

**UNIVERSITY OF MINNESOTA**

**UNIVERSITY SENATE MINUTES**

**FACULTY SENATE MINUTES**

**STUDENT SENATE MINUTES**

**April 16, 1987**

The third meeting of the University Senate for 1986-87 was convened in 25 Law Center, Minneapolis campus, at 3:40 p.m. Coordinate campuses were linked by telephone. Checking or signing the roll as present were 128 voting members of the faculty, 53 voting members of the student body, 2 members of the Council of Academic Officers, and 32 non-members. President Kenneth Keller presided.

**I. MINUTES FOR FEBRUARY 19**

**Action (2 minutes)**

*Approved*

**II. COMMITTEE MEMBERSHIPS, 1987-88**

**Information**

In the recent election to fill Twin Cities campus faculty vacancies on the Senate Consultative Committee, Lynnette Mullins (UMC), Ronald Phillips (Agriculture), and Kathleen Price (Law), were elected for 3-year terms (1987-90). Continuing members are Ellen Berscheid (CLA), Mark Brenner (Agriculture), Shirley Clark (Education), Richard Goldstein (IT), and W. Phillips Shively (CLA). A representative from the Morris campus will also be elected.

*Accepted*

**III. ELECTION OF VICE CHAIR FOR 1987-88**

**Action (5 minutes)**

The constitution provides that a Vice Chair shall be elected by the Senate at its first meeting in the spring quarter from among its members for a term of one year starting July 1, 1987.

*Charles Campbell was re-elected.*

## IV. COMMITTEE ON COMMITTEES

### USE OF HUMAN SUBJECTS IN RESEARCH COMMITTEE

#### Action (15 minutes)

#### MOTION:

To amend the present University Senate Rules, Article IV, Section 7, to change the description, membership, and duties and responsibilities of the Use of Human Subjects in Research Committee as set forth below: (additions are underlined and deletions have lines through them)

#### 7. Use of Human Subjects in Research

This One of three committees reviews proposed research using human subjects in a given area and supervises approved projects to assure the fullest protection of the rights and welfare of the subjects. Two of the committees review research projects in health and biological sciences; one reviews social and behavioral sciences research projects.

#### Membership

The Each of the three committees shall be composed of at least 60 12 members from the University community (faculty/academic professional, staff, and student body) and one to 4 members from the community at large.

A. The members from the University community shall be drawn from the following categories:

- (1) At least 20 members from the Health sciences and biological sciences (15 faculty and staff and 5 students).
- (2) At least 20 members from the Social and behavioral sciences (15 faculty and staff and 5 students).
- (3) 2 members from the University Hospitals & Clinic administration.
- (4) At least 18 members from Other units of the University not included in (1), (2), or (3) (13 faculty and 5 students).

If the size of the committee is expanded to more than 60 members, the proportions of members from each of the above categories shall remain the same.

Each committee shall have no fewer than 12 members, at least 9 of whom shall be faculty/academic professional or staff and at least 2 of whom shall be students. Each committee shall include members from categories (1), (2), and (4) as the needs of the committees dictate. No committee shall consist entirely of men or of women or of members of one profession. Each committee shall include at least one member whose primary concerns are in areas not using live human subjects in research.

B. The members from the community at large shall be representative of the community and shall have demonstrated experience and/or interest in ethical issues.

#### Selection of members; Chairs

A. University Community: The members of the committees from the health and biological sciences and from the social and behavioral sciences shall be drawn from units in which a primary focus of professional activity is the conduct of research with human subjects in these areas, as well as from units having persons qualified to help clarify ethical, moral, and legal issues and units having persons qualified to discuss matters of the relevance of research to the common good. Such Members shall be chosen appointed by the president or by a vice-president designated by the president. Members shall be assigned to specific committees by the administrative assistant.

The chairs of the committees health and biological sciences review panel and the chair of the social and behavioral sciences review panel serve as co-chairs of the full committee. They shall be elected by a majority of the appointed members of each committee the relevant review panels by a mail ballot, majority vote, for a period of two years.

- B. Community at Large: The members from the community at large shall be selected by an ad hoc subcommittee composed of members of the Use of Human Subjects in Research Committee. The members of the ad hoc committee shall be appointed by the chair of the parent committee, appointed by the president upon submission of nominees by the administrative assistant and the committee chairs. Each community member shall serve one year and shall be eligible for reappointment. The ad hoc committee may elect to identify 2 additional community members to serve as alternates. One alternate would be assigned to the health sciences subcommittee and one to the social sciences subcommittee. These alternates shall attend meetings only when the appointed community member must be absent. Each community member shall be assigned to one of the four committee panels by the ad hoc committee.
- (1) Terms: Each community member shall serve one year (12 months) and shall be eligible for reappointment.
  - (2) Criteria: The criteria for committee membership shall be established by the ad hoc committee.
  - (3) Confirmation of Appointment: Appointments of community members shall be confirmed by a simple majority vote of the Use of Human Subjects in Research Committee and by approval of the University administration.

#### Panels and Subcommittees

The committee shall operate by means of subcommittees composed of two review panels each, representing the health and biological sciences and the social and behavioral sciences. Members of the panels, as well as panel chairs, shall be appointed from the full committee by the executive secretary with the approval of the chair of the appropriate subcommittee. Each panel shall have no less than 9 members, 6 of whom shall be members of the faculty. The function of the panels shall be to review and approve individual proposals within the panel's domain, acting within one month of submission. Action may be taken by each panel when at least 5 members are present, at least 3 of whom are faculty members. Panel recommendations shall be by majority vote with the opportunity for an expression of a formal minority opinion.

#### Subcommittee on Policy

The committees shall also have one executive subcommittee on policy, which shall formulate committee policies. Members of the executive policy subcommittee shall be the chair of each review panel committee, the co-chairs of the full committee if different from the chairs of each review panel, one student representative, and one community representative, and other invited members of the committees who may have a special interest in the proposed agenda. The subcommittee chair shall be elected by a majority of the subcommittee members. Any committee member may petition the subcommittee for review of any policy statement formulated and approved by the subcommittee and may request that the issue be brought to the attention of the full committee for its action. New policies or changes in policy approved by the subcommittee shall be made known to all members of the committees by way of minutes of the subcommittee meeting and shall be voted on and approved by a majority of each committee at subsequent meetings of the committees. A majority of the full committees shall be required to veto any subcommittee action.

#### Executive Secretary

##### Administrative Assistant

Staff support for the committees shall be provided by the Graduate School. The executive secretary shall be appointed by the president for a three-year term, subject to reappointment for successive terms, administrative assistant has an annual appointment in the Graduate School, subject to renewal for successive terms. He/she and shall not be a voting member of the committees or of its subcommittees, or panels, but shall be entitled to attend committee, subcommittee, or panel meetings. The executive secretary administrative assistant shall handle the administrative work of the committee, schedule meetings, and maintain records for the committee, subcommittee, and panel meetings, including formal requests for approval of research projects, minutes of all committee, subcommittee, and

panel meetings, and the formal decisions of the committee and its subcommittees and panels, together with copies of all letters of approval sent to the investigators and any periodical reports by investigators to the committee, as may be required by the procedures of the committee.

#### Duties and Responsibilities

- to provide ~~prior collegial~~ review of proposed research involving human subjects: prior to its initiation.
- to provide continuing supervision and advice with respect to approved projects of research involving human subjects.
- to initiate specific statements of policy and procedures necessary to carry out the institutional responsibility of the University with regard to the use of human subjects in research, subject to review and modification by the University Senate. These statements shall be binding on the committees and the subcommittees and panels on policy, members of the faculty, academic professionals, and staff of the University, and other individuals engaged in research involving the use of human subjects carried on under the auspices of the University.
- to submit an annual report to the Senate through the Senate Consultative Committee.

#### COMMENT:

To comply with federal regulations issued by the Health and Human Services Office for Protection from Research Risks, changes are proposed in the description, membership, and duties and responsibilities of the Senate (Operations) Committee on the Use of Human Subjects in Research.

**C. ARTHUR WILLIAMS**  
Chair

*Approved*

## V. SOCIAL CONCERNS COMMITTEE CENTRAL INTELLIGENCE AGENCY (CIA) RECRUITMENT Action (15 minutes)

#### MOTION:

That the Senate approve the following resolutions:

WHEREAS the University and its various placement offices do and should promote the free and open exchange of information relevant to employment between students and potential employers;

WHEREAS there is considerable concern within the University community about the CIA's openness with respect to its activities;

WHEREAS there is also considerable concern within the University as to whether the University implicitly endorses and/or condones controversial activities of the CIA by virtue of allowing the CIA to use its placement services;

THEREFORE LET IT BE RESOLVED THAT a University Senate or Assembly committee be given the task of monitoring on-campus recruitment and responding to similar issues as they occur in the future;

THEREFORE LET IT BE RESOLVED THAT the University, perhaps through the above mentioned committee, strive to make available to the students comprehensive and accurate information about the CIA and its activities, e.g., by providing literature or sponsoring forums;

THEREFORE LET IT BE RESOLVED THAT the Senate state explicitly its non-endorsement of CIA activities, and that the Senate ask the administration to address the widespread concern that the University condones, if not endorses, controversial activities of the CIA by virtue of allowing the CIA to use its placement services.

#### **INFORMATION:**

The Social Concerns Committee was unanimous in its opinion that CIA on-campus recruitment was a legitimate issue that deserved our attention. The committee was very impressed with the efforts of those individuals and organizations who brought the issues before us; their responsibility and thoroughness are commendable. It was more difficult for the committee to agree on a solution to the division and disruption that have resulted from the controversies surrounding the CIA recruitment. There was, however, general consent to the following desiderata, which the above resolution reflects.

One of the most important purposes of the University's placement offices is to help students make wise career choices by sponsoring free and open exchanges of information about real employment possibilities. (Actual job offers are rarely made during such University-sponsored placement sessions; the sessions are held primarily for the purpose of exchanging information.) Information about real employment possibilities is supposed to be freely and openly shared with all students, regardless of race, sex, creed, etc. That is to say, the employers serviced by a placement office are supposed to adhere to a suitable version of equal opportunity guidelines. Moreover, these exchanges of information are supposed to be open to all bona fide employers. The placement offices cannot possibly help students to make wise career choices by intentionally restricting in any way the sources of information to which students are exposed.

The latter guideline raises questions about the need to provide services to employers whose policies and practices may be questioned from a moral point of view. The University by no means endorses the employers to whom it provides placement services. The University may in fact condemn the policies and practices of the employers it services. But attempts to discriminate against employers on moral grounds may itself be viewed as a serious moral infringement on the free and open exchange of information (otherwise known as free speech). It may even be a legal infringement. Employers' access to such exchanges of information are an issue here, but of more concern to the University should be the students' access to information that they need to make career choices.

Some moral decisions belong to the University as a whole, for example, the question of divestiture. Other moral decisions belong to the students. The University encourages students to exercise their own moral judgments in pursuing their careers. The University should avoid acting in such a way as to inhibit that pursuit, for example, by making access to some employers more difficult than access to others, or by acting in such a way as to suggest that its students are morally too immature to make wise career choices on their own.

From time to time, the question of the University's endorsement of employers serviced by its placement offices may arise. On these occasions, it is not sufficient for the University to remain silent. The administration and the Senate, for instance, may want to take such occasions to reiterate the University's non-endorsement policies, and to explain their own positions concerning the policies and practices of the employers in question. Although students are encouraged to exercise their own moral judgments in pursuing their careers, it may nonetheless be desirable for relevant branches of the University to explain their own positions if the students request it.

Serious, and often emotionally charged, concerns about the connection of the University with one or another of the employers serviced by its placement offices are inevitable. The reason is that there will always be some employers who adopt morally questionable policies and practices. Needless disruption of placement services might well be averted if groups with such concerns could first bring them before a University committee dedicated, at least in part, to addressing such concerns. Whichever standing or new Senate or Assembly committee is charged with this task should defend the principles of free and open exchange of information, but that does not mean that the committee would or should ultimately dismiss every group with a complaint. One of the most basic tasks of such a committee should be that of trying to provide comprehensive and accurate information about employ-

ers whose policies and practices are called into doubt. The committee might, for instance, provide literature to the various placement offices, or it might sponsor forums involving participation by representatives of the employers in question. The precise charges to a committee would have to be spelled out in much greater detail. But the need for having a committee to provide some sort of tradition and continuity to the handling of such issues is great.

**TIMOTHY KNOPP**  
Chair

*Approved*

## **VI. QUESTIONS TO THE PRESIDENT** (15 minutes)

Question submitted by Professor W. T. Shier, Senator, Pharmacy

One cannot help but notice that the central administration at the University is inclined to embrace corporate management techniques such as Strategic Planning. One can hardly pick up the business section of a newspaper these days without reading stories about major corporations reducing middle-level management; for example, the Ford Motor Company laying off 5,200 in middle management. Is the central administration at the University also considering reducing middle management? Certainly, one of the most cost-effective things the central administration could do to enhance the quality of the University of Minnesota would be to send the associate deans and assistant deans back to their libraries and laboratories. Not only would the University benefit from their renewed scholarly activity, but the process would serve to reduce the burden of administration on other faculty members. At present, layer upon layer of administration stifles development of many new initiatives before they begin, and wears down to exhaustion most faculty members foolish enough or dedicated enough to try. To repeat the question: "Does the central administration plan to reduce middle-level management at the University?"

Question submitted by Professor Indira Junghare,  
Department of South & Southwest Asian Studies

The University administration proposes to "dis-establish" the Department of South and Southwest Asian Studies. Numerous letters voicing strong support for the department and its faculty from leading scholars in the South Asian and Middle Eastern academic areas have recently been sent to Vice President Benjamin and yet they are apparently being ignored by central and CLA administration. The University of Minnesota can never hope to be ranked in the top five nationally without departmental coverage of India, Pakistan and the Middle Eastern countries which is the Department of South and Southwest Asian Studies *raison d'etre*. Does central administration seriously propose to go ahead with CLA's plan to eliminate this department?

Question submitted by Regents' Professor Leonid Hurwicz,  
Economic Department

Is it anticipated that faculty now with tenure or on tenure track may fail to be retained as a consequence of the reorganization or abolition of departments or programs?

See Abstract of the discussion.

## **VII. OLD BUSINESS**

none

## **VIII. NEW BUSINESS** (15 minutes)

none

## **IX. TRIBUTE TO DECEASED FACULTY MEMBERS AND STUDENTS**

### **FACULTY MEMBERS**

#### **ROBERT BRASTED**

1915-1986

Robert Brasted was born in Lisbon, North Dakota, in August, 1915, and died in Albany, New York, in October, 1986.

He received his B.S. and M.S. degrees from the George Washington University, Washington, D.C., and his Ph.D. in inorganic chemistry from the University of Illinois in 1942. In 1942-43, he was employed by Celanese Corporation. He was instructor and assistant professor at the University of Hawaii, 1943-47. In 1947, Brasted came to our University and remained here until his retirement in 1986. He became a professor in 1954, and he was the director of the General Chemistry Program for more than 25 years.

Bob received many awards. Among these were two Fulbrights and 15 teaching awards, including the American Chemical Society Award in Education, the Chemical Manufacturers Award, the James Flack Norris Award of the Boston A.C.S. Section, the John Kuebler Award of Alpha Chi Sigma, and the Mosher Award of the California section. He is the only person to receive these five awards.

He was very active in the American Chemical Society at both the local and national levels. At the time of his final illness he was a candidate for the presidency of the society. He was particularly active in the educational and international efforts of the A.C.S.

Bob taught and lectured in an incredible number of countrys, covering all continents. He spent considerable time in Japan, India, South Africa, and Germany. At Minnesota, he lectured to over 50,000 students. He had an active graduate program. Many of these students are now teaching in this country and abroad. He was the author of monographs and texts, including one as a co-author which was in German—a product of one of the Fulbright awards. Bob never did retire; for the 1986-87 year, he accepted a post at the Military Academy at West Point and had started teaching there.

Bob was an active sportsman. He skied, golfed, sailed, swam, and patiently fished for trout. He brought his enthusiasm for sports to his contributions to the Committee on Intercollegiate Athletics.

He is survived by his wife, Corinne, and four children, Mary, Barkley, Donald, and Robert.

#### **JULIAN HOSHAL**

1922-1986

Julian B. Hoshal, who directed UMD's news and publications efforts for 25 years, died September 14, 1986, in Duluth. A native of Colton, South Dakota, he attended Itasca Junior College and later received B.A. and M.A. degrees in journalism from the University of Minnesota, Twin Cities. During World War II, he served as a pilot and eventually retired as a lieutenant colonel in the Air Force Reserve.

He began his professional news career as a reporter-newscaster on KGLO radio in Mason City, Iowa. He was news director at KYSM radio in Mankato before moving to KSTP radio and television in St. Paul as news director. At KSTP, he won a national Sigma Delta Chi award for television reporting. In 1956, the station won the national Radio and Television News Directors Association award for the best television news operation in the U.S.

Professor Hoshal came to UMD in 1959 as a university relations representative and instructor in journalism. He later became director of the Campus Relations Office, now called University Relations, and was promoted to assistant professor of journalism. He taught journalism and public relations courses for many years.

He was very active in campus activities, serving on the Board of Student Publications and as advisor to both the student newspaper and yearbook. He assisted in the fund-raising drives to build Griggs Stadium, UMD's football facility, and the campus building for WDSE-TV, Duluth's public television station.

He retired from UMD in February 1984. He is survived by his wife, Shirley, and five children.

ORRIN C. (CLINT) TURNQUIST  
1913-1986

University of Minnesota Horticulturist Orrin C. Turnquist died on November 17 after a brief illness. Well known in the state and region to vegetable and potato growers, as well as to the general community, through his teaching, speaking, writing, and vegetable and potato extension activities, Clint served the industry first as horticulturist at the University's Northwest Experiment Station, Crookston, beginning in 1945, and from 1947 to 1978 as professor of horticulture at the Twin Cities campus of the University, retiring in 1978 as professor emeritus. In the earlier years he handled extension needs in all sectors of horticulture but, as time passed and the number of specialists increased, he was able to specialize in the areas of his greatest interest, i.e. potatoes and vegetables. He was a native of Minneapolis and earned three degrees from the University, including the bachelor of science with high distinction.

Professor Turnquist was the founder of the Minnesota Vegetable Growers Association in 1949 and at the first annual meeting in 1953 was the "General Chairman and Section Treasurer" of the Association. He was an active principal force in that organization, responsible for the annual program and for 34 years serving as secretary and treasurer.

At the personal level Clint was truly a friendly coach and resource person to many commercial vegetable growers. Through his farm visits he developed a keen understanding of the industry in the state and the people involved. His variety trial work with vegetables and potatoes provided information of interest to growers. Through his farm visits and by his use of other media forms, the industry came to recognize Clint as their key liaison person with the University. Following are some of his specific roles: coached several collegiate vegetable judging teams in national contests; superintendent of Vegetable and Potato Department, Minnesota State Fair, for over 30 years; 4H State Fair judge for over 30 years; participated in 32 consecutive Red River Valley Winter Shows as judge, speaker, and superintendent of potato judging shows for 4H and FFA; Orchard and Garden Editor, *The Farmer* magazine, 1975-1986; and president, Potato Association of America, 1961.

Clint received many honors and awards. Among them were Honorary State Farmer Award; Honorary Life Membership in the Potato Association of America; Distinguished Service Award, Bronze Medal, and Honorary Life Membership Award from the Minnesota State Horticultural Society; a recognition certificate for 25 years of service to youth at 4H Conservation and Leadership Camp, Itasca State Park; the Hall of Fame Award presented by Red River Valley Shows in recognition of dedicated service and leadership as a Builder of the Valley; and, from the Minnesota Vegetable Growers Association, a recognition award for service and as a founder, and an Honorary Life Membership Award. Clint's greater treasure, however, consisted of the many friends he had made in the industry and community through all of the phases of his activity in horticulture and the satisfaction that he had been of service to so many.

Professor Turnquist also was a key member of the teaching staff at the University, teaching such courses during his career as fundamentals of horticulture, vegetable crop production, market grades of fruits and vegetables, and horticultural crop judging. He had high expectations of his students. There is a legacy of people who recognize that for them he opened a door to learning in horticulture.

## STUDENT

Steven Charles Scherer, Institute of Technology

## X. ADJOURNMENT



# FACULTY SENATE MINUTES

The meeting of the Faculty Senate was convened in 25 Law Center, Minneapolis campus, following the University Senate meeting. Coordinate campuses were linked by telephone. Checking or signing the roll as present were 128 voting members of the faculty. President Kenneth Keller presided.

## I. MINUTES FOR FEBRUARY 19

Action (2 minutes)

*Approved*

## II. FACULTY AFFAIRS COMMITTEE

### FACULTY RETIREMENT PLAN COMMITTEE

Information (5 minutes)

The committee's most important and pressing task was to participate in the implementation of the new alternative investment track which was authorized by the Regents. The committee urged the implementation as soon as possible and agreed to May 1 which appeared to be the earliest feasible date.

The University Office of Investments representative, Roger Paschke, presented recommendations concerning the mutual fund family to be designated to provide the initial offering of new options. He recommended the Vanguard family, based upon the criteria of experience in retirement funds, investment performance, and ability to enforce compliance with the University's plan. The committee approved this recommendation. The new options have been announced to the faculty and information is being provided for implementation May 1, 1987.

The issue of transfer out of the present fixed annuity fund was addressed by the University and the insurance companies. It was agreed that participants would be given a "window" for such withdrawals from February 1 to May 1, 1987, for a transfer to be made on May 1, 1987. After this window period, transfers out of the fixed annuities could be made only through a transfer to Separate Account A for a period of ninety days. While the committee was not enthusiastic about this procedure, it agreed to it on the basis that it was the best that the University representatives were able to obtain after long negotiations over amendments to the present contracts with the insurance companies.

During the information period for a new option, the insurance companies announced that the investment policy of Separate Account A would be changed to a stock index fund. This change was made in response to the dissatisfaction of the faculty and the committee with the investment performance of Separate Account A during the past three years. The committee has approved the concept of indexing Separate Account A; the actual change is imminent. The committee is watching the details of this change, its effects on all concerned, the type of indexing, and the transaction costs. Presumably management fees for Separate Account A will be substantially reduced. However, all these important details are just now being examined because the decision to make this change is only a few weeks old.

Representatives of Minnesota Mutual have proposed new investment options for participants in the Faculty Retirement Plan. These options are being evaluated by the committee and probably some of these options will be approved by the committee for implementation within a few months.

The committee has urged the Employee Benefits office to "shop" periodically for the best retirement annuities of high safety which could be purchased by participants at the time of retirement. David Swanson agreed at the April 1 meeting of the committee to this procedure in concept. The shopping process has begun through the University's pension consultant. If it appears that annuities can be obtained which provide greater monthly payments with the same safety as the annuities presently available, the office of Employee Benefits

will provide information on such annuities to participants who are about to retire. The results of this process will be known within a few weeks.

The committee considered a request from Professor Alfred Aeppli which urged the University administration to implement retirement plan contributions for participants between 65 and 70 before the date on which such contributions are required by law to begin. The committee agreed and has recommended the early implementation to the University administration. The cost is estimated to be about \$250,000 to \$300,000 and there is no indication at this time whether the administration will be able to agree with this recommendation.

**STEPHEN SCALLEN, Chr.**  
**Faculty Retirement Plan Committee**

**GEOFFREY MARUYAMA, Chr.**  
**Faculty Affairs Committee**

*Accepted*

### **III. FACULTY DEVELOPMENT COMMITTEE**

#### **SECOND PROGRESS REPORT**

##### **Information and Discussion (15 minutes)**

Charge to the Committee: Develop a set of recommendations for implementation of proposals, related to faculty development, that have come from the work of recent faculty committees (Senate Committee on Faculty Affairs, the Merwin Committee, etc.).

Current State of Committee's Work: Subcommittees have presented some sections of the report in initial draft form to the entire committee for review and comment. Some revisions have been made and a draft for the committee report is being written. Other sections of the report (e.g. salaries) are still being worked on by subcommittees.

Committee's Schedule: The meeting plans to have the entire report in draft form by the May 14th Senate meeting. This will allow the last two weeks of May for review and revisions prior to the June 1st submission date. The report will be submitted to the Faculty Consultative Committee and the President.

##### **TENTATIVE OUTLINE FOR REPORT**

Section I: New plan for faculty salaries, based on new goals. A subcommittee is continuing to make salary comparisons and to look at salary trends over the past few years. They are considering proposing a comparison group that includes only part of the Big 10 institutions plus comparable public and private institutions in other parts of the country.

Section II: Sabbatical and Single Quarter Leaves. A draft report has been presented and discussed by the entire committee. The proposal builds on the idea of flexibility, presented in the report of the Senate Committee on Faculty Affairs, and probably will recommend some financial support to improve use of leaves. It recommends giving responsibility for leaves to colleges, operating within guidelines established for the entire Twin Cities Campus.

Section III: Support for the work of the faculty. A draft report, examining several items of this nature, has been presented to the entire committee. In part, it suggests a mechanism to focus attention on faculty/staff ratios during planning and staffing decisions, identifies some specific civil service policies related to vacations and leaves that need examination, recommends automation of the grants management operation (coordinated with automation of the purchasing and accounting system and plans for computer networking), and recommends the preparation of a policies and procedures handbook for department heads/chairs. Other recommendations relate to facilities and space management. One subcommittee continues to work on recommendations related to the Library and another on faculty appointments (9 vs. 12 mos.) and work-loads.

Section IV: Workshop for department chairs/heads. Several items have been identified as ones with which department chairs need experience in order to best support the work of the faculty. For example, certain aspects of management of resources, working with faculty in

career development, counseling on personal problems, working with civil service policies, etc., involve skills learned through experience. We will likely propose that experience gained by outstanding heads/chairs be made available to those less experienced in something like a workshop form.

Section V: Areas in which we can make no implementation recommendations. Several items are being collected into this section, including faculty fringe benefits (because the new tax law has introduced many new uncertainties that are not yet sorted out), faculty use of computers (there is a special committee working in this area), etc. We intend to suggest who should follow-up on these items.

**PATRICIA SWAN**  
Chair

*Accepted*

## IV. ADJOURNMENT

### ABSTRACT

The University Senate meeting was called to order at 3:45 p.m. in 25 Law Center, Minneapolis campus, by President Kenneth Keller. Minutes of the last meeting were approved.

*Vice Chair election.* Charles Campbell, professor of physics and current vice chair, was nominated by Ellen Berscheid, chair of the Consultative Committee, for a second term. There were no further nominations, and he was elected by acclamation.

*Human Subjects in Research Committee.* Patricia Swan, professor of nutrition and member of the Committee on Committees, presented several changes in the membership and responsibilities for the Committee on the Use of Human Subjects in Research, which she explained were proposed to bring the University in compliance with federal regulations. They were approved without further discussion.

*CIA recruitment.* Timothy Knopp, associate professor of forest resources and chair of the Social Concerns Committee, presented three resolutions concerning recruitment on campus by the Central Intelligence Agency (CIA). He said his committee had been approached by several groups—student groups, the Consultative Committee, and the President's Office—and asked to deal with the matter. The recommendations were not intended to be the final word in recruitment on campus, he said; his committee was continuing to work with the Placement Services Committee on a general policy. The current proposal was an immediate response to the CIA issue, and the committee felt it was acting in a responsible way to protect the free exchange of information.

Specifically, the proposal called for (1) a Senate or Assembly committee to monitor on-campus recruitment and respond to similar issues if they arose; (2) information about the CIA and its activities to be provided to students; and (3) a Senate non-endorsement of CIA activities and a request to the administration to address the concern that the University condones, if not endorses, controversial activities of the CIA by allowing it to use its placement services.

Charles Betz, Progressive Student Organization member, claimed that the recommendations would only lead to confusion as to the role of the CIA and would appear to endorse as a fundamental right its presence on the campus. He said that approval of the policy would be establishing a precedent and urged a "no" vote with support for a proposal that would be introduced at the May Senate meeting to ban the CIA from the campus. In response to a query as to whether the Placement Services Committee oversees recruitment on campus, Mr. Knopp said that it did but that it did not have the specific directive to deal with the CIA and was now working on guidelines. Linda Ellingboe, student, who had brought to the November Senate meeting a recommendation to ban the CIA from the campus, spoke next. Her resolution, as an item of new business, had been referred to the Consultative Committee for consideration at a future meeting, and would be on the May agenda, she said. She informed the Senate that she knew she must be open to other views and had kept contact with student

organizations. She supported the Social Concerns resolutions and suggested that the new committee might well be formed from the Social Concerns Committee.

Ron Denn, student, said students were at the University to get degrees that would enable them to find work and that recruitment should not be limited in any way. In response to a request for a report of the Social Concerns vote on the issue, Mr. Knopp said there were 12 for and 6 not responding. John Dahler, professor chemical engineering and materials science, declared that "non-endorsement," while permitting use of facilities, would be setting a policy that could leave a lot of interesting, unanswered questions. John Beatty, associate professor of ecology and behavioral biology and Social Concerns Committee member, pointed out that the Placement Services Committee strives to maintain free and open exchange of information and requires that employers use equal opportunity guidelines. Also, for example, he said, the Law School has not allowed military personnel to recruit on campus because the armed forces have no rule precluding discrimination on the basis of sexual orientation.

There were no further speakers, and the motion was approved by a substantial majority.

*Administrators/Faculty.* W. T. Shier, professor of medicinal chemistry and pharmacognosy, asked whether the administration was considering reducing the University's middle management (as was being done by many major corporations) by sending associate deans and assistant deans back to their libraries and laboratories. President Keller responded that University-wide there was one dean to each 100 faculty members, and that in general corporations had a much larger middle management group. He said 6 1/2% of the academic budget is devoted to administration of all kinds and that the University is in the lower half of Big Ten institutions in that percent figure. He found "danger in easy accusations."

*South and Southwest Asian Studies.* Indira Junghare, associate professor of south and southwest Asian studies, asked how the University could hope to be ranked in the top five nationally when it was proposing to do away with her department in the face of numerous letters of support from leading scholars. President Keller said the planning process was an ongoing operation and that department and collegiate documents were being reviewed by the provost and the Academic Planning Committee. He hoped decisions would be made on the basis of comparative strengths and quality and not on the basis of letters of protest.

*Tenure/Reorganization.* Leonid Hurwicz, Regents' professor of economics, asked whether it was anticipated that faculty members with tenure or those on the tenure track might not be retained in any reorganization or abolition of departments or programs. President Keller said he could not say whether there would be reorganization, but that any changes would have to follow the provisions of the tenure code and observe the terms of protection in the section on financial exigencies. He said that there is no hidden agenda and that the University was simply reporting to members of the Legislature and to the private sector that it was looking at ways to improve in quality. He called it a period of great opportunity.

Following a silent tribute to deceased faculty members and students, the Senate adjourned.

The Faculty Senate was called to order by President Keller; February minutes were approved.

*Faculty Retirement Plan Committee.* Richard Goldstein, professor of mechanical engineering and member of the committee, reported that, in addition to the printed report concerning expansion of options for those in the faculty retirement plan, the committee had a number of issues coming up including interpretation of the 1986 tax laws, on which there would be a report later. Mark Renner, professor of horticultural science and landscape architecture, announced that withdrawals from the fixed annuity fund for investment in one of the new funds could be made up until July 1. Vernon Weckwerth, professor of hospital and health care administration, asked what the impact would be on those who leave their money in fixed annuities. Mr. Goldstein said there would be no impact on those who had elected Separate Account A, but for the fixed fund there could be a problem for the company, not for participants.

Mario Bognanno, professor of industrial relations, said that for some time Minnesota Mutual had been reporting rates that were several percentage points below the performance of every other management organization, which he found very distressing. He asked what the obligation of the company was to the University. Mr. Goldstein acknowledged that there had been dissatisfaction with the company and its past management, but the company had been spurred to offer more investment options when the University went to other companies which gladly provided other choices.

*Faculty Development Committee.* Patricia Swan, professor of nutrition and chair of the committee, presented its second progress report and urged senators to communicate its contents to their colleagues. The committee planned to have its recommendations related to faculty development in draft form by the May 14 Faculty Senate meeting. Its tentative outline, which represented her own personal assessment, was distributed at the door. She said the proposed workshop for department heads or chairs would be a good forum for "exchange of wisdom" and that later a manual of procedures for departments could be developed. As to those areas in which the committee could make no implementation recommendations, she cited improvement of salaries as well as some mechanism for recognition by colleagues of faculty members' accomplishments. She appealed to the faculty for ideas.

Riv-Ellen Prell, assistant professor of anthropology, asked whether there had been any progress in separating faculty benefits negotiations from the process that now requires that they be handled through the Association of Federal, State, Clerical, Municipal Employees (AFSCME), and she cited in particular the notice of discontinuance of mental health care benefits. Ms. Swan responded that the Faculty Affairs Committee was aware of that need. Also, she noted that the committee was working on a "cafeteria" plan of benefits; however, new tax and legal implications would have to be examined. Charles Campbell, professor of physics and Faculty Affairs Committee member, reported that some progress had been made in communicating faculty input during state negotiations through a University representative meeting with AFSCME. President Keller added, however, that the University could not veto any of the proposed actions. He said that originally the University had joined in the process because it was a much better plan with greater benefits than could be offered through a separate plan, because actuarially the University was not as good a risk in some areas as others covered by the state plan, for example in the area of mental health care coverage.

The Faculty Senate adjourned at 4:30 p.m.

**MARILEE WARD**  
Abstractor

## **UNIVERSITY STUDENT SENATE MINUTES**

The meeting of the Student Senate was convened in 25 Law Center, Minneapolis campus, following the meeting of the Faculty Senate. Coordinating campuses were linked by telephone. Checking or signing the roll as present were 53 voting members of the student body. Andy Seitel presided.

### **I. MINUTES FOR FEBRUARY 19**

**Action (2 minutes)**

*Approved*

### **II. STUDENT SENATE CHAIR REPORT**

**(5 minutes)**

see Abstract

### III. STUDENT SENATE CONSULTATIVE COMMITTEE CHAIR REPORT

(5 minutes)

see Abstract

### IV. STUDENT LOBBY ADVISORY COMMITTEE REPORT

(10 minutes)

see Abstract

### V. STUDENT SENATE CONSULTATIVE COMMITTEE STRATEGIC DEFENSE INITIATIVE RESOLUTION

Action (10 minutes)

#### MOTION:

That the Student Senate approve the following resolution:

WHEREAS a major forum is being planned by students and professors for the entire University Community on academic freedom, the University of Minnesota research policy, and the Strategic Defense initiative;

WHEREAS the purpose of the Forum is to involve the Board of Regents, administrators, faculty, staff, students, and the public in a major discussion of these issues;

WHEREAS the University Student Senate represents student views of all five campuses;

THEREFORE BE IT RESOLVED THAT the Student Senate endorse and support and become a co-sponsor for the symposium/forum entitled "Academic Freedom, University Research Policy, and SDI."

**BRENDA ELLINGBOE**  
SSCC member

*Approved*

### VI. OTHER BUSINESS

none

### VII. ADJOURNMENT

#### ABSTRACT

The Student Senate was called to order at 4:30 p.m. following the Faculty Senate meeting by its chair, Andy Seitel. Minutes of the last meeting were approved.

Mr. Seitel reported that he headed the Student Advisory Council of the state and was therefore a nonvoting member of the Minnesota Higher Education Board. Plans were afoot, he said, to make the student member a voting member. He reported that the Consultative Committee was discussing the role of the Student Senate chair and hoped to add to the job description. He called attention to the fact that the Committee on Committees needed volunteers for committees and emphasized that it was an excellent way to serve the University community.

Roy St. Laurent, *Consultative Committee chair*, reported that the committee had discussed the proposed University credit union; Duluth students had registered concern connected with lack of accessibility. He also reported that the Educational Policy Committee was going to propose establishment of a committee on undergraduate education. Other items of interest were changes in the grading policy and forming of an acquired immune deficiency syndrome (AIDS) task force to look into the University's responsibility.

Bob Trewartha of the Student Lobby Advisory Committee reported on activities at the

Legislature, including restoration of proposed cuts in student financial aid. He summarized other proposed legislation, including child care funding, Graduate School scholarships and fellowships, professional colleges offset, and bonding requests.

Brenda Ellingboe, Student Consultative Committee, reported that on October 26-28 a symposium/forum, "Academic Freedom, University Research Policy, and Strategic Defense Initiative," would be held with coordinate campuses connected by radio; she asked for endorsement and support so the Student Senate could be a co-sponsor. Mr. St. Laurent reported that the Student Consultative Committee endorsed her resolution unanimously. He asked how plans could go forward with Ms. Ellingboe graduating in June; she responded that she had purposely delayed graduation until the end of fall quarter. Mike Rodriguez asked what "support" meant; he was reassured that no monetary commitment was needed, and that coordinate campuses would receive posters with instructions as to the radio hook-up. Her resolution was then approved with three dissenting Duluth votes.

Mr. St. Laurent reminded the Senate that new Consultative Committee members would be elected at the April 23 Student Forum meeting, and the meeting was adjourned at 4:55 p.m.

**MARILEE WARD**  
**Abstractor**