

UNIVERSITY OF MINNESOTA

UNIVERSITY SENATE MINUTES

FACULTY SENATE MINUTES

STUDENT SENATE MINUTES

May 19, 1988

The fourth meeting of the University Senate for 1987-88 was convened in 25 Law Building, Minneapolis campus, at 4:05 p.m. Coordinate campuses were linked by telephone. Checking or signing the roll as present were 125 voting members of the faculty, 30 voting members of the student body, one ex-officio, and 9 nonmembers. Interim President Richard Sauer presided.

I. COMMITTEE MEMBERSHIPS

INFORMATION

In the April 14 election to fill next year's Twin Cities campus vacancies on the Committee on Committees, Mario Bognanno and Thomas Soulen were elected to 3-year terms; Arthur Erdman, for a 1-year term.

Accepted

II. ELECTION OF 1988-89 VICE CHAIR OF SENATE

Action (5 minutes)

Professor Michael W. Steffes was elected.

III. SENATE CONSULTATIVE COMMITTEE

STUDENT SENATE CHAIR MEMBERSHIP

Action (5 minutes)

MOTION:

That the Senate Bylaws be amended to provide that the chair of the Student Senate be a voting member of the Student Senate Consultative Committee by amending Article III. 1. A "... the Student Consultative Committee shall be composed of the elected student representatives and the chair of the Student Senate...."

COMMENT:

Addition of the chair of the Student Senate would bring more accountability and improved communication between the Student Senate and the Student Senate Consultative Committee.

W. PHILLIPS SHIVELY
Chair

Approved, 124 to 4, 2 abstentions

**IV. CONSULTATIVE COMMITTEE
COMMITTEE ON COMMITTEES
BUSINESS & RULES COMMITTEE**

**REVISION OF THE SENATE AND ASSEMBLY COMMITTEE STRUCTURE
(Action 15 minutes)**

MOTION:

To change the Senate and Assembly committee structure by reducing the number of committees from 41 to 19.

The major committees will continue as Senate/Assembly committees and will absorb the duties and responsibilities of those committees that will be eliminated. They will appoint subcommittees, as necessary, to assist with their responsibilities (see proposed structure below).

Subcommittee memberships shall have approximately the same ratio of faculty, students, civil service, and alumni as the parent committee and shall include ex officio representation as appropriate. If an exception is necessary, the parent committee shall consult with the Committee on Committees. Committee on Committees shall also serve as a resource for subcommittee nominations.

The Senate/Assembly shall recommend that central administration fund release time for the chairs of the Consultative, Judicial, Educational Policy, Finance & Planning, and Faculty Affairs Committees and that initially it be equivalent to one course of teaching each year (except for the Consultative Committee, which is currently by arrangement) with review of the policy at the end of the first year.

The Consultative Committee shall convene on a regular basis the chairs of the major Senate/Assembly committees as a Coordinating Committee to discuss and track agenda items.

The Committee on Committees shall be responsible for proposing the membership of and charge to the Senate/Assembly committees.

PROPOSED NEW STRUCTURE

Underlined committees shall continue as Senate/Assembly committees. Committees listed under the Senate/Assembly committees will be dissolved and the duties and responsibilities absorbed by the Senate/Assembly committee or a designated subcommittee.

Senate Consultative Committee
Business & Rules Committee

Educational Policy Committee
Honors Programs Committee
International Education Committee
Summer Sessions Committee
Extension & Community Programs Committee
Educational Development Committee
Undergraduate Education Committee
University-ROTC Relationships Committee
Convocations & the Arts Committee
Calendar Committee

Finance and Planning Committee
Finance Committee
Planning Committee
Physical Plant & Space Allocation Committee

Faculty Affairs Committee
Tenure Committee
Faculty Retirement Plan Committee

Judicial Committee

Academic Freedom & Responsibility Appeals Committee

Committee on Committees

Equal Employment Opportunity for Women Committee

Research Committee

Library Committee

All-University Honors Committee

Social Concerns Committee

Student Affairs Committee

International Students Committee

University Health Services Committee

Student Academic Support Services Committee

Services for the Handicapped Committee

University College Assembly

Computing & Information Systems Committee

Animal Care Committee

Use of Human Subjects in Research Committee

The following committees shall include representation from the Twin Cities campus only:

Support Services Committee

Placement Services Committee

Transportation & Parking Committee

University Bookstores Committee

Housing Committee

Student Behavior Committee

Intercollegiate Athletics Committee

INFORMATION:

The Senate Committee on Committees appointed a subcommittee whose membership included Professor Douglas Pratt (chair) (Committee on Committees), Professor Thomas Scott (Committee on Committees), Professor W. Phillips Shively (Consultative Committee), Ms. Nancy Koetz (student, Committee on Committees) and Ms. Martha Kvanbeck (Senate) to review the Senate/Assembly committee structure. As a result of its deliberations the subcommittee determined that the current 41-committee system is too large and unwieldy to carry out effectively the business of the Senate/Assembly. The subcommittee believes the new structure will eliminate many of the major problems associated with the current system, such as agenda setting and tracking, reporting mechanisms, poor attendance, etc. It encourages the Senate/Assembly to provide as much centralized staffing of committees as possible. Establishing a Coordinating Committee made up of the chairs of the major committees will also facilitate the appropriate distribution of tasks. The subcommittee recognizes that committee members and especially committee chairs will have an increased workload if the proposal is approved, but notes that the new system greatly reduces the number of people needed for committee service. By providing release time for faculty chairs or compensation for student chairs of the Consultative, Judicial, Educational Policy, Finance & Planning, and Faculty Affairs Committees and by providing better staff support, it is expected that the increased workload will be somewhat offset.

The subcommittee feels that reducing the number of committees by more than 50 percent also eliminates the need to make a distinction between Senate, Standing, and Operations committees. All committees shall report through the Consultative Committee except for Equal Employment Opportunity for Women Committee, which shall report through the

Faculty Affairs Committee, and the Student Behavior Committee, which shall report through the Student Affairs Committee. The subcommittee suggests that the Support Services Committee be charged with reviewing the operations of all support services at the University, but would leave to the committee's discretion the selection and frequency of reviews.

If the Senate/Assembly approves this proposal, the Consultative Committee and Committee on Committees will appoint a task force to revise the Senate/Assembly Constitutions, Bylaws, and Rules to be brought for action to the Senate/Assembly fall quarter 1988. If the Task Force departs from the structure as proposed here, it shall bring those changes for action to the Senate/Assembly at that time also.

The Consultative Committee, Business & Rules Committee, and Committee on Committees endorse this proposal.

**SHEILA CORCORAN, Chr.
Committee on Committees
JOHN FOSSUM Chr.
Business & Rules Committee
W. PHILLIPS SHIVELY, Chr.
Consultative Committee**

A motion to suspend the rules to make an amendment was approved; the motion to maintain the distinction between committees of the Senate and Assembly was accepted as friendly. A motion to continue the University College Assembly as a separate body was accepted as friendly. A proposal to hold up restructuring until the implementation task force had met was not accepted, nor was a suggestion that the names of committees to be subsumed be removed from the outline. A proposal to add "fund release time for faculty or compensation for student chairs" was accepted as friendly, and the motion as amended was approved.

V. SOCIAL CONCERNS COMMITTEE

OPEN FORA

Action (10 minutes)

In May 1987, the University Senate approved a resolution as follows:

THEREFORE, BE IT RESOLVED that the University Senate endorse the development of an ongoing all-University open forum that permits expression of multiple viewpoints on issues, and that the Senate Committee on Social Concerns should develop and report back to the Senate on possible methods of implementation...."

Acting on that request, the Committee on Social Concerns presents the following for consideration:

BE IT RESOLVED that,

WHEREAS the University of Minnesota is committed to the principles of freedom of speech and of academic freedom; and

WHEREAS the Senate recognizes that among the University community there will be divergent points of view; and

WHEREAS the University Senate believes it appropriate that the campus should be a center for open discussion on issues of importance to a free society,

THEREFORE BE IT RESOLVED that the University Senate, acting through the Committee on Social Concerns, should on a regular basis, preferably quarterly, sponsor campus fora on current controversial issues, with provision made for presentation of the full range of opinions held by members of the University community.

COMMENT:

It should be noted that the committee, cooperatively with the Humphrey Institute, sponsored one such forum, in pilot manner, in the fall of 1987. The forum focused on academic

freedom in regard to research connected with Star Wars. Based to some extent on that experiment, the following principles should, we believe, govern the creation and continuing sponsorship of such fora:

- 1) While formats may vary (panel presentations, speakers, open mike sessions, etc.), the basic principle should be provision of access for all members of the University community to opportunity for free expression (without censure, reprisal or denial of such opportunity) of the full range of opinion and perspective on the chosen issue.
- 2) The fora should be designed and carried out in such a manner as to generate campus-wide interest and attendance; indeed, our intention is creation of a campus tradition for open debate which would include central administration and the Regents, as well as students, faculty, and staff members. The committee regrets that the institution does not currently provide a time and place for regular all-University convocations to facilitate the exchange of views on controversial issues.
- 3) A summary of issues presented at such fora will be prepared and distributed to appropriate University units as a part of the responsibility of the Social Concerns Committee. The committee will further consider social concerns issues raised in the fora and recommend action as appropriate.
- 4) Fiscal resources will be required for such fora, particularly for such items as advertising and printing of announcements.

BARBARA KNUDSON
Chair

Approved

**VI. CONSULTATIVE COMMITTEE
COMMITTEE ON COMMITTEES
BUSINESS & RULES COMMITTEE
COMMITTEE ATTENDANCE
Action (5 minutes)**

MOTION:

To amend Article III, 3. of the Senate Rules as follows: (additions are underlined, deletions have lines through them)

3. Terms of Membership, Chairing of Committees, and Removal of ~~Student~~ Members for Neglect of Meetings . . . A member of a committee of the Senate shall be said to have neglected a meeting if the member does not attend and does not notify the chair of the impending absence. A ~~student~~ member of a committee of the Senate shall forfeit membership by neglecting three consecutive meetings of the committee for which notification was given. A ~~student~~ member whose membership has been forfeited may appeal to the ~~Student Senate~~ Committee on Committees for reinstatement.

COMMENT:

It has come to our attention that committee chairs would find it beneficial to have a mechanism in place for replacing any committee member who does not respond to meeting notices or attend meetings.

W. PHILLIPS SHIVELY, Chr.
Consultative Committee
SHEILA CORCORAN, Chr.
Committee on Committees
JOHN FOSSUM, Chr.
Business & Rules Committee

Approved

VII. ALL-UNIVERSITY HONORS COMMITTEE

ANNUAL REPORT, 1987-88

The All-University Honors Committee met on October 27, 1987, and April 6, 1988.

The committee recommended granting of three honorary degrees, nine outstanding achievement awards, and two alumni service awards. It approved the following building names.

Twin Cities Campus:

- two labs in the Phillips Wangensteen Building to be named the Jordan Bazelon Research Laboratories
- the Plant Sciences Building to be named Christensen Laboratory
- the School of Earth Sciences to be named the Newton Horace Winchell School of Earth Sciences
- the naming of the Natural Resources Administration Building

Duluth Campus:

- the Mathematics-Geology Building to be named Heller Hall

The committee has been discussing the present policy statement regarding the awarding of honorary degrees. Presently, the chair is working on redrafting a statement for review to reflect the unanimous agreement of the committee for a more liberal honorary degree policy.

LEO J. RASKIND
Chair

Accepted

VIII. BUSINESS AND RULES COMMITTEE

ANNUAL REPORT, 1987-88

The Business and Rules Committee met two weeks before each Senate/Assembly meeting to review motions submitted and establish the agenda.

During the fall term, the committee established rules for the special faculty fora which were created to discuss issues involved in the implementation of Commitment to Focus.

In the spring term, the committee met to review the motion of the Committee on Committees to reduce the number of Senate committees from 41 to 19. After a meeting with a Committee on Committees representative and discussion among Business and Rules Committee members, the committee moved to support the Committee on Committees motion.

At the May 5 meeting, the committee reviewed annual reports of other committees prior to their publication.

JOHN A. FOSSUM
Chair

Accepted

IX. COMPUTING & INFORMATION SYSTEMS COMMITTEE

ANNUAL REPORT, 1987-88

This committee was formally established by the Senate on 29 October 1987, and constituted shortly thereafter, to monitor University policies and administration of computing, telecommunications, and information systems and to recommend needed changes. At its first meeting, committee members reviewed the extensive work of another committee, the

All-University Committee for Network and Communications Planning, and decided that their work was a good beginning but that a range of other information on computing activities is needed to make appropriate assessments of the needs and opportunities in this area. Hearings with directors of various computing units on several campuses supplied a large data base with which the committee can make evaluations. In addition to oral presentations, directors presented written reports in response to questions submitted in advance by the committee. These written responses provided standardized data for future use. More discussion with leaders of University computing will need to be held over the next year, but some conclusions have already been reached and actions taken by the committee.

A preliminary report on the committee's findings will be available in early summer 1988. The report will contain an overview of conditions governing and policies affecting present computing activities. It will be the basis for next academic year's deliberations by the committee. The tenor of the report will represent the present situation as diffuse, possibly chaotic. The situation requires a coherent, forward looking, well administered policy. The committee intends to recommend at least the outline of such a policy for consideration by the Senate and others.

As a way of being prepared to implement new policies, the committee will recommend a number of changes. Two recommendations concern the administration of policy. First, the members believe there is an urgency about the need for new policies in the area of computing and information systems. Therefore, a Chief Information Officer with the power and determination to prune and consolidate activities to achieve a well-managed enterprise is essential. The University should appoint a Chief Information Officer (CIO) at the level of an Associate Vice President and Associate Provost for Academic Affairs, to whom all computing center directors will report. Second, a new organizational structure should be implemented with groups such as Network, University Services, Microcomputer and Telecommunications reporting to the CIO.

These concepts, along with several others, emerged from the Network and Communications Planning committee and were strongly endorsed by the Computing and Information Systems Committee. A number of other recommendations passed by the committee refer to internal operations of the various groups and are better reserved for a series of reports planned by the committee for release over the next few years.

ARTHUR L. NORBERG
Chair

Accepted

X. RESEARCH COMMITTEE

ANNUAL REPORT, 1987-88

The business of the committee focused on three major issues during the past year (all of which had been considered in previous years):

1. **INDIRECT COST RECOVERY (ICR)**. This item appears to be a perennial issue, in part because there is no clear understanding between administration and faculty of the operative principles governing ICR allocation in conformity with the Senate resolution. The major effort of the committee on this topic has been to generate a number of "what-if" spreadsheets that put consequences of different means of distribution in more concrete terms. From this, a set of principles governing ICR allocation have been established that will be brought to the full Senate during the next academic year.

A positive aspect of ICR accounting has been accomplished with the development by ORTTA of a means to distribute ICR credits among a number of units in the case of large co-operative grants, rather than simply to credit the unit in which the grant is administered for all of the ICR. A mechanism such as this was recommended by the Plan for Focus.

2. **FACULTY DATABASE.** The committee has begun to explore practical aspects of a University-wide faculty database to provide a record of the research expertise and interests of the faculty. Such a database, which was also recommended in Plan for Focus, could be used both internally and externally by faculty, industry, and state government to provide quick access for matching needs with expertise in the University.

3. **CONFLICT OF INTEREST POLICY.** We received a revised copy of this policy statement, which was endorsed and sent on to the Consultative Committee.

In addition, preliminary discussions were started on some issues in the reports of the Faculty Development Committee and the AIDS Task Force. Completion of these discussions will be accomplished in the next academic year.

DAVID W. HAMILTON
Chair

Accepted

XI. SEXUAL HARASSMENT BOARD

ANNUAL REPORT, 1987-88

The Sexual Harassment Board is composed of the following members: Nora Hall (AP), Eric Klingler (F), Dorothy Loeffler (F), Gary McLean (F and Chair), Pamela Pierzina (S), Mariah Snyder (F), Marianne Syers-McNairy (S), Frank Wood (F and Acting Chair, winter quarter), and Doris Wiehe (CS). Patricia Mullen, Director for Equal Opportunities and Affirmative Action, serves as entry level officer and as resource to the SHB.

The role of the SHB is to monitor and report to the University Senate on the Sexual Harassment Policy and Procedures passed in 1984, and revised in 1985; hear appeals of administrative decisions on complaints, if any; hear cases by referral from the Office of the Vice President for Academic Affairs; and make suggestions for changes in policy or procedures, if needed.

Appended below is a listing (in neutered form) of the case histories filed and closed between 7/1/87 and 4/1/88. This list indicates that the entry level officer has filed and closed three formal complaints and three informal complaints. Five complaints were filed and closed by other units. The historical figures included indicate a significant decrease from last year and a decrease from each of the previous three years. It is difficult to identify the causes for this decline, though it is hoped that this is a trend, supported by the educational material distributed campus-wide.

The SHB met as a full board seven times during the academic year. Additional meetings of two subcommittees—one on hearing procedures and one on the campus-wide survey—have also been held. There have been three major focus items during the year. 1) Revisions have been made to the document, "Procedures of the Sexual Harassment Board for Hearing Complaints and Appeals." 2) Funds (\$25,000) have now been provided by central administration to carry out a campus-wide survey mandated by the Faculty Senate in 1984. This survey will be carried out by the Minnesota Center for Survey Research under the direction of the board during winter quarter, 1989. 3) Finally, the board has followed the implications for the board of Senate revisions in grievance procedures. Numerous procedural items have also consumed board time.

**SEXUAL HARASSMENT COMPLAINTS FILED AND CLOSED BETWEEN
7/1/87 AND 4/1/88 IN ENTRY LEVEL OFFICE (E.L.O.)**

FORMAL

<u>Status of Complainant</u>	<u>Status of Respondent</u>	<u>Date and Issue</u>	<u>Date and Outcome</u>
Undergrad Student	Civil Service Employee	5/27/87, Requested a relationship; implied that it would be an affair.	2/1/88, Written agreement: written warning, agreement to follow U of M and professional code; agrees to no consenting relationships with subordinates.
Civil Service Employee (former)	Tenured Faculty Member	6/3/87, Inappropriate, unwanted sexual advances.	1/8/88, Faculty member retired before internal process was completed. (See also '86-'87 report; 4-8-87 outcome.)
Student Employee (Undergrad)	Probationary Faculty Member	6/1/87, Seductive manner; overly complimentary; too much attention to employee's personal appearance.	9/25/87, Respondent denied charges; complaint withdrawn.

SUMMARY

	<u>Total</u>	<u>87-88</u>	<u>86-87</u>	<u>85-86</u>	<u>84-85</u>
Formal	24	3	11	5	5
Informal	47	3	10	10	14
Other Units	23	5	18	NA	NA
Inquiries	159	11	22	24	18
		22	61	39	37

INFORMAL

<u>Status of Complainant</u>	<u>Status of Respondent</u>	<u>Date and Issue</u>	<u>Date and Outcome</u>
Undergraduate Student	Tenured Associate Professor	7/22/87, Offensive examples used in classroom; one occasion touched her leg. Also very harsh in judging student's ability.	2/1/88, Met with faculty member and Dean. Explained student's perception and the reaction to faculty behavior.
Graduate Student	Tenured Professor	7/27/87, Student described feelings of threat from sexual signals of faculty member. Events took place over the summer.	9/8/87, Student agreed to complain at time of event in future; dept head and E.L.O. agreed to immediate review.
Undergraduate Student	Lecturer	7/29/87, Consenting relationship developed while at another institution continued after student came to University—became destructive to self image.	9/15/87, Met with dept head and instructor to advise respondent of University policy.

**SEXUAL HARASSMENT COMPLAINTS FILED AND CLOSED BETWEEN
7/1/87 AND 4/1/88**

**REPORTS OF COMPLAINTS
FROM OTHER UNITS**

<u>Status of Complainant</u>	<u>Status of Respondent</u>	<u>Date and Issue</u>	<u>Handled by</u>	<u>Date and Outcome</u>
Undergrad Student	Civil Service (Union)	5/18/87, "Peeping Tom" behavior in student dorm bathroom.	Director	8/7/87, Mandated counselling; month suspension without pay; reassigned for summer.
Civil Service	Civil Service Supervisor	5/22/87, Intimidating work atmosphere; inappropriate sexual jokes.	Director	8/7/87, Director warned supervisor regarding behavior.

Undergrad Student	Tenured Faculty	Unwanted sexual attention.	UMD Entry Level Officer	5/18/87, Complaint dismissed by UMD, E.L.O.
Several Students	Temporary Faculty	1/21/87, Classroom atmosphere during sessions with student presentations included joking demeaning to women; racist, sexist language; instructor participated.	UMD Entry Level Officer	8/18/87, Written reprimand.*
Student Employee	Civil Service (Union)	8/14/87, Uses bad language; intimidates complainant and tries to date.	UMD Equal Opportunity Officer	10/18/87, Warning and mandatory education.

*Filed State Department of Human Rights claim (5/6/87).

Reported by Patricia A. Mullen, Entry Level Officer for Sexual Harassment

GARY M. McLEAN
Chair

Accepted

XII. QUESTIONS TO THE PRESIDENT

(15 minutes)

none

XIII. OLD BUSINESS

none

XIV. NEW BUSINESS

(15 minutes)

none

XV. TRIBUTE TO DECEASED FACULTY MEMBERS

ABRAHAM S. BERMAN

1922-1988

Abraham S. Berman, professor of aerospace engineering and mechanics for 22 years, died of lung cancer April 25 at Midway Hospital in St. Paul. He was 66.

Abe was born on the lower east side of New York City and earned a bachelor of chemical engineering degree from the College of the City of New York. In 1949 he received his doctorate in physical chemistry at Ohio State University. He worked 16 years for the Union Carbide Corporation in Oak Ridge, Tennessee, where he was the head of the Flow Research Department. He accepted a professorship at the University of Minnesota in 1966.

Abe's research was fluid mechanics of low density and centrifugal flows associated with isotope separation. He had many journal publications in this area. The Ph.D. students who worked with him on these problems over the years learned careful experimental technique under his direction. He served on several Department of Energy committees which reviewed isotope separation methods.

It was the teaching role that Abe enjoyed the most and he was well known as an approachable and caring teacher and a stimulating lecturer. A generation of students recalls his junior fluid mechanics course as the one they appreciated the most. He received awards for his teaching excellence. In 1977 and 1986 he received the Outstanding Teacher of the Year Award from the Institute of Technology Student Board. He received the Horace T. Morse Amoco Foundation Award for Outstanding Contributions to Undergraduate Education in 1979. In 1986 he was granted the University Student Alumni Association Certificate for Outstanding Teaching.

Despite a heart attack in 1982 Abe continued his teaching and research activities until he became ill several months ago. His duties as the departmental director of undergraduate

education gave him even more contact with students. In recent years his enthusiasm for micro-computer applications made him the department's unofficial Macintosh resource person (another teaching role). Abe will be greatly missed by his many friends.

Abe is survived by his wife, Edith; their daughter, Deborah Jopp of St. Paul; their two sons, Lewis of Harris, Minnesota, and Mark of St. Paul; five grandchildren and a great-grandson; and his sister, Lillian Furman of St. Paul.

LAWRENCE CONROY

1926-1988

Larry Conroy was born in Providence, Rhode Island, in August, 1926, and died in Minneapolis in May, 1988.

He received his B.S. degree from the University of Rhode Island, and his M.S. and Ph.D. degrees from Cornell University in 1955. He was employed by the Colgate-Palmolive Company for a year after earning his M.S. degree and before starting his Ph.D. studies. After graduation he was an instructor, and then an assistant professor, at Temple University in Philadelphia. He joined the Chemistry Department at the University of Minnesota in 1959 as an assistant professor and was promoted to associate professor in 1963. From 1966 to 1968 he was the director of undergraduate studies, although that title was not in use then, and in 1967-68 he acted as the associate chairman of the department.

He taught at all levels from general chemistry to graduate courses but his main interest was at the introductory level. In 1963 he was a co-author of a laboratory manual that was used, in three different editions, for over twenty years in the general chemistry program. He also worked to improve chemistry teaching at the pre-college level, offering a course in chemistry concepts for junior high school teachers, being an active co-worker with various high school teachers groups, and, most recently, serving as the Minnesota coordinator for the International Chemistry Olympiad competition.

His early research work in solid state chemistry, on the synthesis and properties of tungsten bronzes, led him naturally to the synthesis of potentially super-conducting materials, an area in which he was working actively at the time of his death. In the course of his research he was a visiting professor at the Inorganic Chemistry Institute, Munster, Germany, a senior visiting fellow in the Physics Division at Argonne National Laboratory, a senior visiting fellow at University College, Cardiff, Wales, and twice a visiting professor at the Chemistry Institute, Aarhus University, Denmark.

Larry was active in community activities from the Boy Scouts to parents groups at his children's high schools, to his neighborhood improvement association, to working on a variety of environmental issues. He had a great love of the arts and was often seen at classical music and dance events.

He is survived by his former wife, Nancy, and three children, Alicia, Ethan, and Peter.

FREDERICK SHIDEMAN

1915-1988

Fred Shideman was born October 16, 1915, in Albion, Michigan, and he died in Minneapolis, Minnesota, on April 21, 1988.

He received his B.A. in chemistry and biology at Albion College in 1936. His Ph.D. degree was obtained in 1941 at the University of Wisconsin. At Wisconsin, Fred also entered medical school, which he completed in 1946 at the University of Michigan. Fred held appointments at Michigan from instructor to associate professor of pharmacology (1943-52). He returned to the University of Wisconsin as professor in 1952 and two years later became chairman of pharmacology. In 1962, he came to our University as professor and head of pharmacology. Under his leadership, the department saw remarkable growth with broad faculty expertise in basic pharmacology and toxicology, and in clinical pharmacology. The department's graduate program grew to attain national prominence.

Fred was very active in the American Society for Pharmacology and Experimental Therapeutics. He served for 35 years on various committees and as treasurer (1961) and as president (1963). His talents and leadership skills were in constant demand by various national advisory agencies including NIH Study Sections; chairman, Drug Research Board for

the National Academy of Sciences and National Research Council; and as vice president (1975-1980) and president (1980-1985) of the United States Pharmacopeial Convention. Fred's sabbatical leave in Korea in 1978 was marked with awards of medallions and plaques from Korean universities; Fred received an honorary LL.D. degree from Yonsei University in 1978.

There were many light moments during these years. Many of us joined him on fishing trips to lakes in Minnesota's north country for good relaxation and comradery. Fred often lunched with the biochemists in the Campus Club for lively discussions on science, politics, and University operations. When he retired in 1987, students and colleagues from around the nation and the world came for the occasion.

He is survived by his wife Margaret and four children, Frederick, Jeffrey, Ethel, Elizabeth, and eleven grandchildren.

XVI. ADJOURNMENT

FACULTY SENATE MINUTES

The meeting of the Faculty Senate was convened in 25 Law Building, Minneapolis campus, following the University Senate meeting. Coordinate campuses were linked by telephone. Checking or signing the roll as present were 125 voting members of the faculty. Interim President Richard Sauer presided.

I. FACULTY AFFAIRS COMMITTEE

ASSISTANCE PROGRAM, FACULTY AND ACADEMIC STAFF

MOTION:

The Faculty Senate supports the principle that alcohol and drug dependency assistance be made available to the faculty. The Faculty Senate requests the Faculty Affairs Committee to explore the possibility of providing this assistance through existing offices and services of the University.

BACKGROUND

"Employee Assistance Program" (EAP) has become the operating term for diagnostic and referral services that begin a process whereby employees can resolve personal problems that compromise job performance. Although an emphasis on alcohol and drug abuse has remained a central focus for some EAP programs, development over the years has been characterized by an expanded focus to address a wide range of personal problems that adversely affect performance. This latter approach is referred to as "broad brush," including problems in the areas of financial, legal, psychological, family, vocational, as well as alcohol/drug abuse.

EMPLOYEE ASSISTANCE PROGRAMS AT THE UNIVERSITY

The University of Minnesota has had experience with four EAP referral services and their activities. Formal programs for civil service, physical plant, and hospital employees are ongoing today. An informal volunteer faculty effort to provide support and assistance to faculty members is no longer active, so faculty and academic staff is the one identifiable group on campus currently not served by any such program.

ATTEMPTS TO ESTABLISH A FACULTY EAP AT THE UNIVERSITY

In 1980 and again in 1981, motions were brought before the University Senate for endorsement of an employee assistance program for faculty. These motions were defeated by narrow margins.

RATIONALE FOR EMPLOYEE/FACULTY & ACADEMIC STAFF ASSISTANCE PROGRAMS

Faculty and academic staff assistance programming is based on the premises that:

- Persons at every level of an organization occasionally face personal problems that may affect happiness, health, work performance, and career advancement. Mental health professionals believe that in a typical lifetime people will face several occasions where formal services may be beneficial.
- Department chairpersons and administrators rarely have the background or appropriate experience to determine if a faculty member's or academic staff member's difficulties are being caused by personal problems. Such people frequently welcome help in determining how to correct a situation and restore productivity.
- The service provided is one of diagnosis and referral, staffed by professionals with clinical and diagnostic skill, broad knowledge of referral resources, and the capability to advise on costs and insurance coverage for a treatment referral if one is made.
- Faculty and academic staff should not feel threatened by using such a service because personal information and the use of the service itself are confidential issues between the client and the service provider.
- The service is a benefit from the employer with no cost to the faculty member or academic staff member.

STRUCTURAL CONSIDERATIONS FOR A FACULTY AND ACADEMIC STAFF ASSISTANCE PROGRAM

- House budgetarily in the Office of the Provost and Vice President for Academic Affairs
- Provide office space in a multi-use facility adjacent to the campus where anonymous use of services is enhanced
- Combine remedial and developmental approaches
- Incorporate a training component for campus administrators
- Hire experienced professionals with faculty peer status

POSSIBLE DIRECTIONS FOR A FACULTY AND ACADEMIC STAFF ASSISTANCE PROGRAM

HOUSE BUDGETARILY IN THE OFFICE OF THE PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS

A maxim of organizational psychology holds that placement of a program within a given structure determines the highest level from which referrals will be made, i.e., no referrals will come from organizational levels above that at which the program is placed. Following the lead of the University of Missouri (the campus where such a faculty program has enjoyed success), and wanting to make this program available to as many faculty members and academic staff members as possible, we recommend housing the program at Minnesota in the Provost's office.

COMBINE REMEDIAL AND DEVELOPMENTAL APPROACHES

Increasing emphasis has been given to conceptualizing employee assistance programming in terms of a developmental model, not only in terms of a remedial model. Interest in developmental models stressing a continuum of services from prevention to remediation has evolved from findings that deterioration in a global sense is not common in university settings. For the general faculty and academic staff population, performance is more likely to be lessened in certain areas of the overall career, and even to co-exist with average or above average performance in other areas of the faculty member's or academic staff members' professional life. ⁽¹⁾

Faculty development programs of various kinds may address specific areas of concern. The initial focus for Minnesota's program will undoubtedly be on establishing a referral service for faculty and academic staff concerned about alcohol and drug use. However, the program may want to consider long-range special programming to address needs of specific faculty groups, such as those working toward tenure or those preparing for retirement. Incorporating a developmental with a remedial approach is not only more comprehensive but offers an effective way to minimize reluctance to use such a service because of some perceived stigma. The long-range goals of the program will fall under the purview of an advisory committee set up at the beginning of the program.

ADVISORY COMMITTEE

In order to ensure continuity within the office and to provide appropriate consultative functions, an advisory committee will be set up. Membership of this committee shall be as follows:

- A representative from the Senate Committee on Faculty Affairs
- A representative from the Student Counseling Bureau
- A representative from the Academic Staff Advisory Committee
- A representative from the Behavioral Sciences whose research focus is on alcohol and drug abuse issues

In its initial phase, the program will focus on:

- Alcohol and drug abuse problems
- Referrals for financial and mental health needs
- Training programs for administrators

REFERENCE

⁽¹⁾Thoreson, Richard W., Kristi S. Roberts, and Elizabeth A. Pascoe, *The University of Missouri-Columbia Employee Assistance Program: A Case Study of Implementation and Change*, CUPA Journal, 1980, pp. 51-62.

BUDGET

Director, 100% time	\$65,000
Licensed professional with earned graduate degree (preferred background in alcohol/ drug abuse, mental health, counseling skills, diagnostic interviewing skills, and personal development training). (This salary figure includes a 26% fringe benefit package.)	
Receptionist/Secretary, 100% time	\$20,000

GEOFFREY MARUYAMA
Chair

A motion to suspend the rules to present an amendment was approved. The amendment: "The Faculty Senate supports the principle that alcohol and drug dependency assistance be made available to the faculty. The Faculty Senate requests the Faculty Affairs Committee to explore the possibility of providing this assistance through existing offices and services of the University," was approved.

II. TENURE COMMITTEE

ANNUAL REPORT, 1987-88

The University Senate Tenure Committee addressed three major areas of concern during the 1987-88 academic year.

First, the committee addressed a variety of matters arising under the Regulations Concerning Faculty Tenure (adopted in 1985). The committee promulgated a formal interpretation of "discipline-related service," one of the primary criteria for tenure evaluation. The Faculty Senate voted its support for the interpretation at its April meeting; the Board of Regents is scheduled to consider the interpretation at its May meeting. In conjunction with Associate Vice President Robinett, the committee reviewed the use of "T" appointments. The committee evaluated several suggestions from the Judicial Committee about the tenure regulations and has placed on its agenda for next year the question whether to develop time limits for Judicial Committee action. The committee considered a recommendation from Vice President Benjamin that section 7.61 of the tenure regulations be amended to allow non-departmentalized colleges to make tenure recommendations directly to the Vice President. After holding a public hearing, the committee ultimately rejected the recommendation. The committee chair served on an ad hoc committee, created by the Consultative Committee, to review proposed procedures for the selection of holders of University chairs funded with money from the Permanent University Fund.

Second, the committee proposed the establishment of a task force to evaluate the effects of the end of mandatory retirement. The Consultative Committee is now in the process of forming that task force.

Third, the committee evaluated and responded to several recommendations concerning tenure matters presented in Plan for Focus (Report of the Advisory Task Force on Planning, June 1987). In response to one such recommendation, the committee agreed that during the 1988-89 academic year it should consider whether the probationary period for tenure-track faculty should be lengthened.

PHILIP P. FRICKEY
Chair

Accepted

III. ADJOURNMENT

ABSTRACT

The University Senate was called to order by Interim President Richard Sauer at 4:05 p.m. in 25 Law Center, Minneapolis campus, following the Twin Cities Campus Assembly meeting. Coordinate campuses were linked by phone.

Vice Chair election. Michael Steffes, professor of laboratory medicine and pathology, was elected in a unanimous ballot following his nomination by W. Phillips Shively, professor of political science and chair of the Consultative Committee. He observed that next year's Consultative Committee would not otherwise have had a health sciences representative and the committee was delighted that the candidate was willing to serve.

Student Senate Chair membership. Bruce Vandal, chair of the Student Senate Consultative Committee, introduced a bylaws amendment to make the chair of the Student Senate a voting member of his committee, providing an important link between the Student Senate chair and the rest of the governance structure. Mr. Shively noted that it would not result in addition of a voting member to the Senate Consultative Committee. The motion was approved with a few dissenting votes.

Senate and Assembly Committee structure. A motion to approve in principle a revision of the Senate and Assembly committee structure was presented by Mr. Shively, who explained that it was to a great extent the result of a concern about the large number of committees and the low level of activity of some of them. Occasionally there would be a sad annual report from a committee stating that, since it had no business and no one had asked it any questions, it had not met in a year. Add to that the difficulty of tracking business in a coordinated way among chairs, he said. The Facilitative Committee, which consists of committee chairs who are called annually by the chair of the Consultative Committee to review the work of their committees in a three or four hour session, can provide only three minutes for each chair. Also, it is difficult to track the business across the whole array of committees and some business falls between the cracks. The present committee system has bred cynicism among many faculty and student members; many of the committees do not seem to have clear and important mandates; and some have overlapping jurisdictions. He said the proposal was not for a major restructuring of the system but rather a fairly radical consolidation of the existing system with the result that functions could be performed more efficiently, with a smaller number of people, and with more coordination across the whole system. Time-consuming tasks that must be performed by specific committees such as the Animal Care and Human Subjects Committees would be retained. However, with the exception of several such committees the attempt would be to draw up a set of committees, each of which would have a fairly broad range of policy in its domain. One committee that would have a new, broader set of functions would be the Support Services Committee, which would review the general support services of the University, select those in any given year which are most in need of supervision or consultation, and work through the appropriate subcommittees.

Most committees, under this proposal, would simultaneously address Twin Cities and University-wide issues, as some already do now, with only a few dealing exclusively with Twin Cities issues, he said. His committee envisions frequent use of subcommittees by the broader committees and, as is now the practice, the parent committees could augment subcommittees with faculty, students, and staff outside the committee. Some subcommittees would serve functions which experience some ebb and flow from year to year; others could experience special activity as, for example, revision of the tenure code, in which case a major subcommittee could be established by the Faculty Affairs Committee for that purpose. The general idea is to introduce greater flexibility in the definition of the committee system by turning over the assignment of tasks for subcommittees to committees which would not require bylaws changes in order to adapt the structure to the changing needs of the University.

Mr. Shively explained that next year's structure would not be changed. The small task force called for in the motion would draw up the actual bylaws changes and submit them to the Senate and Assembly in the fall, with implementation scheduled for fall 1989. In conclusion, he labeled the proposal a "simple idea whose time has come."

Michael Rodriguez, Student Consultative Committee member, in opposing the motion recalled the findings of a 1985-86 special committee on governance on which he served. First, it found that the governance system served its constituencies well and needed little structural improvement. It did recommend better ways to use the existing structure, particularly in the area of communication and agenda-planning. The committee felt strongly that most problems were the result of insufficient use of the present system and not a reflection of a structural problem, he said. He thought that the plan appeared to streamline the efforts of the Twin Cities campus governance while doing a disservice to committee members who serve on Senate committees participating in the spirit of an all-University system. His move to suspend the rules to propose an amendment was approved by the required two-thirds. He then moved to amend the motion by maintaining the distinction between the committees of the Senate and Assembly. Mr. Shively pointed out that there was a distinction within the Consultative Committee when it acts as the Steering Committee for the Twin Cities campus and the Consultative Committee when it operates as a Senate Consultative Committee. There are not separately scheduled meetings, he explained; coordinate campus members simply refrain from voting on Twin Cities campus issues. Often what happens on the Twin Cities campus affects directly or by analogy what happens on other campuses. If the intent of the motion was to keep the formal distinction between the committees but not specify that the two committees could not meet jointly and deal simultaneously in a particular scheduled meeting, he said the motion would be considered friendly. Mr. Rodriguez said he was not suggesting that a change be made for the current committees; he was concerned that there would not be an Assembly if there were no committees to report to it. He maintained his motion was not a friendly amendment. Bert Ahern, professor of history, Morris, and Committee on Committees member, thought that the committee outline as printed may have led to some confusion; the Senate and Assembly structure remains, he said. Mr. Shively still believed the Rodriguez amendment was a friendly one, amid general laughter, because there was nothing in it to state that a person could not simultaneously serve as a member of the Assembly committee and the Senate committee on a particular subject area.

Linda Ellinger, program director, University College, offered a friendly amendment to request that the University College Assembly be continued as a separate body because it is the governance committee and the faculty body for University College. The college does not have a faculty of its own but relies on representation from the wider University community, she explained. Mr. Shively accepted it as friendly when there appeared to be no objection on the part of the three sponsoring committees.

Mr. Ahern said there had been concern about the broad array of committees under the Educational Policy Committee and it is the understanding that the implementation group could well come back with a different recommendation following its deliberations. Its report would be voted on by the Senate in the fall. Mr. Shively said he had consulted with Professor John Clark, chair of the Educational Policy Committee, about the possibility of a broad subcommittee structure, and he expressed his opinion that his committee would be willing to give it a go.

Subir Banerjee, professor of geology and geophysics and member of the International Education Committee, hoped that no harm would come to one of the recently stated goals of the University, namely, the University's leadership in international education, as emphasized in the Commitment to Focus, in the academic priorities statement, and in instructions to the search committee for a new president. He urged that any change proceed with extreme caution; otherwise the Senate might be called upon to provide rites of extreme unction to the new baby, international education. Mr. Shively explained that that committee did have a narrower scope than the proposed broad-area committees but it could become a standing subcommittee. Mr. Banerjee hoped there could be a friendly amendment to say that there would be a restructuring to a smaller number of committees which would be determined after the report of the task force was provided. Mr. Shively said he could not do that; he feared that would simply leave the implementation group to do the same job that had already been accomplished in consultation with the chairs of all committees.

Fred Amram, professor, General College, said that, as the first chair of the University Appeals Committee, he thought there would be a serious policy issue if that committee were

merged with the Judicial Committee. Also, the Extension and Community Programs Committee might become less visible at a time when outreach from the University is becoming more and more important. He suggested allowing more flexibility by removing the names of those committees to be subsumed into the 20 committees. Mr. Shively would not accept that proposal.

When asked by Tim Allison, Student Senate chair, if an estimate of the increase in work load for the proposed remaining committees had been made, Mr. Shively said he expected the major increases would be in the Finance, Planning, and Educational Policy Committees. He speculated that some of those might have to be expanded, although not by the number now serving on the committees to be subsumed. With respect to the recommendation that central administration fund release time for committee chairs, Mr. Shively acknowledged Mr. Allison's observation that students are eligible to serve as chairs. He suggested either "fund release time if the chairs are faculty members," or, if Mr. Allison could consider what the concept of release time would be for a student chair, he would change it accordingly. The president suggested using an estimate of the income a student might have from work. Mr. Allison asked whether a friendly amendment would be accepted recommending that central administration "fund release time for faculty or compensation for student chairs." Mr. Shively accepted the amendment and the motion as amended was approved with a few dissenting votes.

Social Concerns Committee, open fora. Mercedes Ballou, assistant professor of education, Morris, and member of the committee, presented a resolution to approve implementation of a plan for her committee to sponsor campus fora preferably quarterly on current controversial issues. She reminded the Senate of its action last year recommending that her committee look into the matter. The motion was approved unanimously.

Committee attendance. Mr. Shively presented a rules amendment to extend to all members of committees a provision which now applies only to student committee members, that is, that repeated absence from meetings may lead to loss of committee membership. He said that, in addition to treating all committee members alike, it would be yet another way to help committees function well. It was approved unanimously.

Enrollment, Agriculture. Gladstone Natala, student, Continuing Education and Extension, called attention to the "alarming" decline in enrollment in the College of Agriculture since 1978. With regard to tuition, there has been a 127% increase in the upper division and 84% in lower. He called on the University to reconsider the tuition level lest there be no students to teach if the trend continues. He said perhaps the University should lead the nation by dropping tuition rates. More producers of food are needed and where will they come from in the future? He challenged senators to think critically about the problem. The president added that there had been a lively discussion of tuition levels by the Regents last week and it would continue to be a topic as they talk about its impact on professional schools and whether questions about the 33% rule should be raised at the legislature. He observed that several Regents had opposed a tuition increase but had approved the proposed budget.

Tribute. Leonid Hurwicz, Regents' professor of economics, said he knew that very few souls were saved after five o'clock but he wanted to make a few comments nevertheless. He said he would be retiring at the end of the academic year and so would not have another opportunity. In 1951, he first attended Senate meetings as a new member of the faculty, and at that time all tenured faculty members were automatically senators. He fought very hard against making it an elective body, he said, and was punished for it by being elected to it almost continuously ever since. The one instance in which he did prevail, he said, was in upholding the right of faculty members who are not members of the Senate to attend meetings and in proposing a process enabling them to make motions. He wished those rights had been taken advantage of oftener. He went on to observe that the governance of the University and of the Senate in particular are of major importance; that fact is sometimes forgotten in the routine and tedium of the many items that are brought to the Senate. Sometimes very major decisions are made, such as the tenure code programmatic change issue, and he was sure that the Senate would continue and flourish. He went on to make a comment, which he said he could do because he was perhaps beyond suspicion of bucking for promotion or salary increase, to the effect that the University was indeed fortunate that Richard

Sauer had consented to take over the reins of the University at a very difficult time and had done so with genuine integrity and efficiency. He thought the University community should be very grateful. There was prolonged applause, and the president thanked him and added that he knew Professor Hurwicz would be greatly missed.

Following a silent tribute to deceased colleagues, the meeting was adjourned and the Faculty Senate called to order.

Assistance program. Geoffrey Maruyama, professor of educational psychology and chair of the Faculty Affairs Committee, introduced a proposal for creation of a faculty and academic staff assistance program. He said that Toni McNaron, professor of English and chair of the subcommittee that drafted the proposal, James Meland, Alcohol and Other Drug Abuse Program, and David Johnson, head of the Employee Assistance Program, could respond to questions. Mr. Shively reported the Twin Cities Campus Faculty Steering Committee's observation that, because of the existence of the Employee Assistance Program, which is not formally available to faculty but to civil service and staff, it might make more sense to add service for the faculty to that facility. The service should not be restricted to alcohol problems but would assist in a variety of other problems as it now does for civil service and staff. Mr. Maruyama thought his committee might agree to consider alternatives to its proposal in light of the new constraints on the use of reserves. (The budget executive had previously approved funding of the program.) In terms of the principles of the program, he said, there is some question whether the University is eligible for Department of Education monies, either as grants to faculty or scholarships for students, because guidelines require that there be drug counseling available to all officers, employees, and students. At present no such program is formally available to faculty.

Mr. Shively then moved for suspension of the rules in order to introduce a substitute motion; his motion was approved with no opposition. The motion called for support of the principle that alcohol and drug dependency be available to the faculty and asked that the Faculty Affairs Committee explore using existing services. Constance Sullivan, associate professor of Spanish and Portuguese, asked the Employee Assistance Program director whether the Faculty Affairs proposal would present any new or different provisions or qualifications that would inhibit a merging of the employee program with a faculty service. Mr. Johnson said he could see nothing that would be in conflict. President Sauer asked him whether there would be a burden on his resources; Mr. Johnson acknowledged that would be so. The substitute motion was then approved with a few dissenting votes.

The meeting was adjourned at 5:17 p.m.

MARILEE WARD
Abstractor

STUDENT SENATE MINUTES

The fourth meeting of the Student Senate for 1987-88 was convened in 25 Law Building, Minneapolis campus, at 5:20 p.m. Coordinate campuses were linked by telephone. Checking or signing the roll as present were 30 voting members of the student body.

I. REPORT OF THE CHAIR

(3 minutes)

See abstract of discussion.

II. ELECTION OF 1988-89 STUDENT SENATE CHAIR & VICE CHAIR

(3 minutes)

Bruce Vandal was elected Chair; Matt Traxler, Vice Chair.

III. STUDENT SENATE CONSULTATIVE COMMITTEE

REPORT BY CHAIR

(3 minutes)

See abstract of discussion.

IV. STUDENT REPRESENTATIVES TO BOARD OF REGENTS

REPORT OF THE CHAIR

(3 minutes)

See abstract of discussion.

V. OLD BUSINESS

none

VI. NEW BUSINESS

none

VII. ADJOURNMENT

ABSTRACT

The Student Senate was called to order by its chair, Tim Allison, following the meeting of the Faculty Senate. He reported that the Higher Education Coordinating Board was currently seeking a student representative for a two-year term to be appointed by the governor. The board administers all of the state financial aid programs and authorizes new degree programs among its coordinating responsibilities, he said. He urged that interested students apply to their respective student body presidents before the middle of June. He announced that a student was needed to represent the University on a child care task force; application should be made through the student body president of each campus.

The Student Senate Consultative Committee presented the name of Bruce Vandal as its nominee to serve as next year's Student Senate chair. There being no other nominations, the move for a vote by acclamation was approved unanimously, and Mr. Vandal was applauded. The committee had named Matt Traxler as its candidate for vice chair. Again, there were no other nominees, and Mr. Traxler received a unanimous vote followed by applause.

Bruce Vandal, Student Senate Consultative Committee chair, reported that the committee anticipated a meeting in the near future with Provost Roger Benjamin and ROTC representatives with respect to the ROTC issue. The committee was also seeking repre-

sentatives to next year's Senate Finance and Planning committees, and he urged those interested to apply to him.

Mr. Allison reported that Geoff Pollak, chair of the student representatives to the Board of Regents, had reported that tuition was discussed at the last Regents' meeting and it appeared there would be a 10% move toward cost-related tuition, resulting in approximately 5 1/2%. In general it was the policy advocated by students, he said.

There being no old or new business, the meeting was adjourned at 5:35 p.m.

MARILEE WARD
Abstractor

APPENDIX A
ATTENDANCE OF MEMBERS, 1987-88

The University Senate met 4 times during 1987-88.

FACULTY	Attended	Notified Clerk of Nonattendance or Alternate Attended
Adelman, Ira	3	1
Alexander, Gordon	5	0
Amram, Fred	4	0
Anderson, John S.	5	0
Anderson, Neil	5	0
Aroskar, Mila	2	3
Ballou, Mercedes	4	0
Banerjee, Subir	3	1
Bayman, Benjamin	3	0
Benson, Ellis	2	3
Benson, Frank	3	0
Biesboer, David	5	0
Bloomfield, Clara	2	3
Bodley, James	2	1
Bognanno, Mario	3	1
Bohling, Raymond	4	1
Born, David	5	0
Boylan, William	3	2
Bruininks, Robert	3	1
Brunning, Richard	3	1
Bryne, Richard	3	0
Cerra, Frank (terminated 1/88)	0	0
Chou, Shelley	5	0
Christenson, Richard	4	0
Clark, John	3	2
Clay, David	3	2
Clayton, Thomas	3	2
Cornelius, Steven	4	0
Courant, Hans	5	0
Chrisham, Patricia	4	0
Dehner, Louis	2	1
Delaney, John	1	0
Desborough, Sharon	5	0
Donahue, James	5	0
Downing, Stephen	3	1
Dykstra, Robert	4	1
Eaton, Marcia	2	2
Edwardson, Sandra	4	1
Einsweiler, Robert	3	1
Elde, Robert	1	2
Ellinger, Linda	4	1
Enfield, Frank	4	1
Erdman, Arthur	4	1
Evans, Samuel	4	1
Feeney, Daniel	2	2
Ferrieri, Patricia	4	1
Freier, Phyllis	4	0

Fuchs, James	3	0
Galambos, Theodore	3	1
Garmezy, Norman	2	1
Gault, N. L.	3	1
Geisser, Seymour	3	1
Gentry, William	5	0
Giese, David	4	0
Goetz, Fred	2	1
Gooch, Van	3	1
Goodman, Lawrence	2	2
Grantham, Marilyn	3	2
Gray, John	5	0
Gray, Virginia	1	3
Griffin, Edward	3	1
Guyotte, Roland	0	3
Haller, Edwin	2	2
Hamilton, David	4	0
Hancher, Michael	5	0
Hearn, James	5	0
Hoff, David	3	1
Holum, Katharine	5	0
Howe, John	3	1
Howe, Robert	3	1
Hoyle, Karen	4	1
Hunter, Alan	5	0
Hupp, Susan	1	3
Hurwicz, Leonid	3	2
Ibele, Warren	3	1
Johnson, Carol	5	0
Johnson, Robert	4	0
Johnson, Walter	5	0
Keynes, Harvey	1	1
King, Richard (appointed 2/88)	1	0
King, Robert	3	2
Krivot, William	0	3
Kumar, K. S. P.	4	1
Lee, E. Bruce	3	0
Lehmberg, Stanford	5	0
Leppert, Richard	4	0
Lewis, Darrell	4	1
Little, James	5	0
Liu, Chun-Jo	2	2
Macosko, Chris	4	0
Maitland, Ian	5	0
Malzer, Gary	4	1
Mandel, Jack	4	0
Mason, H. E.	5	0
Matheson, John	4	0
Mazzoni, Timothy	5	0
McGinnis, Barbara	3	1
McKinon, Jane (resigned 3/88)	3	0
Michael, Alfred	0	5
Mirkin, Bernard	2	2
Moller, James	2	1
Montgomery, Jean	5	0
Moss, Jerome	2	2

Munholland, J. Kim	2	2
Murray, David	3	0
Nelson, David	2	1
Nelson, Glenn	5	0
Ney, Edward	4	0
Noble, David (resigned 4/88)	1	2
Olson, William	2	1
Orey, Steven	2	0
Perry, James	2	1
Peterson, Kathleen	5	0
Prell, Riv-Ellen	4	0
Pucel, David	4	0
Quam, Jean	0	5
Quie, Paul	3	1
Ramsay, Norma	1	4
Rasmusson, Donald	4	1
Rettig, Kathryn	2	1
Robinson, Elaine	3	0
Savaiano, Dennis	4	1
Schultz, Chester	4	0
Sell, George	3	1
Shier, Thomas	3	0
Simon, Stephen	3	0
Stefan, Heinz	3	0
Steffes, Michael	4	1
Stein, Marvin	3	0
Storvick, David	3	1
Stuhler, Barbara	4	0
Stuthman, Deon	2	2
Sullivan, Constance	2	2
Sunder, Shyam	2	2
Sutton, Vern	3	1
Swan, Craig	3	1
Sykes, Richard	3	1
Tellegen, Auke	3	0
Tracy, James	4	0
Van Essendelft, William	5	0
Vernier, Robert	4	0
Wang, Yang	4	0
Ward, Gil	3	0
Warner, William	5	0
Waters, Luther	2	2
White, James	1	1
Woodward, Jean	3	0
Zimmerman, Kenneth	1	2

FACULTY CONSULTATIVE COMMITTEE

Berscheid, Ellen	5	0
Brenner, Mark	4	0
Campbell, Charles	4	1
Clark, Shirley	4	0
Goldstein, Richard	3	0
Mullins, Lynnette	4	0
Phillips, Ronald	3	0
Price, Kathleen	4	0
Shively, W. Phillips	5	0
VanAlstine, James	4	0

STUDENTS

Alexander, Karin	3	1
Amato, Felice	2	1
Andersen, David	3	0
Anderson, Neil (terminated 4/88)	1	0
Balstad, Nathan	2	1
Bartz, Rebecca	1	0
Biggs, Douglas	2	0
Boland, Steve	3	1
Boyenga, Sue (appointed 11/87)	2	1
Brenden, Jason (appointed 1/88)	2	0
Brose, Mark	4	0
Carmazon, David (appointed 12/87)	1	0
Christopherson, Todd	3	0
DelCastillo, Rich (terminated 3/88)	0	0
Denn, Ron	0	2
Edwards, Bonnie	2	2
Erickson, Tim	2	1
Faraci, Paula	3	0
Feig, Steve	0	1
Fink, Jim	2	0
Gompf, Tracy	3	0
Goodman, Tony (terminated 3/88)	0	0
Gordon, Richard	2	0
Gregory, Tim	3	0
Gruenes, Sharon (appointed 11/87)	3	1
Haile, Solome	3	0
Hartman, Lisa	0	3
Hoppenrath, Terry	3	0
Jodl, Kathleen	2	0
Knutson, Lorne	4	0
Kohl, Steven (terminated 3/88)	0	0
Kujawski, Anita (resigned 3/88)	0	0
LaSell, Angela	2	1
Laufman, Thereas	1	1
Lepp, Erica	3	0
Maki, Gary (resigned 1/88)	0	0
Micko, David (terminated 4/88)	1	0
Minkkinen, David	1	1
Mormann, Debbie	2	1
Morrison, Dwight	2	1
Moses, Andrea	2	0
Natala, Gladstone	4	0
Nordlie, Eric (terminated 3/88)	0	0
Olson, Pauline	1	1
Pellot, Brian	2	0
Peterson, Amy (terminated 3/88)	0	0
Rodriguez, Michael	4	0
Sabol, Paul	4	0
Sandin, Kara	4	0
Saxena, Vivek	1	1
Sheehy, Gregory	4	0
Shillingstad, Tina	2	1
Sommerfeld, Tom	3	0
Sorokie, Tina	2	0
Sortedahl, Ken	4	0

Stuart, Ian	4	0
Stukel, Linda	2	0
Sullivan, Linda	3	1
Tanimoto, Rockee	3	0
Thiel, Kristen (appointed 4/88)	2	0
Thomas, Emily	2	0
Thomas, Shelley (appointed 3/88)	2	0
Tostenrud, Jeffrey	2	0
Traxler, Matthew (appointed 1/88)	2	0
Wright, Thomas	1	1
Young, Amy (terminated 3/88)	0	0
Zeff, Karen	2	0

STUDENT CONSULTATIVE COMMITTEE

Allison, Timothy	4	0
Arreaza, Sonia	1	0
Banister, Joan	3	0
Betz, Charles	2	2
Kukowski, Bill	2	0
Simenson, Carrie	4	0
Umland, Mark	3	0
Vandal, Bruce	4	0
Zweber, Valentine	1	0

Terminations are due to neglect of meetings.