Legislative budget
 - Final decision on plans
- June-July--Collective bargaining
- October-November--open enrollment
- January 2002--new plans begin

Q: For Plan D, is the intention that the major medical portion would not have a deductible?

A: The bids will determine this. One common form is a \$1000 deductible with 80% coverage for the next \$5000.

Q: How will out-of-state benefits be covered by each plan?

A: Each plan will include out-of-state benefits for urgent and emergency care, but other benefits will be provided in different ways. Plan A will not have any other coverage. Plan B might have HMO availability in certain locations. Plan C will have some deductibles and co-pays for out-of-state. For Plan D, location does not make a difference.

Q: How much is a person really charged for health insurance?

A: The committees are exploring self-insurance to get actual costs.

Q: Many dentists are withdrawing from current policies. Is dental insurance covered in this package?

A: Dental insurance will continue as is, or very close to as is, since the committee can only deal with one issue at a time.

Q: Under these new plans, will the University still pay the minimum cost for health insurance for every employee?

A: This is possible, although the committees will be considering cost partitioning once the bids are returned. One concern is that rising costs will affect low-paid employees differently.

21. SENATE JUDICIAL COMMITTEE Senate Judicial Committee Rules of Procedure Amendments Information for the Faculty Senate

(Proposed deletions from the current text of the Rules are marked with strike-through, additions in italics. Each item is followed by an explanation for the change proposed.)

PART A Four Amendments to be reported to the Faculty Senate

(1) Amendment to the Preamble as follows:

Preamble

....

Examples:

....

~~4. Sanctions.~~

An accusation of misconduct is brought against a tenured faculty member. The University administration decides to sanction the faculty member, without a hearing before a grievance body, by placing a reprimand in his or her file. If the faculty member files a complaint alleging a violation of the Tenure Code and it survives a motion to dismiss and/or for summary judgment, the Senate Judicial Committee will provide the faculty member with a full evidentiary hearing to determine whether in its view the action violated the Tenure Code. Based on the record of the hearing, the Senate Judicial Committee will make findings and recommendations to the President of the University.

Reason for Deletion of Example 4 from the Preamble to the Rules. This paragraph is one of four examples that purport to describe typical cases falling within the primary jurisdiction of the Senate Judicial Committee. The example is misleading if not inconsistent with the substance of the Preamble that it purports to illustrate. As stated in the third paragraph of the Preamble: "in cases involving adverse actions other than suspension, nonrenewal, or dismissal, faculty members must first pursue their cases before other grievance bodies when other bodies are provided by the University." That same jurisdictional requirement is set forth in Rule 3 and the comment thereto (see also Rule 2(e) and the comment thereto). In the case suggested by Example 4, the complaint would not survive a motion to dismiss unless the faculty member had first exhausted "all other available University remedies," including whatever remedy might be available through the University Grievance Office. (Comment to Rule 3.) Therefore the Judicial Committee would not have jurisdiction to hear this case "until the appropriate University body has either decided it or refused to consider it." (Comment to Rule 3.)

(2) Amendment to Rule 13(c) as follows:

RULE 13: **Provisional Relief.**

....

- c. Review by Judicial Committee. Any *Panel findings and recommendations regarding SJC award or denial of provisional relief* on a motion under this Rule shall be documented, circulated, and submitted *to the President for his or her determination* as provided in Rule 20(g). *The President will notify the Judicial Committee of his or her decision.*

Reason for Amendment of Rule 13 (c). The change is intended to clarify actual practice and to remove the inaccurate implication that the SJC can award provisional relief. The SJC's authority regarding provisional relief is limited to making a recommendation to the President. It is the President who awards or denies such relief.

(3) Amendment to Rule 17(f) as follows:

RULE 17:

Procedures at the Hearing.

....

- f. Witness Rule. Ordinarily, and in the absence of a ruling by the Panel to the contrary, witnesses (other than the Complainant and the Respondent(s)) shall be excluded from the hearing room except when they are testifying. ~~When more than one Respondent attends the hearing (see Rule 8(d)), any Respondent intended to be examined as a witness shall be examined at the commencement of the hearing before any other witness has testified, and while every other Respondent who will testify is excluded from the hearing room. If there is only a single Respondent, and he/she will also testify, then he/she shall testify first, unless a different order is agreed upon by the parties.~~

Reason for Amendment of Rule 17 (f). Deletion of the last two sentences of the rule removes the apparent unfairness of imposing non-reciprocal obligations on the parties. Ordinarily both parties are granted the discretion to present witness testimony in whatever order each party determines to be most appropriate for its own case. Ordinarily too both parties are present at all testimony given in a case. Deletion of these sentences does not diminish the authority of the Hearing Officer to regulate the course of the proceedings under Rules 14 (d) and 17 (b).

(4) Amendment to Rule 22 as follows:

RULE 22:

Procedure for Compliance with Presidential Decisions in Conditions of Employment Cases.

The Judicial Committee understands that the President will demand compliance with his or her decisions in employment cases and will take timely and appropriate administrative action to enforce those decisions. It is understood that in conditions of employment cases, the President will explicitly state, in his or her letter of decision, an expectation and intention of compliance by all parties concerned, and will request the appropriate administrative officers within the academic unit to send in writing the statement of their intent and specific actions to implement the corrective actions that the President has requested within three weeks.

In conditions of employment cases, the Chair of the Judicial Committee should check with the parties involved six weeks after the issuance of a Presidential decision accepting the Findings and Recommendations (whether in whole or in part) of a Judicial Committee Panel to see if the decision is being satisfactorily implemented.

If the reports ~~back~~ from the affected parties to the Judicial Committee indicate that there is substantial non-compliance with the Presidential decision, this fact should be immediately transmitted to the President *for appropriate action.* ~~The President will then convene both parties to the dispute, review the earlier Judicial Committee findings, and his or her decisions with regard to those findings. This meeting should include the appropriate Vice President and Dean as well as the Hearing Officer who presided over the Judicial Committee case and the Chair of the Judicial Committee.~~

~~If, after this informal hearing, the President determines that the persons with designated administrative responsibilities at the University are not executing the letter and the spirit of the corrective action, the President will institute appropriate administrative remedies directed against all University persons who may have responsibilities for compliance with the decision. Such remedies will be implemented within a reasonable period of time so that there is one final opportunity for the responsible person to take the necessary corrective actions.~~

The President will inform the Chair of the Senate Judicial Committee and the Panel that made the initial findings and recommendations of *any subsequent instructions he or she has issued or action he or she has taken to implement his or her decisions stemming from the compliance hearing described in the foregoing paragraph. Within a reasonable time thereafter, and as many times as necessary, the procedure described in this Rule may be reinvoked by the Chair in order to ensure compliance with the President's decision and instructions to the parties.*

Reason for Amendment of Rule 22. This rarely invoked rule applies to "Conditions of Employment" cases, which are defined under Rule 2 (e). Rule 22 sets forth two sets of procedures. One is the procedure which the Chair of the SJC must follow in checking on compliance with a Presidential decision. This remains essentially unchanged by the proposed amendment. The other part of the rule seeks to impose a specific course of action upon the President when s/he is notified of non-compliance. There is, however, no authority in the tenure regulations for the SJC to limit the President's discretion in such circumstances. The proposed changes remove these unenforceable instructions to the President, while retaining the expectation that the President "will demand compliance with his or her decisions ... and take timely and appropriate action to enforce those decisions."

PART B

One Pending Amendment Previously Reported to the Faculty Senate & One Editorial Correction to the Current Text of the Rules

(1) Pending Amendment to Rule 6(b) as follows:

RULE 6:

Representation and Attendance at Hearings.

....

- b. Attorneys. ~~Either party may be represented by an attorney.—The University Administration will be represented at the Judicial Committee proceedings by an attorney only when the faculty member is represented by an attorney.~~ If an attorney notes an appearance in any case, subsequent communication with the party shall be directed to the attorney, unless the party requests that copies of correspondence and other writings be directed in addition to the party.

History of Pending Amendment to Rule 6(b). This amendment was reported to the Faculty Senate by the Chair of the Tenure Committee on May 20, 1999. At that time the proposal included an interpretive Comment as follows:

Comment: Sometimes questions arise about an individual's status as an attorney within the meaning of the above rule. In general, "attorney" refers to someone who is paid to represent a party at Judicial Committee proceedings. On the other hand, a faculty advisor who is a regular or emeritus faculty member is not considered an "attorney" for purposes of the rule even if s/he has had formal legal training.

The President, after discussions with the Judicial Committee, has indicated that he will accept the proposed change to Rule 6(b), but he has declined to accept the proposed Comment. The Comment has therefore been deleted. In other respects the pending amendment is unchanged from what was previously reported to the Senate.

(2) Editorial correction to Rule 9(e) as follows:

RULE 9:

Distribution of Complaint: Determination of Jurisdiction; Motions to Dismiss.

....

- e. Appeal to Committee of Determination of Lack of Jurisdiction. A determination by the Chair that the Committee has *no* jurisdiction over the case shall automatically refer the question of jurisdiction to the next meeting of the Committee, which shall be promptly convened. The parties shall be invited to present written statements (with copies to the opposing party and each member of the Committee) and, at the discretion of the Committee, oral argument on the question of jurisdiction.

Explanation of Correction to Rule 9(e). The correction restores the word "no" to the second line of the paragraph. It is clear from the heading of the paragraph that the provision applies to a determination of "lack of jurisdiction". The word "no" was inadvertently omitted.

**GEORGE SHEETS, Chair
SENATE JUDICIAL COMMITTEE**

22. OLD BUSINESS

NONE

23. NEW BUSINESS

NONE

24. ADJOURNMENT

The meeting was adjourned at 3:54 p.m.

**Rebecca Hippert
Abstractor**

**FACULTY SENATE MINUTES
NOVEMBER 16, 2000**

The fourth meeting of the Faculty Senate for 2000-01 was convened in 25 Law Building, Minneapolis campus, on Thursday, February 22, 2001, at 2:34 p.m. Coordinate campuses were linked by telephone. Checking or signing the roll as present were 114 voting faculty/academic professional members and 3 ex officio members. President Yudof presided.

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

A meeting of the Faculty Senate may be held on Thursday, May 31, 2001, if needed.

**2. MINUTES FOR OCTOBER 19, 2000 and NOVEMBER 16, 2000
(Senate Agenda Item 2)**

MOTION:

To approve the University Senate, Faculty Senate, and Twin Cities Campus Assembly minutes, which are available on the Web at the following URLs. A simple majority is required for approval.

http://www1.umn.edu/usenate/u_senate/001019sen.html
http://www1.umn.edu/usenate/u_senate/001116sen.html
http://www1.umn.edu/usenate/faculty_senate/001019fac.html
http://www1.umn.edu/usenate/faculty_senate/001116fac.html
<http://www1.umn.edu/usenate/tcca/001019tcca.html>
<http://www1.umn.edu/usenate/tcca/001116tcca.html>

**ROBERTA HUMPHREYS, Clerk
UNIVERSITY SENATE/
TWIN CITIES CAMPUS ASSEMBLY**

DISCUSSION:

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

APPROVED

**3. ADMINISTRATIVE RESPONSES TO SENATE AND ASSEMBLY ACTIONS
Information
(Senate Agenda Item 4)**

Faculty Senate

Amendments to *Faculty Tenure* (Sections 5.3 and 11)

Approved by the: Faculty Senate April 22, 1999
Administration July 29, 1999
Board of Regents NOT YET SUBMITTED

Interpretation of *Faculty Tenure* (Section 15)

Approved by the: Faculty Senate April 22, 1999
Administration July 29, 1999
Board of Regents NOT YET SUBMITTED

Amendment to the Judicial Committee Rules of Procedure (Addition to Rule 2b: Vice Chair)

Approved by the: Faculty Senate April 22, 1999
Administration PENDING
Board of Regents NOT YET SUBMITTED

Amendment to the Judicial Committee Rules of Procedure (Revision of 6b: Attorney)

Approved by the: Faculty Senate May 20, 1999
Administration PENDING
Board of Regents NOT YET SUBMITTED

Health Plan Task Force Recommendations

Approved by the: University Senate November 16, 2000
Administration January 19, 2001*
Board of Regents - no action required

*Central Administration has accepted the recommendations of the Health Plan Task Force and has charged a joint faculty/administration task force to carefully review and implement or modify, as appropriate, the recommendations of the Task Force.

Principles Regarding Instructional Personnel

Approved by the: University Senate November 16, 2000
Administration January 19, 2001*
Board of Regents - no action required

*The Resolution of Principles Regarding Instructional Personnel has been received and reviewed by Central Administration. It has been shared with the Council of Deans and other administrative bodies. The administration is in agreement that the Principles support the newly developed policy on academic appointments. The Principles were reported to the Board of Regents by a joint panel of administrators and faculty at their December 2000 meeting. Training sessions for Human Resources personnel and department heads are currently being implemented. The Principles are supported in these training sessions.

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

Professor Fred Morrison, Chair of the Senate Consultative Committee (SCC), said that the principal items that the committee has been dealing with include faculty salaries and health benefits, both of which are agenda items for today.

**5. SENATE COMMITTEE ON FACULTY AFFAIRS
Administrative Procedures for the Interim Regents' Policy on Faculty Development Leaves
Action by the Faculty Senate
(Senate Agenda Item 18)**

MOTION:

That the Faculty Senate approve the following amendments to the Administrative Procedures for the Interim Regents' Policy on Faculty Development Leaves. New language is underlined; language to be deleted is ~~struck-out~~. A simple majority is required for approval.

Administrative Procedures for the Interim Regents' Policy on Faculty Development Leaves

...

2. Kinds of Leaves

...

b. Sabbatical Leaves

...

Section III. Application, Review, and Funding

...

Subd. 5. Supplementary Funding. The \$310,000 annual Bush Salary Supplement Program ~~will be~~ has been discontinued upon implementation of the interim policy and ~~will be~~ has been replaced by an expanded salary supplement pool jointly funded by the Office of the Executive Vice President and Provost (2/3) and the colleges (1/3). A total of \$750,000 ~~is expected to be~~ was available for those taking sabbaticals during the 1999-2000 academic year and \$1,500,000 for each of the subsequent years that the interim policy remains in effect. For sabbatical leaves of two semesters, or 11 months for those on fiscal-year appointments, faculty may request (using procedures established by the college) salary supplementary funds to cover an additional 25% of their recurring salary (not to exceed \$20,000). Candidates are encouraged to seek funding from non-University sources to cover the salary supplement. The college administrator shall provide the Office of the Executive Vice President and Provost an annual report of the faculty granted salary supplement funds.

...

3. Transition from Quarters to Semesters

Subd. 1. Transferring Accrued Credit. Up to six years of credit towards a sabbatical can be transferred under the new policy, so that for 1999-2000 this accrued credit and a worthy proposal make one eligible for a year's sabbatical leave. Up to four years of credit toward eligibility for a single-semester leave may also be transferred. ~~However, during the year 1998-99 those with three years of credit towards eligibility may apply without prejudice for a single-semester leave in 1999-00. In other words, the procedures for awarding single-quarter leaves will remain in effect for applications made during this transitional year for leaves to be taken during the first year of single-semester leaves.~~

...

COMMENT:

This motion is to recommend extension of the current Interim Regents' Policy on Faculty Development Leaves for one year. The additional year will enable a more complete analysis of faculty use of the current policy in order to have more information on which to make recommendations to the Senate for a permanent policy next year. It should be noted that the

Bush Salary Supplement Program that provided \$310,000 in supplementary salary support has been replaced by an expanded salary supplement pool of \$1,500,000 for the coming year. Faculty members should note that applying for supplemental funding does not affect positively or negatively the likelihood that a requested sabbatical will be granted.

RICHARD GOLDSTEIN, Chair
SENATE FACULTY AFFAIRS COMMITTEE

DISCUSSION:

Professor Richard Goldstein, Chair of the Senate Committee on Faculty Affairs (SCFA), stated that traditionally there were two types of the faculty leaves, single-quarter leave and sabbatical leave. With the change to semesters, the single-quarter leave was changed to a single-semester leave. An interim policy was created to address this issue. These amendments change future tense to past tense for the policy. He then noted that a permanent leave policy will be brought to the Faculty Senate for approval in the Fall.

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

APPROVED

6. SENATE COMMITTEE ON FACULTY AFFAIRS
SENATE COMMITTEE ON FINANCE AND PLANNING

Declaration on Faculty Salaries
Action by the Faculty Senate
(Senate Agenda Item 19)

January 10, 2001

The Senate Committee on Faculty Affairs and the Senate Committee on Finance and Planning, after meeting in joint session on December 19, 2000, express their deep concerns about the disparity in faculty salaries between the University of Minnesota and its peer institutions and about the impact of this disparity on the quality of teaching and research at the University. We note with dismay that according to recent AAUP salary data, the University ranks 73rd in the nation, not only behind most of the top 30 research universities but also behind schools such as Babson College, Georgia State, Fordham, the University of Connecticut, the University of Delaware, Colby College, Southern Methodist, Hofstra, and Wake Forest. Although these are worthy institutions, their ability to pay higher salaries threatens our ability to remain a distinguished research university. In turn, this threat to the University of Minnesota is a threat to the continued economic well-being of the State of Minnesota.

The disparity in salaries is having a significant and negative impact on recruitment and retention of faculty. All of us on the two committees know of repeated instances where our colleagues have been recruited to other institutions, sometimes to places that lack the intellectual reputation or academic standing of the University of Minnesota. We are also aware of departments that are unable to recruit their top choices for new faculty. These incidents bode ill for the intellectual future of the University.

The University must make a firm commitment to invest in its human capital with the same vigor that it is investing in its physical capital. The recent economic summit made this point clearly and strongly. As officers of the faculty governance system, and on behalf of our colleagues throughout the University, we strongly support the University's biennial request for 4% competitive salary increases for each of the next two years, in addition to the requested 3%

inflationary increases. We urge the administration to make every effort to obtain the full increase requested. The State of Minnesota must be continually reminded of the University's contribution to the State's economy. The technology and training provided by the University allow Minnesota to compete successfully in a global marketplace that spans from information technology to agriculture to health care. The Legislature and the Governor must be made aware of the threat posed to the University and must be convinced that addressing this disparity is of the utmost importance to the long-term economic health of the State.

Adopted unanimously by the Senate Committee on Faculty Affairs and the Senate Committee on Finance and Planning January 10, 2001. Endorsed unanimously by the Faculty Consultative Committee January 18, 2001.

COMMENT:

The Faculty Consultative Committee endorsed this declaration on January 18, 2001.

**RICHARD GOLDSTEIN, Chair
SENATE COMMITTEE ON FACULTY AFFAIRS**

**CHARLES SPEAKS, Chair
SENATE COMMITTEE ON FINANCE AND PLANNING**

DISCUSSION:

Professor Richard Goldstein, Chair of the Senate Committee on Faculty Affairs (SCFA), stated that this declaration is for support of faculty salaries at the legislature. A joint task force was created to study the salary issue in comparison with other institutions. This declaration was produced by the task force, along with other salary suggestions at a later Faculty Senate meeting.

A senator objected to the mention of institutions by name in the first paragraph since this appears gratuitous and snobbish. He suggested that the wording be changed to "...but also behind other colleges and universities whose research missions do not match Minnesota's in scale or scope. Their ability..."

Professor Goldstein accepted this as a friendly amendment.

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

APPROVED

**7. HEALTH BENEFITS ADVISORY COMMITTEE REPORT
(Senate Agenda Item 20)**

Professor Fred Morrison, Chair of the Interim Health Benefits Advisory Committee (HBAC), said that the Health Plan Task Force (HPTF) completed their work in November and then became the HBAC. Professor Dick McGehee, who was chair of the HPTF, is on leave, so Professor Morrison was asked to chair the HBAC. He then turned to a series of slides for presentation to the Faculty Senate:

Health Plan Issues For the University of Minnesota

Issues for the University

- Coverage and Eligibility Issues

- From employee surveys and Task Force report
- Rising Costs
 - Estimated 18%-20% cost increase

Guiding Principles

- Cost (to the University and to you)
- Coverage
 - Mental Health Coverage
 - Out-of Area Coverage
 - Out-of Network Coverage
 - Complementary and Alternative Medicine
- Eligibility
 - Domestic partners

Other factors

- Continuity of providers
- Stay with State SEGIP, if possible

Strategy

- Create 2 working groups
 - Employee-based Interim Committee (old task force)
 - Administrative-based Working Group
- Continue to work with State DOER
- Ask for alternative bids through RFP

RFP issued February 16

- Does not exclude continuing with state
- Gives us options and prices
- Decision points

RFP asks for 4 plans

- A. Limited HMO
- B. Traditional HMO
- C. Point-of-Service
- D. New Plan

Plan A

- HMO with limited clinics
- Small co-pay (\$5)
- Probably no employee premium

Plan B

- HMO with broader list of providers
- Broader mental health
- Possible out-of-area coverage
- Moderate co-pay (\$10)
- Hospital co-pays (\$75 outpatient, \$200 inpatient)
- Low or no employee premium

Plan C

- POS with broader list of providers, including mental health
- Possible out-of-area coverage
- Out-of-network with deductible/coinsurance
- Higher co-pay (\$15) and hospital co-pays

- Higher premium

Plan D

- New plan
- Major medical insurance (\$1,000 deductible)
- Tax-free medical expense account (\$500)
- Possibly no premium

All Plans

- Domestic partners eligible
- Wellness care at no cost
- Emergency care (\$50 deductible) worldwide
- Urgent care worldwide (with co-pay)
- Seek to address CAM issues

Pharmacy benefits

- Under Plans A, B, and C
 - Deductibles (\$10/\$20/\$35)
 - Pharmacy caps (possibly \$500)
- Under Plan D, part of Major Medical

Next steps

- March-April (RFP response)
- May
 - Legislative budget
 - Final decision on plans
- June-July--Collective bargaining
- October-November--open enrollment
- January 2002--new plans begin

Q: For Plan D, is the intention that the major medical portion would not have a deductible?

A: The bids will determine this. One common form is a \$1000 deductible with 80% coverage for the next \$5000.

Q: How will out-of-state benefits be covered by each plan?

A: Each plan will include out-of-state benefits for urgent and emergency care, but other benefits will be provided in different ways. Plan A will not have any other coverage. Plan B might have HMO availability in certain locations. Plan C will have some deductibles and co-pays for out-of-state. For Plan D, location does not make a difference.

Q: How much is a person really charged for health insurance?

A: The committees are exploring self-insurance to get actual costs.

Q: Many dentists are withdrawing from current policies. Is dental insurance covered in this package?

A: Dental insurance will continue as is, or very close to as is, since the committee can only deal with one issue at a time.

Q: Under these new plans, will the University still pay the minimum cost for health insurance for every employee?

A: This is possible, although the committees will be considering cost partitioning once the bids are returned. One concern is that rising costs will affect low-paid employees differently.

8. SENATE JUDICIAL COMMITTEE
Senate Judicial Committee Rules of Procedure Amendments
Information for the Faculty Senate
(Senate Agenda Item 21)

(Proposed deletions from the current text of the Rules are marked with strike-through, additions in italics. Each item is followed by an explanation for the change proposed.)

PART A
Four Amendments to be reported to the Faculty Senate

(1) Amendment to the Preamble as follows:

Preamble

....
Examples:
....

~~4. Sanctions.~~

An accusation of misconduct is brought against a tenured faculty member. The University administration decides to sanction the faculty member, without a hearing before a grievance body, by placing a reprimand in his or her file. If the faculty member files a complaint alleging a violation of the Tenure Code and it survives a motion to dismiss and/or for summary judgment, the Senate Judicial Committee will provide the faculty member with a full evidentiary hearing to determine whether in its view the action violated the Tenure Code. Based on the record of the hearing, the Senate Judicial Committee will make findings and recommendations to the President of the University.

Reason for Deletion of Example 4 from the Preamble to the Rules. This paragraph is one of four examples that purport to describe typical cases falling within the primary jurisdiction of the Senate Judicial Committee. The example is misleading if not inconsistent with the substance of the Preamble that it purports to illustrate. As stated in the third paragraph of the Preamble: "in cases involving adverse actions other than suspension, nonrenewal, or dismissal, faculty members must first pursue their cases before other grievance bodies when other bodies are provided by the University." That same jurisdictional requirement is set forth in Rule 3 and the comment thereto (see also Rule 2(e) and the comment thereto). In the case suggested by Example 4, the complaint would not survive a motion to dismiss unless the faculty member had first exhausted "all other available University remedies," including whatever remedy might be available through the University Grievance Office. (Comment to Rule 3.) Therefore the Judicial Committee would not have jurisdiction to hear this case "until the appropriate University body has either decided it or refused to consider it." (Comment to Rule 3.)

(2) Amendment to Rule 13(c) as follows:

RULE 13:
Provisional Relief.

....

- c. Review by Judicial Committee. Any Panel findings and recommendations regarding ~~SJC award or denial of~~ provisional relief on a motion under this Rule shall be documented, circulated, and submitted *to the President for his or her determination* as provided in Rule 20(g). *The President will notify the Judicial Committee of his or her decision.*

Reason for Amendment of Rule 13 (c). The change is intended to clarify actual practice and to remove the inaccurate implication that the SJC can award provisional relief. The SJC's authority regarding provisional relief is limited to making a recommendation to the President. It is the President who awards or denies such relief.

(3) Amendment to Rule 17(f) as follows:

RULE 17:
Procedures at the Hearing.

....

- f. Witness Rule. Ordinarily, and in the absence of a ruling by the Panel to the contrary, witnesses (other than the Complainant and the Respondent(s)) shall be excluded from the hearing room except when they are testifying. ~~When more than one Respondent attends the hearing (see Rule 8(d)), any Respondent intended to be examined as a witness shall be examined at the commencement of the hearing before any other witness has testified, and while every other Respondent who will testify is excluded from the hearing room. If there is only a single Respondent, and he/she will also testify, then he/she shall testify first, unless a different order is agreed upon by the parties.~~

Reason for Amendment of Rule 17 (f). Deletion of the last two sentences of the rule removes the apparent unfairness of imposing non-reciprocal obligations on the parties. Ordinarily both parties are granted the discretion to present witness testimony in whatever order each party determines to be most appropriate for its own case. Ordinarily too both parties are present at all testimony given in a case. Deletion of these sentences does not diminish the authority of the Hearing Officer to regulate the course of the proceedings under Rules 14 (d) and 17 (b).

(4) Amendment to Rule 22 as follows:

RULE 22:
Procedure for Compliance with Presidential Decisions in Conditions of Employment Cases.

The Judicial Committee understands that the President will demand compliance with his or her decisions in employment cases and will take timely and appropriate administrative action to enforce those decisions. It is understood that in conditions of employment cases, the President will explicitly state, in his or her letter of decision, an expectation and intention of compliance by all parties concerned, and will request the appropriate administrative officers within the academic unit to send in writing the statement of their intent and specific actions to implement the corrective actions that the President has requested within three weeks.

In conditions of employment cases, the Chair of the Judicial Committee should check with the parties involved six weeks after the issuance of a Presidential decision accepting the Findings and Recommendations (whether in whole or in part) of a Judicial Committee Panel to see if the decision is being satisfactorily implemented.

If the reports ~~back~~ from the affected parties to the Judicial Committee indicate that there is substantial non-compliance with the Presidential decision, this fact should be immediately transmitted to the President *for appropriate action*. ~~The President will then convene both parties to the dispute, review the earlier Judicial Committee findings, and his or her decisions with regard to those findings. This meeting should include the appropriate Vice President and Dean as well as the Hearing Officer who presided over the Judicial Committee case and the Chair of the Judicial Committee.~~

~~If, after this informal hearing, the President determines that the persons with designated administrative responsibilities at the University are not executing the letter and the spirit of the corrective action, the President will institute appropriate administrative remedies directed against all University persons who may have responsibilities for compliance with the decision. Such remedies will be implemented within a reasonable period of time so that there is one final opportunity for the responsible person to take the necessary corrective actions.~~

The President will inform the Chair of the Senate Judicial Committee and the Panel that made the initial findings and recommendations of *any subsequent instructions he or she has issued or action he or she has* ~~the actions taken to implement his or her decisions stemming from the compliance hearing described in the foregoing paragraph.~~ *Within a reasonable time thereafter, and as many times as necessary, the procedure described in this Rule may be reinvoked by the Chair in order to ensure compliance with the President's decision and instructions to the parties.*

Reason for Amendment of Rule 22. This rarely invoked rule applies to "Conditions of Employment" cases, which are defined under Rule 2 (e). Rule 22 sets forth two sets of procedures. One is the procedure which the Chair of the SJC must follow in checking on compliance with a Presidential decision. This remains essentially unchanged by the proposed amendment. The other part of the rule seeks to impose a specific course of action upon the President when s/he is notified of non-compliance. There is, however, no authority in the tenure regulations for the SJC to limit the President's discretion in such circumstances. The proposed changes remove these unenforceable instructions to the President, while retaining the expectation that the President "will demand compliance with his or her decisions ... and take timely and appropriate action to enforce those decisions."

PART B

One Pending Amendment Previously Reported to the Faculty Senate & One Editorial Correction to the Current Text of the Rules

(1) Pending Amendment to Rule 6(b) as follows:

RULE 6: Representation and Attendance at Hearings.

....

- c. Attorneys. ~~Either party may be represented by an attorney.~~ *The University Administration will be represented at the Judicial Committee proceedings by an attorney only when the faculty member is represented by an attorney. If an attorney notes an appearance in any case, subsequent communication with the party shall be directed to the attorney, unless the party requests that copies of correspondence and other writings be directed in addition to the party.*

History of Pending Amendment to Rule 6(b). This amendment was reported to the Faculty Senate by the Chair of the Tenure Committee on May 20, 1999. At that time the proposal included an interpretive Comment as follows:

Comment: Sometimes questions arise about an individual's status as an attorney within the meaning of the above rule. In general, "attorney" refers to someone who is paid to represent a party at Judicial Committee proceedings. On the other hand, a faculty advisor who is a regular or emeritus faculty member is not considered an "attorney" for purposes of the rule even if s/he has had formal legal training.

The President, after discussions with the Judicial Committee, has indicated that he will accept the proposed change to Rule 6(b), but he has declined to accept the proposed Comment. The Comment has therefore been deleted. In other respects the pending amendment is unchanged from what was previously reported to the Senate.

(2) Editorial correction to Rule 9(e) as follows:

RULE 9:

Distribution of Complaint: Determination of Jurisdiction; Motions to Dismiss.

....

- f. Appeal to Committee of Determination of Lack of Jurisdiction. A determination by the Chair that the Committee has *no* jurisdiction over the case shall automatically refer the question of jurisdiction to the next meeting of the Committee, which shall be promptly convened. The parties shall be invited to present written statements (with copies to the opposing party and each member of the Committee) and, at the discretion of the Committee, oral argument on the question of jurisdiction.

Explanation of Correction to Rule 9(e). The correction restores the word "no" to the second line of the paragraph. It is clear from the heading of the paragraph that the provision applies to a determination of "lack of jurisdiction". The word "no" was inadvertently omitted.

**GEORGE SHEETS, Chair
SENATE JUDICIAL COMMITTEE**

**9. OLD BUSINESS
(Senate Agenda Item 22)**

NONE

**10. NEW BUSINESS
(Senate Agenda Item 23)**

NONE

**11. ADJOURNMENT
(Senate Agenda Item 23)**

The meeting was adjourned at 3:54 p.m.

Rebecca Hippert
Abstractor

**STUDENT SENATE MINUTES
NOVEMBER 16, 2000**

The third meeting of the Student Senate for 2000-01 was convened in 25 Law Building, Minneapolis campus, on Thursday, February 22, 2001, at 11:32 a.m. Coordinate campuses were linked by telephone. Checking or signing the roll as present were 45 voting student members. Mr. Percy Chaby presided.

1. ANNOUNCEMENTS

A motion was made to reorder the agenda. The motion was seconded and approved.

**2. MINUTES FOR OCTOBER 19, 2000 and NOVEMBER 16, 2000
Action**

MOTION:

To approve the Student Senate minutes, which are available on the Web at the following URLs. A simple majority is required for approval.

http://www1.umn.edu/usenate/stu_senate/001019stu.html
http://www1.umn.edu/usenate/stu_senate/001116stu.html

**ROBERTA HUMPHREYS, Clerk
UNIVERSITY SENATE/TWIN CITIES CAMPUS ASSEMBLY**

DISCUSSION:

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

APPROVED

**3. ADMINISTRATIVE RESPONSES TO STUDENT SENATE ACTIONS
Information**

Health Plan Task Force Recommendations

Approved by the: Student Senate November 16, 2000
 Administration January 19, 2001*
 Board of Regents - no action required

*Central Administration has accepted the recommendations of the Health Plan Task Force and has charged a joint faculty/administration task force to carefully review and implement or modify, as appropriate, the recommendations of the Task Force.

2000-01 Student Legislative Coalition Legislative Agenda

Approved by the: Student Senate November 16, 2000
 Administration - no action required
 Board of Regents - no action required

**4. AMENDMENTS TO THE UNIVERSITY SENATE/
TWIN CITIES CAMPUS ASSEMBLY
CONSTITUTION, BYLAWS, AND RULES
Information**

Items 10 through 13 from the University Senate agenda are presented here for information and will be presented at the University Senate meeting for action.

5. STUDENT SENATE CHAIR REPORT

Percy Chaby, Student Senate Chair, noted that he has been working on lighting issues for the Twin Cities Campus. Recently, a campus walk-through was held with the Regents and Administrators and now campus lighting standards will be discussed. The hope is for a system-wide plan to be developed with identifiable recurring funding.

Another issue has been lobbying at the state legislature to increase the University's appropriation.

The Senate Student Affairs Committee (SCSA) has also created subcommittees to address issues such as alumni relations and event promotion.

6. STUDENT SENATE CONSULTATIVE COMMITTEE CHAIR REPORT

Jason Reed, Student Senate Consultative Committee (SSCC) Chair, said that today's University Senate agenda contains several constitutional changes that affect students. They include: student term limits on committees, SSCC term limits, student senator term limits, and Student Committee on Committees membership changes.

Other issues before the SSCC have been the convening of the Ad Hoc Policy Committee to review each campus processes for electing their Student Representatives to the Regents, proposing changes to the Regents Policy on Student Employment to make sure that there is a mechanism for student involvement, talking with Vice Provost Craig Swan regarding student evaluations of teaching being placed on-line, looking at the Health Benefits Advisory Committee RFP process to lower health costs while increasing options, and receiving an update from the Office of Financial Aid on their restructuring so that the student voice is heard.

Q: How exactly is the Office for Financial Aid being restructured and how can students be involved?

A: The SSCC will hear this report on Thursday, March 1 from 1:30 - 3:00 p.m. in 300 Morrill Hall. Any interested students are welcome to attend.

7. CAMPUS REPORTS

Crookston - Shane Roers noted that over 100 Crookston students recently attended Lobby Day. A student rally was also held this morning to let all students know what they can still do to help. Kiehl Hall renovations are also progressing.

Duluth - Amber Benning reported that UMDSA had 200 students attend Lobby Day and will participate in a food drive in March.

Morris - Tim Dunn said that John Schwaller was recently hired as the Vice Chancellor for Academic Affairs. Many Morris students also attended the Lobby Day. A RFP has been issued for a new food service contract, so any student input would be appreciated. Twin Cities student senators recommended anyone but ARAMARK since this company makes a profit from the student body.

Graduate and Professional Student Association - Phil Cole noted that GAPSA has several issues that it is working on: shepherding the fees process by working with the fees task force and the waivers working group, double coverage issues for Boynton, feedback on CMU and reporting grades by the registrar, and supporting SLC's efforts and the University's request.

Minnesota Student Association - Ryan Nagle said that MSA has been working on election rules for the All Campus Election Commission, affordable off-campus housing, and Lobby Day.

8. STUDENT SERVICE FEES TASK FORCE UPDATE

Paul Enever, Chair of the Student Service Fees Task Force, said that three working groups have been formed to address administrative unit issues, student group issues, and more access to fees money by student groups. The Task Force has also recommended that the administrative units be separated from the student groups in terms of fees processes. Another possible recommendation is to create a Senate subcommittee to provide input into the fees process. This subcommittee would include faculty and students to provide input on policies and procedures to allow for a unified campus-wide approach. A report should be issued next month.

9. STUDENT LEGISLATIVE COALITION (SLC) UPDATE

Percy Chaby reported that Lobby Day was held, and while the coordinate campus turn-out was great, there was poor representation from the Twin Cities. Of the 300 Twin Cities students who signed up, only 30 attended the event. In comparison, there were almost 800 coordinate campus students present. SCL will hold more rallies on the Twin Cities campus and encourage students to write letters and e-mails, and call their representatives.

SLC is also proposing a tax bill to remove sales tax from anything that students buy that educationally-related, whereas now tax is only removed for books.

10. CLASSROOM ADVISORY SUBCOMMITTEE Resolution on Classroom Upgrades Action

RESOLUTION ON CLASSROOM UPGRADES

Whereas centrally scheduled classrooms are an institutional priority,

Whereas the Twin Cities General Purpose Classroom Technology Upgrade Plan is a comprehensive multi-year plan that addresses critically needed teaching and learning requirements in classrooms,

Whereas implementation of this plan, to date, has made a significant difference in meeting the needs of faculty and the expectations of students,

Whereas this plan must be accelerated to provide a strong classroom environment that will put University of Minnesota teaching and learning at a level required in a premier university, therefore,

Be it resolved that to do this, priority must be given to increased and recurring funding for the Plan.

COMMENTS:

This resolution was approved by the Classroom Advisory Subcommittee and is being presented to other campus groups for their endorsement.

**PERCY CHABY, member
CLASSROOM ADVISORY SUBCOMMITTEE**

DISCUSSION:

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

APPROVED

**11. STUDENT SENATE CONSULTATIVE COMMITTEE
Amendments to the Regents Policy on Student Employment at the University
Action**

STUDENT EMPLOYMENT AT THE UNIVERSITY

...

Section II. Student Employment Committees.

...

Subd. 2. Powers and Duties.

(a) Review, conduct public hearings on, and present recommendations to the regents, president, vice presidents, chancellors, vice chancellors, and the Student Senate Consultative Committee with respect to the rules which govern student employment on each respective campus.

...

(c) Make investigations concerning the administration of student employment either at the request of the regents, the president, vice presidents, chancellors, vice chancellors, the Student Senate Consultative Committee, or the person designated to be responsible for student employment or on its own initiative.

(d) Perform such other duties as may be assigned to it by the regents, president, vice presidents, chancellors, vice chancellors, or the Student Senate Consultative Committee.

...

COMMENT:

Currently the Student Employment Committees are autonomous from student governance. This amendment corrects this problem by ensuring that the Student Senate is more involved with employment of students.

JASON REED, Chair
STUDENT SENATE CONSULTATIVE COMMITTEE

DISCUSSION:

Jason Reed, Chair of the Student Senate Consultative Committee (SSCC), stated that once this amendment has been approved, it will be forwarded to the President and the Board of Regents for approval.

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

APPROVED

12. BUDGET DISCUSSION WITH RICHARD PFUTZENREUTER
Discussion

Richard Pfutzenreuter, Chief Financial Office and Treasurer for the University, said that Governor has appropriated \$56 million of the University's \$221 million request. A new state revenue forecast will be available next week, but the indication is that the state's revenues will be down up to \$500 million dollars. This is more stress on all groups to secure additional funding since the legislature uses this forecast to decide on state spending and tax relief. There have also been rumors that the Governor may decide to change his budget based on the new forecast.

As for the House and Senate, each body will develop its own budget by the end of March. Then these bills will be sent to conference committee to develop final figures. The University will not know its appropriation until the conference committee finishes. According to the state constitution, the conference committee must complete its work by the third Monday in May following the first Saturday, which this year is May 21. All completed bills are then sent to the Governor for his signature. Budget decisions will be presented to the Regents in June for review and approval.

The University's situation this year is unique because of the Governor's low appropriation in the face of several high unusual costs, such as health care and the Medical School. If the University only receives \$56 million, the University will need to raise tuition 14% for two years or cut budgets 6% for two years. These are the two extremes, so any proposal would likely fall somewhere in the middle.

The goal is to increase the appropriation, although it will be a struggle to double the Governor's appropriation. Current indications are that the House will only add \$14-15 million and that the Senate will be higher.

Q: What happens if the legislature approves \$100-150 million but the Governor vetoes this figure?

A: Many people are worried about this situation, but legislators are under pressure from their constituents to fund higher education. There would likely be enough votes on this issue to override the Governor's veto. Spending bills need to reach the Governor, though, before the legislature adjourns otherwise there is not an opportunity to override the veto.

Q: Is there a magic number that the University needs to receive to avoid double digit tuition increases?

A: There is no firm number, and he cannot speak for the President or the Board of Regents, but it would be hard to recommend back-to-back double digit tuition increases if the Governor's appropriation was doubled.

Q: Is there any chance for only an inflationary increase in tuition?

A: There is probably no chance that a tuition increase would stay at 3%.

Q: What will be the cuts in departments that will accompany tuition increases?

A: There are no precise figures on a combination of tuition increases and department cuts. The only certain figures are when each occurs separately.

Q: What can students do to help this situation?

A: Students need to keep in touch with the President and Board of Regents, but the most important thing is to contact your legislators since they are convinced that students elected Jesse Ventura. Students need to mobilize and make their voices heard that you do not agree with the Governor's proposal.

Q: SLC has been encouraging students to send postcards. Is there anything else that students should be doing?

A: There are four more weeks to influence legislators before the budget targets are set. The biggest influence for legislators in all districts is phone calls from students and parents. Students should also contact leaders in the House and Senate as well as moderate conservatives in the House since they have deciding votes. Some legislators, such as Phyllis Kahn, already support the University's request.

Q: In light of budget cuts, have solicitations been made for private sector funding support?

A: There is a strong relationship between poor appropriations and a backlash against the University from private donations since private donors do not want to see their money substituting for state support.

Q: If the Governor vetoes the budget after the legislature adjourns, then what is the University's appropriation?

A: In addition to the University's appropriation, the University also receives another \$600 million from the state. If a budget is not approved by July 1, the start of the next budget year, the University will be short the appropriation plus \$600 million. There are policies in place to reduce costs in fiscal emergencies, but the University would like to avoid this situation.

Q: What is the President and the administration doing to help students?

A: The President has been flying around the state to promote the University's request. Administrators are talking with business groups, rotaries, and lions clubs and sending letters to the editors of the newspapers.

13. OLD BUSINESS

NONE

14. NEW BUSINESS

NONE

15. ADJOURNMENT

The meeting was adjourned at 3:54 p.m.

**Rebecca Hippert
Abstractor**

APPENDIX A MEMORIAL STATEMENTS

Dan Bryan

Dan Bryan taught for over three decades in the College of Liberal Arts until his retirement in 1980. His teaching responsibilities were in the Communication Program and the Humanities Program, two of the interdisciplinary programs originally housed in the CLA General Studies Department created after WWII. Dan became Assistant Director of the Communication Program under Harold Allen, and then succeeded him as Director. The Communication Program focused on teaching about communication as a subject in its own right, and in teaching how to communicate effectively and responsibly both in written and oral form.

Dan was a conscientious, rigorous and capable administrator, setting high standards for efficiency and academic integrity. Quiet and unassuming, he had a genuine concern for colleagues and students, and through the years demonstrated a consistent kindness in all its dimensions. His broad interdisciplinary interests enhanced his contributions both as an administrator and teacher. He was a loyal and dependable citizen of CLA, serving in various capacities. Whatever the task, Dan could be depended on to do it well and in a timely fashion. The University was fortunate to have had such a loyal member of the faculty who contributed so much for so long toward the good name of the University. It might also be mentioned that in retirement Dan became a key figure in operating the U. of M. Retirees Volunteer Center, administering its many varied activities with traditional efficiency.

Robert E. Franz

Robert E. Franz, 61, of Oneida Street died Tuesday, Dec. 5, 2000, in his home.

He was born Oct. 6, 1939, in St. Paul to R. Earl and Ruth Franz. In 1961, he graduated summa cum laude, phi beta kappa from St. Olaf College in Northfield, Minnesota. He was married to Judith Glewwe in July that year.

Mr. Franz completed his master of arts and doctorate studies at the University of Minnesota and joined the faculty of the Department of Sociology/Anthropology in the University of Minnesota Duluth in 1967. While at UMD, he was a professor and administrator serving as associate dean of the College of Letters and Science, acting dean of the College of Liberal Arts and acting associate vice chancellor for Academic Administration. Among his many honors include the college of Letters and Science Outstanding Teaching Award, Chancellor's Distinguished Service Award and a campus award for outstanding academic advising. Mr. Franz was a member of the Lutheran Church of the Good Shepherd.

Mr. Franz was preceded in death by his father, R. Earl Franz.

He is survived by his wife, Judy; a daughter, Susan (Charles) Schramek of Stockbridge, CA.; a son Mark (Jody) of Sartell, MN; his mother Ruth J. Franz of St. Paul, a brother, John (Elizabeth) Franz of Lewisville, TX; nieces Liesyl, Carolyn and Rebecca; and a nephew, Jason.

Direct memorials to the Lutheran Church of the Good Shepherd, Duluth, MN or the Robert E. Franz Scholarship Fund, UMD.

Bob Hammel

Bob Hammel worked at the University of Minnesota for thirty years. He started as an administrative fellow with the Institute of Agriculture in 1963, and in 1965 he joined the St. Paul

Admissions and Records office. From 1982 until his retirement in 1993, Bob served as assistant director of operations for the Office of the Registrar.

Bob's association with the U of M started when he was a freshman in 1947. He completed a Bachelor's, Master's and the coursework for a Ph.D. As an undergraduate Bob was a center for the Gopher football team and was a member of the "M" club since 1950.

When he retired, Bob said that he was most proud of his active involvement "in developing privacy policies for student records, an area the U of M pioneered in the late 1960s, predating federal requirements by six years."

In addition to serving the University community, Bob was very actively involved in the Upper Midwest Association of Collegiate Registrars and Admissions Officers (UMACRAO) and the American Association of Collegiate Registrars and Admissions Officers. In 1983 he served as the president for UMACRAO.

Bob's passed away on January 31, 2001 at his home in Shoreview. His loyalty to the U of M was commendable and he will be sorely missed by members of the University community.

Patricia Hasselmo

Patricia Tillberg Hasselmo, wife of Nils Hasselmo, former University of Minnesota president, died after a two-year battle with multiple myeloma, a cancer of the blood's plasma cells. She was 70.

Patricia Hasselmo was born in western Illinois, where her father was a Lutheran pastor. She earned graduate degrees in guidance and counseling, as well as art education, at Syracuse University in New York. Art would remain a passion throughout her life.

She was alumni director at Augustana College in Rock Island, Ill., when she met Nils Hasselmo. He was an exchange student from Sweden. After the Hasselmos married, they largely followed his academic career, first to graduate school at Harvard, then back to Augustana. They spent time in his native Sweden, then they went to the University of Wisconsin, the University of Minnesota and the University of Arizona. In 1989, Nils Hasselmo returned to Minnesota as the university's 13th president.

While he was tending to the university, his wife served as hostess at Eastcliff. Those who knew the woman as the gracious hostess of countless fetes at Eastcliff, the university president's official residence, knew only a sliver of a broad life, but that was the way she wanted it. A 1995 article in the Pioneer Press noted that she "avoids the glare of public attention that surrounds her husband on a daily basis."

But hers was a life that transected the worlds of academia, art, religion, public service and child-rearing. (The Hasselmos had two sons and a daughter.) Patricia Hasselmo got deeply involved in a variety of causes, and was appointed by Gov. Al Quie to the Metropolitan Council. She was reappointed to the agency's board by Gov. Rudy Perpich. She also served on the Golden Valley School Board, and was active in the church, serving on national bodies of the Evangelical Lutheran Church of America. Her art education and experience also led her to get involved in the university's Weisman Art Museum.

Nils Hasselmo said he and the couple's three children all spent the final days with her. "She was a woman of extraordinary beauty and grace," said her husband. "And she was a very thoughtful person. And she had a wonderful community spirit and sense of service, which she got from her

parents. I think people who had the good fortune of having contact with her understand that very much, and it was key to her having an impact on so many things."

Preceded in death by parents, Rev. & Mrs. Walter Tillberg; and sister, Marilyn Miller. She will be deeply missed by her husband of 42 years, Nils, now president of the American Association of Universities in Washington, D.C.; children, Peter & his daughters, Karen and Christina of Philadelphia, PA; Michael & wife, Chantal & their children, Simone and Nicholas of Boston, MA, Anna Williams & husband, Jim & their children, Madeline and Erik of Plymouth; sister, Marlowe Nordlander & husband, Robert of Eastham, MA; and many other loving relatives and friends.

Isabel Noble

Isabel Noble, professor emeriti and former chair of the Food Section in the School of Home Economics, died October 9, 2000 in Tucson, Arizona. She was 100.

Ms. Noble was born in Atchison, Kansas, on January 13, 1900. She received a B.S. in home economics from the University of Kansas, and earned M.S. and Ph.D. degrees from the University of Chicago, where she was on staff until joining the U of M faculty in 1937. She retired from the University of Minnesota in 1968.

During her years at Minnesota, she developed curricula for three undergraduate programs (Foods and Business, Preparation for Research, and Foods and Journalism), developed and taught one of the first courses in sensory evaluation of food, expanded the graduate program, and advised many graduate students. Her research focused on applying new instrumental and analytical methods to study effects of methods of preparation and storage on nutritive values and quality of meat, vegetables, and newly discovered vitamins.

Professor Noble published two books—*How's and Why's of Cooking* (1928, 1946), and *Food Chemistry and Cookery* (1943)—and numerous articles in national journals such as *Food Technology*, the *Journal of Home Economics*, and the *Journal of the American Dietetic Association and Food Research*.

She was an elected member of Phi Beta Kappa, Omicron Nu, and Sigma Xi; an honorary member of Phi Upsilon Omicron; and a member of the American Home Economics Association, where she chaired the food and nutrition section.

Ralph Piper

Former University gymnastics coach Dr. Ralph Piper died December 26, 2000. He was 95 years old.

One of only eight head coaches in the history of the University's gymnastics programs, Piper served as either assistant or head coach nearly every year from 1929 to 1970.

His teams won six Big Ten Championships and finished second in the nation twice. In addition, Piper coached 34 Big Ten and six NCAA individual champions.

Piper also wrote several training manuals, physical education books and articles about dance during his career and in his retirement.

In 1970, Piper retired and spent time in Florida and California. He was an accomplished dancer and bridge player.

For his years of involvement in sports, Piper had been named to the National Gymnastics Hall of Fame, the National College Gymnastics Hall of Fame, the United States Hall of Fame and the Minnesota Gopher Sports Hall of Fame.

Betty Jo Points

Betty Jo Points died on Saturday, December 30, 2000 at the age of 76. Mrs. Points began her career at the University of Minnesota as a Senior Secretary in the basement of the Physics Department on 12/11/61. She moved to the St. Paul Campus to Rural Sociology until February 17, 1964, when she transferred to the College of Liberal Arts Dean's Office. Her career in CLA Administration saw her rise through the ranks from an entry level position to Fiscal Officer of the CLA Accounting and Budget Office on 8/1/73. From July 1, 1981 until she retired on May 31, 1986, she was an Assistant to the Deans, advising them on budgetary planning and management and worked on fiscal related issues connected with the reorganization of the College.

Throughout her tenure in CLA, Mrs. Points served on several College and University committees such as the Dean's Consultative Committee, the Civil Service Advisory Committee, was Chair of the Task Force on Staff Advisory Councils, President of the Liberal Arts Staff Association, an alternate on the Civil Service Committee, University Budget and Planning committees and other numerous committees. Mrs. Points was a member of the Campus Club for many years and served on several of its committees.

Mrs. Points is survived by sons, Charles Points and Clifford Krauss; daughter, Sherrill Cortes; 6 grandchildren and 5 great-grandchildren. Mrs. Points passion for education and love of the University of Minnesota led to her request that any Memorials be given to the University of Minnesota College of Liberal Arts.

Jesse H. Pomroy

Professor Emeritus Jesse H. Pomroy passed away on February 6, 2001. He was a native of St. Paul and proudly served during World War II. Professor Pomroy received his B.S. and M.S. degrees from the University of Minnesota and in January 1952 joined the faculty of the Department of Agricultural Engineering. Professor Pomroy taught courses in farmstead engineering including design, layout and mechanization of buildings and operations, and was a regular participant in the lumber merchandising training school. His research was concerned with structural design and planning of farm buildings for efficient livestock production systems. He pioneered research in the use of models to solve materials handling and flow problems related to farmstead engineering. He was active in the American Society of Agricultural Engineers and Federation of Engineering Societies. Professor Pomroy retired in 1981. He is survived by his wife, Patricia, and children Jon, Bill, Robert and Libby. He was preceded in death by daughter, Pamela.

Carol E. Troyer

Carol E. Troyer, age 51, died on January 24, 2001, from Creutzfeldt-Jacob Disease, a rare brain disorder. In her most recent position, Carol developed training programs and conferences in the Center for Human Resource Development, Office of Human Resources. She had previously worked in the Office of Information Technology, where she helped manage campus telephone services. Prior to coming to the University, Carol held management positions at Stanford University and in the private sector.

While she was very interested in promoting “exceptional service” in University operations, she was a generous volunteer in her community. She spent much time visiting sick children and the elderly, often performing as a professional clown or in theatre productions with other actors.

Carol’s family, friends, and colleagues experienced her as a kind, warmhearted, supportive, and helpful person whose genuine concern for the well being of others was obvious. She will be especially missed for the enthusiasm and sense of fun that she brought to the activities of work and life.

Dorothy Gormican Verstraete

Dorothy Verstraete, associate professor emerita and former director of the Coordinated Program in Dietetics in the Department of Food Science and Nutrition, died January 16, 2001, at her home in Lilydale, St. Paul, Minnesota. She was 82.

Mrs. Verstraete was born in Fond du Lac, Wisconsin, on April 27, 1918. She graduated from the College of St. Catherine with a B.S. in Foods and Nutrition in 1940, and then completed a dietetic internship and M.S. in Nutrition at the State University of Iowa in 1944. She taught at the University of Minnesota, in the Department of Food Science and Nutrition, from 1963 until her retirement in 1980.

In the early years of her career, she worked as a hospital dietitian. She was one of the first nutritionists employed by the International Diabetes Center in Minneapolis, where she was instrumental in establishing their program in patient and allied health education.

She was nationally recognized for her outstanding service and leadership in health and nutrition. At the University of Minnesota, she designed and taught interdisciplinary courses in health sciences and allied health, as well as continuing education courses in clinical nutrition for practicing professionals. She initiated, developed, and directed the Coordinated Program in Dietetics. Additionally, she was a leader in the development and subsequent accreditation by the American Dietetics Association of a dietetics internship program.

In 1981, she received the American Dietetic Association's Medallion Award in recognition of her dedication to the highest standards of the dietetics profession.

Among the professional societies of which she was an active member are Sigma Xi, the Minnesota Nutrition Council, the Twin Cities Dietetic Association, the Minnesota Dietetic Association, the Twin Cities Diabetes Association, and the American Diabetes Association.

Mrs. Verstraete was widowed in 1987. She is survived by her five sons and their families, and by three sisters and a brother and their families.

Joseph L. Waldauer

Joseph L. Waldauer of the Department of French and Italian was born on November 7, 1926 in Memphis, Tennessee. He graduated with honors from Swarthmore College in 1948. He held Fulbright Fellowships in France in 1955-1957. After receiving an M.A. in French from Columbia University in 1955 and a Diplôme de l'Institut de Phonétique, Université de Paris in 1957, he completed a Ph.D. in French at Columbia University in 1962. He came to the University of Minnesota in 1965. He was appointed Associate Professor in the Department of Romance Languages and was promoted to Professor in 1969.

His book, *Society and the Freedom of the Creative Man in Diderot's Thought*, was published by Droz in 1962. Referring to the 18th-century writer, Professor Waldauer noted, "a man so warm-hearted in his response to the distress of others, so alive to attachments of friendship and love, does find his imagination stimulated by his friends' reception of his works." Other publications include work on Stendhal and Rousseau. Professor Waldauer taught courses on literature of the seventeenth, eighteenth, and nineteenth centuries. Authors whose work he especially emphasized in his courses included Diderot, Rousseau, Marivaux, Stendhal, and Colette.

During his long career at the University, Professor Waldauer was involved actively in teaching, research, and the intellectual and cultural life of the university community. He was committed to providing students with opportunities to study and conduct research abroad. On the occasion of a memorial gathering of Professor Waldauer's colleagues, family, students, and friends, his colleagues recalled his presence as that of a bright and lively colleague, dedicated teacher, an avid researcher, and a knowledgeable scholar. Professor Joe Waldauer was known in Folwell for his love of literature and travel, which were for him further dimensions of creative expression.

John R. Winckler

The School of Physics and Astronomy lost a friend and colleague, and the Institute of Technology lost a valued faculty member when John R. Winckler, Emeritus Professor of Physics, died on February 6, 2001.

Winckler joined the faculty of the University of Minnesota in 1949 after receiving his Ph.D. from Princeton University in 1946. At Minnesota he focussed on the physics of cosmic rays, the highly energetic particles that strike the Earth. He was a pioneer in the very earliest days in the use of scientific balloons in order to observe cosmic rays in the upper reaches of the atmosphere and in the use of space craft for studies at greater distances from the Earth's surface.

An important and unexpected discovery using balloons was the finding that X-rays accompanied the appearance of the aurora borealis (northern lights). This implied that the aurora was associated with energetic electrons striking the atmosphere. A further result was his observation of X-rays and gamma rays associated with solar flares, which began the study of solar high-energy processes.

A seminal contribution of Winckler's was to develop space experiments in which electrons were injected from sounding rockets into the region of space filled with the Earth's magnetic field, and were observed again by the rocket after having been reflected by the Earth's magnetic field. These studies were instrumental in establishing our current understanding of this region, which is known as the magnetosphere. They were dramatically different from traditional research in which satellites passively observe naturally occurring particles.

After retiring from teaching at the University in 1986, Winckler continued to be fascinated by the aurora and its causes. He instituted a program called Skyflash, which looked for fluctuations in the Aurora from the University's O'Brien Observatory in Marine-on St. Croix, Minnesota. One night in 1989, while looking northward for the aurora, his cameras recorded an unusual sight, a flash of lightning emanating upward into space from an intense thunderstorm over northern Minnesota. This type of emission, known today as a sprite, had sometimes been reported by airline pilots and others, but Winckler's study was the first confirmed documentation of this effect, which resulted in an intensive effort to understand this phenomenon.

John Winckler enthusiastically shared his discoveries with others. Throughout his career he published over 135 papers and advised numerous Ph.D. students. He was a member of the National Academy of Sciences and received numerous awards, including a NASA Medal for

Exceptional Scientific Achievement, which was conferred during a conference on Auroral Particle Dynamics held in Minneapolis in his honor in 1991.

Winckler also loved to go canoeing in the Boundary Waters Canoe Area Wilderness, which he noted, was one of the best places in the state to view the aurora due to its dark skies. Winckler is survived by his wife Louise; four daughters, Sara, Kathy, Marie, and Janet; a son John; four grandchildren; and a great granddaughter.