

Minutes*

**Faculty Consultative Committee
November 16, 1989**

Present: Warren Ibele (chair), W. Andrew Collins, Norman Kerr, Lynnette Mullins, Burton Shapiro, Michael Steffes, Charlotte Striebel, James VanAlstine

Guests: Ann Bailly (Academic Affairs), Professor Carole Bland (President's Office), Senior Vice President Gordon Donhowe, Acting General Counsel William Donohue, President Nils Hasselmo, Senior Vice President Leonard V. Kuhl, Professor Geoffrey Maruyama (Faculty Legislative Liaison), Barbara Muesing (Regents' Office), Maureen Smith (Brief), Rabun Taylor (Footnote)

1. Discussion with Professor Maruyama

Professor Ibele explained that Professor Maruyama, as faculty legislative liaison, wished to continue to send the letters which Professor Rubenstein had sent the year before to members of the legislature. Professor Maruyama wished to hear from FCC on topics which the letters might address. Among the subjects mentioned were diversity and the complexity of measuring improvements in quality and in graduation rates. Professor Maruyama invited FCC members to call or send him notes if there were issues to which they thought he should respond.

2. Discussion with Senior Vice President Donhowe about health care coverage

Professor Ibele told the Committee that Vice President Donhowe had asked to join FCC to provide a brief update on the status of the health coverage issue.

Mr. Donhowe distributed a draft charge to a task force on health care coverage (attached) and requested FCC to review it and to also advise him on who should serve on the task force. He told the Committee that he wanted it to be a working group of no more than 12 people; the questions to be answered were not easy ones and the task force would require the services of a health actuary. He said he did not want the task force to come out with a proposed package without looking at the tradeoffs and repercussions that would ensue from each choice.

It was suggested that the task force might also look at the provision of health coverage for retirees-- if it would not complicate the work assignment too much. Mr. Donhowe agreed that the actuary could look at the costs but reminded the Committee members that extending coverage to retirees before they are covered by Medicare would be very expensive.

Asked when the task force might complete its work, and the issue perhaps resolved, Mr. Donhowe exclaimed that it could be a year but that he would like it to be less than that.

Committee members inquired if there were any way to delay the move to the state plan; Mr.

* These minutes reflect discussion and debate at a meeting of a committee of the University of Minnesota Senate or Twin Cities Campus Assembly; none of the comments, conclusions, or actions reported in these minutes represent the views of, nor are they binding on, the Senate or Assembly, the Administration, or the Board of Regents.

Donhowe explained that contrary to what many might believe, he had no power to make exceptions or forestall the change--nor did he believe that any lobbying or other activities on the part of the faculty earlier would have any impact on the decision. The politics of the Department of Employee Relations, he said, depend on the relationship of the director with the unions, particularly AFSCME; the University's view of issues "doesn't cut much ice."

Mr. Donhowe agreed with the observation that whoever assembled the list of providers had not put together a group acceptable to the University. He commented that given the direction in which the State is going, it will be increasingly uncomfortable for the University to remain a part of the state plan. He also said it was not worth wasting the time to try to change the state plan.

Committee members urged, and Mr. Donhowe agreed, that he write a letter explaining more clearly the issues, that the University does care about the matter, what the University can and cannot do, and warning that alternatives which include opting out of the state plan could cost considerably more.

The Committee agreed to provide names to Mr. Donhowe by the end of the month; he said that the task force should include appropriate administrative representation as well as civil service staff and coordinate campus staff.

3. Report of the Chair

Professor Ibele reported that his report to the Board of Regents had gone well; he had spoken about the work agenda of the FCC, faculty concern about the health care issue and the administrative leave arrangements, and SCC discussion of the enrollment limitation issue. He also told the Committee that this was the first full Regents' meeting he had sat through and said he had been impressed with the tone of the discussion and the civility that prevailed; even though there were clear differences among Board members, they debated in good spirit and he came away from the meeting encouraged.

4. The 1:1 Ratio, Credits to Class Hours

Professor Ibele reviewed briefly the history which led to the change from the predominant course module of 3 credits to 4 credits and explained that the reason for the resolution from SCEP was to remedy those cases where 3-credit courses had simply become 4-credit courses without any change in work required or contact hours. No survey has been done to discover how the change to the 4-credit module was carried through, he said, but there is evidence that in some instances there simply was credit inflation, which he described as unconscionable. If the University is to move toward increasing the quality of the education it delivers, this is one small part of that effort.

One Committee member wished it made clear, and the others concurred, that this policy is to be considered an amplification of, not replacement for, the long-standing Regents' rule which calls for one credit for each three hours of work per week.

5. Consultative and User Committees, Support Service Units

Professor Ibele drew the attention of Committee members to the memo outlining the various committees which the Task Force on Support and Service Units had recommended be created. The

Committee concurred with steps to be taken with respect to all six groups to which the Task Force report spoke.

6. Discussion with President Hasselmo

Professor Ibele welcomed President Hasselmo and Vice President Kuhi. The President began by distributing additional materials to Committee members and reviewing the several policies concerning termination of employment or appointment which he had recommended to the Board of Regents. The President observed that these policies had not been rushed out in a week; his office had been drafting them for some time and it was only timing which was affected by the newspaper headlines: He had originally intended to bring them to the Board in December but decided to do it in November instead because of the publicity.

Points made in the discussion of the policies included the following:

- The leave following administrative service should be labelled as permitting retooling following time away from research, not just teaching; it is probably easier to begin teaching again than it is to pick up on research.
- The leave would be granted for up to one year, following at least three years of full-time administrative service, and the length provided would depend, in the President's terms, on the "severity of obsolescence" of the faculty member. There were questions raised about granting a year's leave after only three years of service; the Committee decided, at the President's invitation, that it would return to that issue later.
- The administrative leave policy should include a listing of the titles of the positions it covers.
- The need for reviews of administrators was of concern to Committee members. The President said he would insist on annual reviews, and would not permit them to become perfunctory; he agreed that it was placing a burden on supervisors, but the supervisors are dependent on those they depend on. Mr. Donohue pointed out that there is now a policy requiring annual reviews; it requires enforcement.
- The severance policy for Academic Professional and Administrative staff is new; it provides that termination pay is limited to the amount which would be granted if notice were given during the contract period and there is no provision for termination pay if the employment is ended between contracts.
- The only change in the policy covering litigation settlements is to provide that termination of any employee must go to the President. It was suggested to the President that this policy should not be coupled to the other policies, because it is very different in nature; the President concurred and asked Mr. Donohue to ensure that the litigation policy is proposed as an amendment to the delegation of authority from the Regents to the Administration.
- President Hasselmo said there are no changes in the Early Retirement policy; the only

reason it was included for review was because the newspapers got confused about administrative leaves and early retirements for faculty. The faculty who retired early, and have been paid about \$6 million, would have been paid about \$33 million had they stayed on the payroll--and the \$27 million difference has been an important factor in reallocations. Any further changes in the Early Retirement policy would come as a result of recommendations from the Task Force on the Elimination of Mandatory Retirement rather than because of recent publicity.

- The review process for administrators must consist of careful assessment so the individuals know if they are in accord with University objectives and have the support of the faculty; the administration should consider whether it would be better to have review committees chaired by faculty rather than another administrator.
- The policies will be reviewed by four respected citizens from the state, but the President said he had no illusions that this matter would be laid to rest yet. He added that he didn't know what else he could do beyond what has already been done.

The President asked that the Committee provide him its reactions, if possible, before the December Regents' meetings.

The Committee adjourned at 2:45.

-- Gary Engstrand

University of Minnesota