

UNIVERSITY OF MINNESOTA

UNIVERSITY SENATE MINUTES

FACULTY SENATE MINUTES

STUDENT SENATE MINUTES

Nov. 17, 1988

The first meeting of the University Senate for 1988-89 was convened in 25 Law Building, Minneapolis campus, at 3:15 p.m. Coordinate campuses were linked by telephone. Checking or signing the roll as present were 140 voting members of the faculty, 52 voting members of the student body, 3 ex officio, and 6 nonmembers. Interim President Richard Sauer presided.

I. INTRODUCTION, REMARKS

**WOMEN'S INTERCOLLEGIATE ATHLETICS DIRECTOR,
TWIN CITIES CAMPUS**
(10 minutes)

See abstract of the discussion.

II. MINUTES FOR APRIL 14 AND MAY 19
Action (3 minutes)

Approved

III. MEETING SCHEDULE
Information

Other 1988-89 meetings of the University Senate are scheduled as follows: Thursday, February 16; Thursday, April 20; and Thursday, May 18.

Accepted

IV. SENATE OFFICERS
Action (2 minutes)

The Chairman of the University Senate has designated the following officers for 1988-89:

Parliamentarian—Josef L. Altholz
Abstractor and Clerk—Marilee Ward

Approved

V. COMMITTEES OF THE SENATE, 1988-89

Action (3 minutes)

ACADEMIC FREEDOM & RESPONSIBILITY APPEALS Faculty/AP: Judith Younger (chr), Kinley Brauer, David Fox, Millard Gieske (UMM), Dario Menanteau, Bernard Mirkin, Auke Tellegen. Students: Steve Boland, 3 to be named. Civil Service: Joyce Brady, Anna Beattie.

BUSINESS AND RULES Faculty/AP: John Fossum (chr), Carl Adams, Paul Reynolds, Wesley B. Sundquist, Students: Jason Brenden, Loren Knutson. Ex Officio: Josef Altholz, Marilee Ward.

COMPUTING & INFORMATION SYSTEMS Faculty/AP: Arthur Norberg (chr), John Chipman, Stephen Cornelius, Gertrude Foreman, Russell Hobbie, James Olson (UMM), Donald Ross, George Wilcox. Students: 2 to be named. Ex Officio: V. Rama Murthy.

EDUCATIONAL POLICY Faculty/AP: John Clark (chr), John Clausen, Jean Congdon, Roland Guyotte (UMM), Robert Jones, Marvin Mattson (UMC), Timothy Mazzoni, James Moller, Gary Nelsestuen, Gene Piché. Students: Steven Joul, Aron Pilhofer, Crystal Schlosser, Shelley Thomas, 1 to be named. Ex Officio: Robert Kvavik.

EXTENSION & COMMUNITY PROGRAMS Faculty/AP: Thomas McRoberts (chr) (UMM), Fred Amram, David Born, Irl Carter, Judith Gaston, Clayton Giese, David Hoff (UMC), George Kliger, William Van Essendelft, Luther Waters. Students: Kevin McCarty, 4 to be named. Civil Service: Darlene Anton. Alumni: Janice Templin. Ex Officio: Patrick Borich, Shirley Clark, Harold Miller.

FINANCE Faculty/AP: Warren Ibele (chr), David Biesboer, Robert Bruininks, John Clark, David Dittman, Arthur Erdman, Lael Gatewood, N. L. Gault, Cleon Melsa (UMC), Walter Weyhmann. Students: Gary Kravetz, Joan Steuermer, 3 to be named. Civil Service: Gerald Klement.

HONORS PROGRAMS Faculty/AP: Richard Christenson (chr) (UMC), John Clausen, Thomas Clayton, Dorothy Fairbanks, Van Gooch (UMM), Earl Scott, Donald White. Students: Mike Oyang, Thomas Ray, 2 to be named. Ex Officio: Lesley Cafarelli.

INTERNATIONAL EDUCATION Faculty/AP: Subir Banerjee (chr), John Cogan, Genevieve Escure, James Jensen, Craig Kissock (UMM), John K. Munholland, James Perry, Joseph Westermeyer. Students: 2 to be named. Ex Officio: Robert Kvavik, Josef Mestenhauser.

LIBRARY Faculty/AP: John Fraser Hart (chr), Neil Anderson, Benjamin Bayman, Robert Beck, Thomas Bouchard, Edward Cushing, Judith Gaston, Richard Grant (UMM), Louise Hawley (UMD), Stanford Lehmborg, Darrell Lewis, Margaret Newman. Students: Kean Chan, Mark Globus, Jeffrey Peterson, 1 to be named. Ex Officio: Russell DuBois (UMM), John Howe, Robert Kvavik, Harold Opgand (UMC), Donald Pearce (UMD), Kathleen Price, Nan Wilhelmson (UMW).

PHYSICAL PLANT & SPACE ALLOCATION Faculty/AP: Arthur Erdman (chr), Anne Erickson, Lael Gatewood, James Hearn, Ed Ney, Frank Sorauf, Thomas Johnson (UMM). Students: Dennis Hansen, 3 to be named. Civil Service: Joseph Grosz, Jerome Larson. Ex Officio: Clint Hewitt, Robert Kvavik, Vilis Vikmanis.

PLANNING Faculty/AP: David Biesboer (chr), Vernon Eidman, John Kralewski, Karen Louis, Charles Speaks, John Wright, Matthew Tirrell. Students: Rockee Tanimoto, 1 to be named.

RESEARCH Faculty/AP: Robert Bruininks (chr), John Chipman, Eugenia Davis, Sue Donaldson, Anthony Faras, Robert Herman, Dwight Purdy (UMM), George Sell. Students: Peter Leuty, 2 to be named. Civil Service: Marvin Ross. Ex Officio: Signe Betsinger, Shirley Clark, Robert Holt, Cherie Perlmutter, Anton Potami, Kenneth Reid, Richard Caldecott.

SOCIAL CONCERNS Faculty/AP: Barbara Knudson (chr), Ronald Aminzade, Mila Aroskar, Mercedes Bailou (UMM), John Beatty, Warren Gore, George Lipsitz. Students: Steve Bach, Terry Hoppenrath, Michael Johnston, Kevin McCarty, Bob Olieski, Terry Otremba, 1 to be named. Civil Service: Lawrence Hendricks, Gloria Taylor-James, Stephanie Van D'Elden. Alumni: Mary Lou Christensen, Bill McMoore, Mary O'Brien. Ex Officio: Nick Barbatsis, Katherine Cram, Patricia Mullen.

SUMMER SESSIONS Faculty/AP: Allen Johnson (chr), Paul Addis, Arnold Henjum (UMM), Karen Hoyle, Walter Johnson, Jean Montgomery, Richard Skaggs. Students: Catherine De Moss, 4 to be named. Ex Officio: Shirley Clark.

Approved

INFORMATION:

ALL-UNIVERSITY HONORS Faculty/AP: Leo Raskind (chr), Rutherford Aris, Paul Holm (UMC), Norman Kerr, David Noble, William Warner. Students: John Prairie, 2 to be named. Alumni: Geri Joseph, Jesse Overton, Warren Sifferath, Ron Simon, Penny Winton. Ex officio: Margaret Carlson, Shirley Clark, George Robb, Stephen Roszell.

ANIMAL CARE Faculty/AP: Richard Goodrich (co-chr), Ed Knych (co-chr) (UMD), Elmer Birney, Hugh Hensleigh, Ernest Kemble (UMM), Patrick Manning, Carlos Pijoan, Peter Reed, Andy Streifel, Robert TenBensel. Students: Ann Marie Langer. Civil Service: Richard Bianco, Christine Bishop. Community Rep: Allyne Holz.

COMMITTEE ON COMMITTEES Faculty/AP: Thomas Scott (chr), Wilbert Ahern (UMM), Mario Bognanno, Sheila Corcoran, Marcia Eaton, Arthur Erdman, Robert Johnson (UMC), John Leppi (UMD), Thomas Soulen. Students: Kelly Alto, David Docherty, Derek Larson, Rob Stolzman, 3 to be named.

CONSULTATIVE Faculty/AP: Mark Brenner (chr), Warren Ibele, Lynnette Mullins (UMC), Bruce Overmier, Ronald Phillips, Kathleen Price, Burton Shapiro, W. Phillips Shively, Michael Steffes, James Van Alstine (UMM). Students: Alfred Castillo (UMM), Tim Erickson, Paula Faraci, Eric Huang, Katie Jodl, Jim Schoon (UMC), Carrie Simenson, Nancy Surprenant (UMW), John Tacket (UMD).

SERVICES FOR THE HANDICAPPED Faculty/AP: Susan Rose (chr), Fred Amram, Dawn Braithwaite, Jane Carlstrom, Terence Collins, Albert Frenkel, Michael Popkin. Students: 2 to be named. Civil Service: Jacqui Koosman, Kent Rees. Ex Officio: Sue Forsythe, Harvey Jaeger, Sue Kroeger.

STUDENT ACADEMIC SUPPORT SERVICES Faculty/AP: David Giese (chr), Ellen Egan, Luther Gerlach, Dennis Keierleber, Marie Knowlton, Cleon Melsa (UMC), Denis Savaiano, Dennis Templeton (UMM), Shirley Zimmerman, Gail Peterson. Students: Mark Breyen, Renee DuFour, Andrew Ernst, Sue Nielsen, 1 to be named. Ex Officio: Jeanne Lupton, James Preus.

USE OF HUMAN SUBJECTS IN RESEARCH Faculty/AP: Megan Gunnar (chr), Dale Hamerschmidt (chr), James Mitchell (chr), James Anderson (UMD), Kumar Belani, Richard Bianco, Robert Cipolle, Bruce Dalgaard, Alfred Dees, Amos Deinard, William Doherty, Stanley Einzig, Gerald Erickson, Bernadine Feldman, Gary Fine, Stanley Finkelstein, David Guay, James Halikas, Susan Harlander, Marguerite Huber, Susan Hupp, Robert Jeffrey, Edward Kaplan, Robert Klecker, Christopher Kuni, Dale Lange, Ruth Loewensen, Scott McConnell, Philip McGlave, Robert Patterson, Thomas Rector, Judith Reisman, Leslie Robison, Daniel Rode, John Savage, Jacqueline Shick, Lloyd Sines, Richard Sykes, Dorothy Vawter, Robert Wilson, Yang Wang. Students: Thomas Bodger, Lisa Hartman, Robin Hornik, Roberta Kestenbaum, Rekiyatu Lawal, Anne Munro. Community Reps: Lee Freeman, Michael Steenson, Craig VanKampen.

Accepted

**VI. SENATE CONSULTATIVE COMMITTEE
COMMITTEE ON COMMITTEES
BUSINESS & RULES COMMITTEE
COMMITTEE RESTRUCTURING
Action (45 minutes)**

INFORMATION:

The following proposals represent the result of the *ad hoc* committee's work this past summer, as directed by the vote of the Senate in May 1988 to implement a streamlined com-

mittee structure. The Senate action was taken in response to a widespread feeling that the present committee structure lacks coordination, is often marked by sporadic attendance at meetings, promotes lack of direction and inability to coordinate agendas, and in general markedly reduces the effectiveness of student, faculty, staff governance at the University.

The Senate is being asked to approve the implementation plan to be put into effect in the fall of 1989.

The *ad hoc* committee would like to call to your attention several features of the new structure.

1. Ten existing committees have not been restructured, although there may be slight rewordings in their charges.
2. No proposals for changes in the Judicial Committee have been made, pending major overhaul by the Senate of the grievance system.
3. The other committees have been reconfigured, consistent with the Senate action last May, charges rewritten, and membership restructured where appropriate.
4. Existing Senate policy on the portions of student, faculty, and staff membership on all committees has not been changed and is incorporated in the implementation plan.
5. No changes in representation for the coordinate campuses have been made.
6. Consistent with Senate action in May 1988, no change has been made in the Senate-Assembly structure.

Features of the New Plan

A quick glance at the summary document suggests that the biggest change involves the Educational Policy Committee (SCEP). In fact, the *ad hoc* committee believes that the features of the new plan that will make the governance system more effective are elsewhere and perhaps not quite so apparent. We draw your attention to several of these features:

- a. A significant change, putting all the major financially related issues together in one committee, results from the merger of Finance, Planning, and the space-related concerns of the Physical Plant Committee.
- b. All support services are now combined in one Support Services Committee to include broad oversight responsibilities and capacity to focus on critical support service issues.
- c. The new structure will encourage the use of subcommittees of standing committees and Special (*ad hoc*) Committees, with supplemented memberships to assume responsibility for major issues as the need arises.
- d. The new structure extends the policy and agenda setting responsibilities of the Consultative Committee to monitor and coordinate the flow of Senate business, especially for major committees.
- e. The reconstituted SCEP pulls together a broad range of functions having to do with educational policy that are currently scattered among several committees (many of which have been relatively inactive in recent years). Recent SCEP chairs assure us that the work load can be managed and that the restructuring will make SCEP more effective.
- f. All concerned agree that the reconfiguration of the Research, Animal Care, and Human Subjects Committees makes sense. It keeps all the appropriate policy issues with the Senate and relieves those committees of administrative responsibilities.

As the *ad hoc* implementation committee worked during the summer, we became more convinced that the action of the Senate last May would not solve all problems but that it was a simple yet significant step toward making the committee system, and thereby the Senate governance system, more effective and more important.

The committee members, who labored faithfully and carefully in this effort (including one meeting in the bowels of Coffman Union during a tornado alert) include Kelly Alto, Gary Engstrand, John Fossum, Martha Kvanbeck, Doug Pratt, Phil Shively, and Marilee Ward.

TOM SCOTT, Chr.
Restructuring Committee

MOTION:

To amend the Constitution of the University Senate by adding and deleting provisions as follows:

ARTICLE IV. COMMITTEES OF THE UNIVERSITY SENATE

The committees of the University Senate shall be (1) Senate committees ~~(2) Standing committees,~~ and ~~(2) Subcommittees of Senate committees,~~ ~~(3) Operations committees.~~ The Senate also may create Special committees.

1. SENATE COMMITTEES

A Senate committee is any committee to which the University Senate delegates responsibilities in broad areas of University concern and whose reports are made directly to the University Senate, the Faculty Senate, or the Student Senate. Membership of all Senate committees and procedures for electing or appointing members are described in the By-laws. The University Senate by appropriate bylaws may create or terminate Senate committees vested with such responsibilities as the Senate has the power to confer.

~~3. STANDING COMMITTEES (Delete entire section)~~

~~4. OPERATIONS COMMITTEES (Delete entire section)~~

2. SUBCOMMITTEES OF SENATE COMMITTEES

Senate committees may appoint subcommittees as necessary to assist with their responsibilities. Membership of subcommittees need not be limited to members of the parent committee. Subcommittee memberships shall have approximately the same ratio of faculty/academic professionals, 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. The Committee on Committees shall also serve as a resource for, or source of, subcommittee nominations and shall appoint members to standing subcommittees. Civil service and alumni shall be represented on subcommittees where appropriate.

~~5. 3. SPECIAL COMMITTEES~~

Special committees may be created to study and make recommendations on special topics within the areas of concern to the University Senate. Special committees may be created or terminated either by the University Senate or by the Senate Consultative Committee. Whenever the task of a special committee falls within the duties and responsibilities of a committee of the University Senate, the special committee shall make interim and final reports to that committee. If the task assigned to the special committee does not fall within the duties and responsibilities of an existing committee of the Senate, the special committee shall make interim and final reports to the Senate Consultative Committee. The membership of a special committee shall consist of (a) representatives of the committee of the Senate to which it reports, and (b) such other members as the task of the special committee requires.

MOTION:

To amend, as follows, the Bylaws of the University Senate to enable the operation of the restructured committees as specified by the results of the constitutional restructuring motion:

ARTICLE II. RULES FOR COMMITTEES OF THE UNIVERSITY SENATE.

4. Faculty/academic professional appointments to committees of the Senate normally shall be made for terms of three years with appointments so adjusted that the terms of approximately one third of the members expire each year. . .

5. ~~Standing~~ Committees shall submit items for action simultaneously to the ~~relevant Senate committee~~ Senate Consultative Committee and to the clerk of the Senate at least ten days before the Senate agenda deadline.

ARTICLE III. SENATE COMMITTEES

~~3. Committees Reporting to the Student Senate~~

~~A. Student Affairs (Delete entire section)~~

ARTICLE III.3.B Student Committee on Committees becomes ARTICLE III.3.A.

~~ARTICLE IV. STANDING COMMITTEES (Delete entire Article)~~

(The sections on individual committees were printed in the agenda and are not repeated here. They are on file in the Office of the Senate Clerk.)

MOTION:

To amend, as follows, the Rules of the University Senate to enable the operation of the restructured committees as specified by the results of the constitutional restructuring motion.

~~ARTICLE I.3 AGENDA—Under the supervision of The Senate Consultative Committee the Business and Rules Committee shall plan the agenda for any meeting of the University Senate. . .~~

ARTICLE III.1 COMMITTEE STRUCTURE OF THE UNIVERSITY SENATE

The committees of the University Senate shall be (1) Senate committees and (2) Subcommittees of Senate Committees ~~(2) Standing committees, and (3) Operations committees.~~ The Senate may also create Special committees. Senate committees, Subcommittees of Senate Committees, Standing, and Special committees are described in the Constitution and Bylaws.

ARTICLE III.2 EX OFFICIO MEMBERS OF SENATE AND STANDING COMMITTEES

~~One~~ Ex officio members shall be appointed from each of the offices listed below.

~~—All-University Honors—Office of Vice President, Academic Affairs, Alumni Relations; University Development Office~~

~~—Business and Rules—Clerk and Parliamentarian of the Senate~~

~~—Computing and Information Systems—Office of Vice President, Academic Affairs~~

~~—Educational Policy—Office of Vice President, Academic Affairs~~

~~—Equal Employment Opportunity for Women—Office of Vice President, Academic Affairs; Office of Equal Opportunity and Affirmative Action~~

~~—Extension and Community Programs—Office of Vice President, Academic Affairs, Minnesota Extension Service; Continuing Education and Extension~~

~~—Faculty Affairs—Office of Vice President, Academic Affairs; Office of Vice President, Finance and Physical Planning (one from Asset Management and one from Employee Benefits); representative of the Retirees Association~~

~~—Faculty Retirement Plan—Office of Vice President, Finance and Physical Planning (one from Asset Management and one from Employee Benefits); representative of the Retirees Association; Office of Vice President, Academic Affairs~~

~~—Finance and Planning—Office of Vice President, Finance and Physical Planning; Office of Vice President, Academic Affairs; Office of President (MPIS)~~

~~—Honors Programs Office of Vice President, Academic Affairs~~

~~—International Education Office of Vice President, Academic Affairs; Director of International Student Affairs~~

~~—Library—Office of Vice President, Academic Affairs; Director of University Libraries, Twin Cities campus; Director of Media Resources, Crookston campus; Director of Libraries, Duluth campus; Head Librarian, Morris campus; Supervisor of Learning Resources, Waseca campus; Law Librarian~~

~~—Physical Plant and Space Allocation—Office of Vice President, Academic Affairs; Office of Vice President, Health Sciences; Office of Vice President, Finance and Physical Planning~~

~~—Planning Office of Vice President, Finance and Physical Planning~~

—Research—Office of Vice President, Academic Affairs; Office of Vice President, Finance and Physical Planning; Office of Vice President, Health Sciences; Dean, Graduate School; Director, Agricultural Experiment Stations; Director, Mineral Resources and Research Center

—Services for the Handicapped—Office of Vice President, Student Development; Office of Vice President, Finance and Physical Planning (Special Employment Programs Supervisor); chairs of the Physical Access Working Committee and the Program Access Working Committee on the Twin Cities campus and, on a rotating basis, one of the chairs of the working committees on the coordinate campuses

—Social Concerns—Office of Vice President, Student Development; Office of Equal Opportunity and Affirmative Action; Office of Vice President, Finance and Physical Planning

—Student Affairs—Office of Vice President, Student Development

—~~Summer Sessions—Office of Vice President, Academic Affairs; Director, Summer Session~~

—~~Tenure—Office of Vice President, Academic Affairs~~

ARTICLE III.5 COMMITTEE SUPPORT AND SERVICE

Staff support and services are interpreted herein as financial and employee assistance in research, data collection, record-keeping, and all aspects of secretarial services. A staff support person ~~A secretary supplied to a committee~~ shall not be considered an ex officio member. ~~Committees of the Senate may request support from the budget subcommittee of the Senate Consultative Committee. Support for travel between campuses on business of the University Senate or of committees of the Senate is available to members; such support does not include travel within the Twin Cities campus.~~

Staff support shall be funded by the Senate through funds administered by the Senate Budget Subcommittee.

ARTICLE III.6 SUPPORT OF UNIVERSITY GOVERNANCE

Department chairs, deans, and faculties should recognize a faculty/academic professional member's participation in University governance as an important and integral part of the individual's work load and supply necessary assistance and support for these activities.

Similarly, faculty and administration should recognize student participation in University governance as an important and integral part of the participant's total University experience.

The University Senate recommends the granting of released time (one course) with reimbursement to the appropriate unit, or the alternative of staff assistance for the chairs of the faculty Consultative Committee and the Educational Policy Committee.

Central administration should fund released time for the faculty chairs of the Consultative, Judicial, Educational Policy, Finance and Planning, and Faculty Affairs Committees and initially it should be equivalent to one course of teaching each year (except for the Consultative Committee, which is currently by arrangement). If the chair is a student, the student should receive compensation. This policy shall be reviewed by the Senate Consultative Committee at the end of the 1989-90 academic year.

**MARK BRENNER, Chr.
Consultative Committee
THOMAS SCOTT, Chr.
Committee on Committees
JOHN FOSSUM, Chr.
Business & Rules Committee**

The first motion, as amended, was approved 171 to 0 following acceptance as a friendly amendment of, "...and shall appoint members to standing subcommittees..." as a responsibility of the Committee on Committees in the Subcommittee section. The second was approved 179 to 0 following acceptance as a friendly amendment of "...It shall have a standing subcommittee of physical plant and space allocation..." as a second sentence in the description of the Finance and Planning Committee. The third motion was approved with no dissent.

VII. COMPUTING & INFORMATION SYSTEMS COMMITTEE

Interim Report Information

The following recommendations are contained in the first report of the Senate Committee on Computing and Information Systems. A copy of the complete report is available in the Office of the Clerk of the Senate.

SPECIFIC CHANGES RECOMMENDED

The committee's recommendations fall into two categories. The first set addresses the problems associated with the need for coordination among units, especially in wider and longer-range planning. The second set are budgetary in nature and primarily address those immediate needy areas that are connected to academic computing. We are aware of needed changes in some other areas such as within departments and colleges and Administrative Information Services; the committee did not analyze those needs. Our report is confined to those needs that can be addressed directly by the central administration of the University.

Policy Planning and Coordination

1. It is our belief that practically everyone who thinks about present computing would agree to the two aspects of the present computing world given above, namely, that computing is a vital and important activity in all disciplines and that computing is a diversified technology that continues to change rapidly. It is the firm belief of this committee that if we do not do more than catch up with current events in computing, five years from now we will be in worse condition than we are now.

This problem is all the more poignant in that the University has never had a systematic and coherent policy or planning process for computing. We believe that the central officers of the University, in close consultation with campus officers, the various colleges, and the Senate, should develop a detailed, carefully written policy for computing along with a five-year plan for its implementation. To aid in this process, we proposed the set of principles above. (Complete report is in Office of Senate Clerk.)

2. The present structure of computing in the University emphasizes centers, though the effect of this is less dramatic and might be satisfactory on campuses other than the Twin Cities Campus. The future, however, is with users. Thus, new policies should be designed based on services to more faculty, staff, and students. Greater flexibility and more transparency must be a greater component of these new policies. Issues such as hardware and budget should follow, rather than lead the policy and planning process.

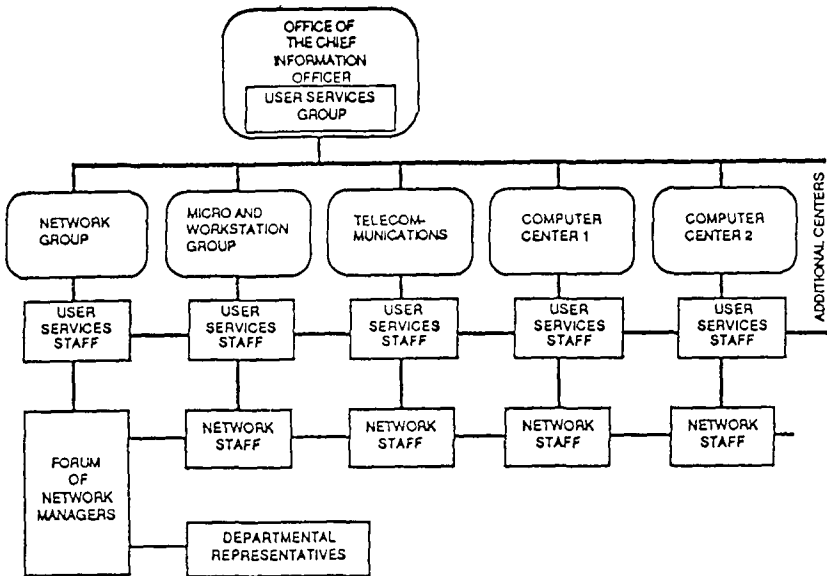
3. We have considered how the principles might become a more integral part of the policy and planning process at the University and agree with the All-University Committee for Network and Communications Planning that it is time for a substantial restructuring of the planning process. Therefore,

We recommend that there should be a Chief Information Officer in the Office of the Vice President for Academic Affairs. The Chief Information Officer should be responsible for the organization, planning, budgeting and coordination of all central computing and the network. The directors of all computer centers (including Administrative Information Services and the Minnesota Supercomputer Center) should report to the Chief Information Officer. The director of Telecommunications should also report to the Chief Information Officer.

The Chief Information Officer would refine and implement the policies we have outlined and promote a broad program for achieving a user-oriented, readily adaptable system. This will require changes in the present system, increased funds for the key problem areas we have identified, and added funding for new plans.

4. We endorse those aspects of the report of the All-University Committee for Network and Communications Planning that have policy implications. For example,

We recommend also that the office structure for the new Chief Information Officer have the following character, where new offices are established as necessary:



We endorse the notion of user services staffs in the several sections of this new structure. We also endorse another proposal made by the All-University Committee that recommended that each major component be established with an advisory committee, composed chiefly of users' representatives, with *ex officio* technical members as appropriate.

Anticipating the next section on budgetary needs, we accept the assessment of the All-University Committee that a budget for this new structure is in the range of \$420,000 for 1988-89 increasing to \$510,000 by 1991-92.

Computing Needs

The need to maintain a high standard of computing in the University pervades all areas of the University. We ascertained that four areas need to be addressed immediately: networking, library automation, a growing population of users on campuses, and the underfunding of all campuses. Needs overlap, such as networking and library automation; other needs are separate, such as enhancement of telecommunications services to improve our networking capability. To show how these new needs affect the University's central budget for computing, we have assembled a chart of the base budgets for the principal computing activities and campuses and the added budgets required. Since some proposals are still in the planning stages in various units of the administration and some areas of computing have not been adequately investigated, our dollar amounts are definitely underestimates. We hope that our estimates will provide a beginning for the discussion of the overall University needs in computing. We offer a brief description of each of these needs. (Complete report is in Office of Senate Clerk.)

CONCLUSION

Computing technology continues to change rapidly and demand for access in the University to more and different technology is growing at the same rate. The committee found that the present computing environment in the University is not sufficient, both in its governance and extent of access, to meet these changes. We found that more will need to be done over the next four years to increase accessibility to and flexibility of computing in the University and to other centers of computing and data around the world. To do this more money will need to be invested in computing.

The committee estimates that in 1988-89 at least an additional \$17,200,000 must be added to the computing budget of 1987-88 (an increase of 30%), bringing the total budget for computing to \$69,400,000. Two-thirds of this increase would be spent to increase access; the rest would be for increased flexibility with a little for governance. We hasten to repeat that not all of the increase need come from University funds; some can be obtained from fees and chargebacks. The budget for 1991-92 must grow by \$25,700,000 to \$77,900,000 to achieve the goals set forth in our report. We realize that these are substantial sums, but they were not arrived at without considerable thought for the needs of our faculty and students in a highly technological world in which sophisticated computer systems are ubiquitous.

ARTHUR NORBERG
Chair

See abstract, accepted

VIII. ANIMAL CARE COMMITTEE

ANNUAL REPORT, 1987-88

The University Animal Care Committee had 18 regular meetings during the year. Operations of the committee for this year were primarily (1) review of the Animal Care and Use Forms (BA-22), (2) inspection of animal care facilities throughout the University campus, (3) investigation of alleged incidents of animal abuse, (4) activities of subcommittees on education and environmental enrichment, and (5) initial steps for revision of the acceptable methods for euthanasia chart with special concern for farm animals.

Approximately 900 BA-22 forms were submitted by biomedical investigators and ruled on by the committee. Several proposed studies required comprehensive review and an interview with the principal investigator. During this year the committee realized that such meetings were especially productive when the principal investigator was interviewed and decided for itself that, as a guideline, only principal investigators would be interviewed.

Animal care and use facilities on the coordinate campuses, in the Twin Cities, Duluth, Morris, and the Hormel Institute in Austin were inspected during the autumn and spring. All facilities were found to be in compliance with the Regents' policy on animal care and the standards set forth by the National Institutes of Health.

Two complaints of animal abuse were lodged anonymously during the year. Both were investigated by members of the UACC and a veterinarian from the Research Animal Resources and resolved. In neither incident was there animal abuse, but the appearance of abuse was clear in one case.

A subcommittee on *environmental enrichment* for primates obtained a grant from the Graduate School and visited the primate colonies at the University of California in San Francisco and at Davis, California, to visit with people involved with the topic on a large scale at those institutions. The committee was composed of Dr. Peter Reed, convenor; Dr. Dan Sadoff, a veterinarian from Research Animal Resources; and Dr. Tim Ebner, an investigator who uses primates in his research program.

The National Institutes of Health requires assurance from the University that a program for educating and training people involved in animal care and treatment is operational. Dr. Cynthia Gillet, an RAR veterinarian, Mr. James Lauer from Occupational Safety, Dr. Leon Singer from the Dental School, and Mr. Les Westendorp from the College of Veterinary Medicine Animal Resource Facility put together an extensive training program which has been accepted and distributed to investigators who use animals in their research programs.

Work began on development of an "Acceptable Methods of Euthanasia" chart for farm animals. This was stimulated largely by proposed rules from the U. S. Department of Agriculture on practices for handling traditional farm animals in a research setting.

GEORGE R. RUTH
Chair

Accepted

IX. COMMITTEE ON COMMITTEES

ANNUAL REPORT, 1987-88

The committee met 10 times during the year to nominate new committee members and to consider changes in the present structure. The following tasks were accomplished:

1. Conducted annual survey of senators' interest in committee service and biennial survey of all faculty and eligible academic professional interest in committee service; solicited nominations through BRIEF and by letters to deans, directors, and department heads.
2. Nominated for approval by the Assembly a nominating committee to prepare a slate of candidates for the Assembly Steering Committee election.
3. Faculty and student members met separately to prepare slates of nominations to fill 1988-89 committee vacancies and then jointly to discuss and approve nominations and to recommend chairs.
4. Met with the chair of a special *ad hoc* Grievance Committee to discuss their proposal to revise the University's grievance system.
5. Established a subcommittee to review the Senate and Assembly committee structure after gathering sufficient evidence that showed general dissatisfaction among faculty/academic professionals and students with the current system. A motion to revise the structure and reduce the number of committees from 41 to approximately 19 was approved by the Senate at its spring quarter meeting.
6. Submitted to the Senate a motion to add the senior employment supervisor in charge of special employment (handicapped persons) as an ex officio member of the Services for the Handicapped Committee.
7. Reviewed a request to establish an AIDS Committee to analyze and revise University policies as emerging medical knowledge related to HIV infection may dictate and to provide advice and counsel to the administrative officers. Committee's recommendation was forwarded to the Senate Consultative Committee.
8. Submitted to the Senate and Assembly motions to amend the rule relating to attendance of committee members at meetings.
9. Submitted to the Assembly a motion to change the membership of the Intercollegiate Athletics Committee to 14 voting, 1 non-voting, and 4 ex officio members in response to a recommendation that the committee's membership be reduced.
10. Discussed recognition of faculty contributions to University governance.

Shown on the chart below are proportions of new faculty/academic professional appointments to Senate and Assembly committees* by rank and gender, with comparable all-University figures:

Rank	Distribution by Rank		Distribution by Gender	
	Percent of New Committee Members of this Rank	Percent of Faculty/AP Members of This Rank	Percent of New Committee Members who are Women	Percent of Faculty/AP Members who are Women
Professor	50%	36%	13%	8%
Associate Professor	27	26	28	21
Assistant Professor	14	28	30	34
Instructor	1	6	0	39
Academic Professional**	8	4	43	49
Total	100%	100%		

*includes appointments made by the President, Committee on Committees, and Consultative Committee

**figures reflect only those academic professionals who are eligible to serve on the Senate/Assembly and its committees

SHEILA CORCORAN
Chair

Accepted

X. EDUCATIONAL POLICY COMMITTEE

ANNUAL REPORT, 1987-88

The Senate Committee on Educational Policy (SCEP) has had a busy year, although it ended on a tentative note, since the quarter-to-semester issue has generally been deferred by the faculty governance organization until fall quarter.

One of our most important discussions and actions concerned the continuation of the general University grading policy that an "I" (incomplete) functions as a temporary designator while agreed upon conditions are met by the student for completing the course. One quarter of residence was judged as an adequate time for meeting this contract with the instructor. If a grade is not assigned by the end of that period, the mark would be changed to an "F." Of course, the instructor still has many options for intervening in this automatic process.

Another set of issues for SCEP was the reestablishment of some of the lost instruction time given up when the time lapse between classes was changed from 10 minutes to 15 minutes several years ago. SCEP has recommended a 50-minute regular class hour. Internally, SCEP has gone on record as being in favor of a general policy of equivalence between class time per week and course credits given. We are mindful of special circumstances for some courses and suggest that the general policy be implemented judiciously at the college curriculum level. Final action was tabled until the quarter-to-semester issue is resolved.

We wish we could have acted on the 1:1 ratio item and the quarter-to-semester issue but the administrative climate of the University late in the spring quarter did not seem appropriate for final action. Other SCEP business not satisfactorily aired this year was our desire to become more proactive in educational policy matters. Rather than wait for business to be presented to SCEP by other committees or by central administration, some would urge that the general condition of educational policy be monitored by SCEP and action taken when, in that committee's judgment, it is desirable.

JOHN P. CLARK
Chair

Accepted

XI. EQUAL EMPLOYMENT OPPORTUNITY FOR WOMEN COMMITTEE

ANNUAL REPORT, 1987-88

Nine meetings were held by EEOWC during the academic year. Although several issues were identified early in the year and placed on the agenda, the following were emphasized. Committee action (or non-action) is noted with each.

P/A Petition Settlement. In November 1987, Attorney Stephen Dunham, Vice President and General Counsel, was invited to review a draft of the Report relating to Academic Professional and Administrative Staff. Three members of the P/A class were invited to respond to and discuss issues in the Report. Both the Mason and Phillips reports were reviewed, in addition to data provided about P/A appointments by University, college, and gender classifications. After careful, in-depth review and discussion, EEOWC prepared a response (April 4, 1988) with recommendations for each of the issues identified in the report.

Salary Equity Issue. Professor Charlotte Striebel, School of Mathematics and Academic Staff Assistant, was invited to discuss this among several other issues. EEOWC was informed that the salary equity issue was in the process of negotiation. Two statistical studies had been developed, neither of which was available to EEOWC. Lack of availability precludes action.

Striebel reviewed a proposal concerning the establishment of a University Ombudsman's Office. EEOWC voiced its support of this proposal and retention of the advocacy role of the ombudsman in a letter to Professor Geoffrey Maruyama, Chair, SCFA. In addition,

Striebel provided EEOWC with an update on the status of petitions and reviewed the need for changes in the University grievance procedure and its impact on women. EEOWC agrees that further study was needed concerning alternatives to and impact of proposed procedure.

Rajender Consent Decree: Proposed Changes and Extension. The decree was carefully reviewed by EEOWC. To one proposed change, the committee voiced no objection—elimination of advertising in the *New York Times* in the search process.

There was some discussion concerning a P/A representative as a category of membership of EEOWC. Although SCFA minutes endorsed the addition of two ex officios, P/A members to EEOWC and the Senate bylaws describe membership as seven faculty/academic professionals. Attorney Dunham informed EEOWC that the Consent Decree identifies "academic employees" and "faculty" for membership. His perspective and interpretation is that EEOWC represents academic women generally, regardless of personnel classification. No action was taken by EEOWC.

Extension of the decree was fully supported by EEOWC. President Kenneth Keller and others in central administration were so informed by letter from the committee.

Formation of an Advisory Committee on Women (ACW). Several activities preceded discussions with Vice President for Academic Affairs Roger Benjamin on establishing an ACW. One was the review of a report from the Regents' meeting with University women (January 11, 1988). A second was "Recommendations to Provost Benjamin" (December 15, 1987) from a group of faculty women. At issue were the duplication (and/or separation) of the activities of an ACW and EEOWC. Clarification of the tasks and responsibilities of each group were cited in a letter to Vice President Benjamin, as well as the extent to which the responsibilities of EEOWC extend beyond monitoring the progress of the University in compliance with the Rajender decree. Action of EEOWC involved correspondence in support of the formation of an ACW with distinct (not overlapping) tasks and responsibilities.

After appointment to the position of Special Assistant to the Provost and Vice President for Academic Affairs and Director of the Office of Equal Opportunity and Affirmative Action, Dr. Janet Spector was invited to inform EEOWC of her activity in connection with the formation of a University Women's Commission, a broad-based unit to represent various constituencies of women. EEOWC invited her to keep the committee informed about the more general issues of employment for women and positive and negative aspects of the environment in which they work.

Accountability in the hiring of women was an issue discussed with Vice President Roger Benjamin and Special Assistant Spector. Identified were issues pertaining to (1) the need for incentives, (2) the need for plans and other suggestions to aid department heads and deans to establish goals and means to accomplish them, (3) climate, and (4) the identification of "success stories."

Flexible Academic Employment. Further work on this issue is needed. EEOWC reviewed prior policy recommendations pertaining to this issue, but no action was taken.

Progress Toward Hiring Goals. As required by the Rajender Decree, data on hiring activity by colleges for tenured and tenure-track faculty for 1986-87 and from 1981-87 was distributed. Careful review of the data, led by Patricia Mullen, Director, Office of Equal Opportunity and Affirmative Action, along with certain problems in the data, were discussed.

Women in the Presidential Search. Issues of concern to EEOWC included (1) the presence of women on the search committee, (2) the need to review the candidates' position (irrespective of gender) on women's issues, and (3) the extent to which women candidates will be included in the search. The position of EEOWC on these issues was relayed via telephone to the Office of the Board of Regents, intended for Regent Schertler.

Spousal Hiring and Retention. This program was described to EEOWC by Vice President Roger Benjamin. The discussion elicited several issues to be addressed, such as privileging certain faculty and the need for more adequate data for decision-making. No action was taken by EEOWC, but will be part of the 1988-89 agenda.

Position of Associate Vice President for Academic Affairs. EEOWC strongly endorsed the retention of this position and level in Academic Affairs. Issue was taken with statements

of this position at the Assistant Vice President level by Vice President Benjamin in SCC minutes and the *Minnesota Daily*. Seeing further discrepancies in statements of the position, EEOWC indicated its support of retention of this position with justification at the Associate level in a letter to Acting Vice President Shirley Clark.

Why Women Leave the University. The reports of two studies were prepared—The Duluth study and the Twin Cities survey. EEOWC has distributed the first study to several interested persons. The latter has had very limited distribution. The committee endorsed a second study in Duluth, "Why Males Leave the University." A request for funding was made to the Senate Finance Committee in support of this second study.

**ELEANOR HOFFMAN
GLORIA WILLIAMS
Co-Chairs**

Accepted

XII. EXTENSION & COMMUNITY PROGRAMS COMMITTEE ANNUAL REPORT, 1987-88

The committee met four times during the 1987-88 academic year and spent considerable time attempting to define our charge and then assessing the role of outreach at the University of Minnesota. The committee has been floundering for the last couple of years, so this was in a sense a "rebuilding" year with considerable effort given to establishing an appropriate and meaningful charge. It seems that only in our last meeting (4/26/88) did the committee draw somewhat closer to that charge. Prior to that, we examined the Task Force report on outreach completed in 1977 as a basis for considering what we might do in the future with regard to outreach. This proved to be useful background for committee members. Later, the committee considered the recommendation found in the "Academic Priorities 1988-93" (Commitment to Focus) document that the Minnesota Extension Service and Continuing Education and Extension be merged. This latter is a vital issue and brought considerable discussion in one of the committee meetings. Sentiment seems to be against such a merger though cooperative planning and discussions should be indeed encouraged within the existing University framework. The committee favored having some role in a feasibility study of such a merger.

We also urged the major outreach units represented on Extension and Community Programs to bring policy issues to the committee. For example, Dean Miller indicated his desire to have some group look at the assessment of "special" fees for Extension-only students.

In sum, the year was one of rebuilding, giving shape and definition to our place within the University committee structure, responding to Commitment to Focus as it relates to outreach and urging the administrative units represented on the committee to help give some substance to our work.

Perhaps next year, unless the committee is eliminated, we will be able to address a more defined agenda.

**THOMAS B. McROBERTS
Chair**

Accepted

XIII. FINANCE COMMITTEE ANNUAL REPORT, 1987-88

Since this was the "off" year of the biennium, the University prepared and we consulted with administrators on a ranked capital request and a renewed request for operations and maintenance items—by and large essential but not very glamorous stuff like boilers, funds to operate new space, and increased rank funding adjustment. As we all know, subsequent events caused the University administration to withdraw the 1988 legislative request.

I expect that some of the most important work of the committee will have taken place in May, June, and July as we proposed items, needs, and programs that we want to make sure will get into the 1989-91 request priority process. We will consult with the administrative officers working on the request as it evolves through numerous iterations. Among other things, we will be mindful of areas of consensus in the Commitment to Focus planning process as these are incorporated into the request, as well as needs that have become apparent in the past several months.

The other point I would mention relates to the anticipation that central administration will get its fiscal management house in order during the coming months. As that happens, we will be able to consult with the Management Committee in a more timely and productive way. We consulted extensively on the reserves issue in winter quarter 1988, for example, but much of this was after the fact and for the purpose of laying bare and interpreting what the situation was to the internal University community.

Finally, as part of legislative request-building and for next year's agenda as well, the committee along with the Faculty Consultative Committee and the Senate Committee on Faculty Affairs should deal systematically with proposals contained in the report of the Faculty Development Committee chaired by Professor Patricia Swan. These include more flexible sabbatical policies, improved faculty salaries, and others.

SHIRLEY CLARK
Chair

Accepted

XIV. INTERNATIONAL EDUCATION COMMITTEE

ANNUAL REPORT, 1987-88

The Senate Committee on International Education (SCIE) met seven times during the academic year. Members of the committee were Subir Banerjee, John Cogan, Kent Crookston, Kim Didier, Genevieve Escure, Craig Kissock (Morris), Erica Lepp, Benjamin Liu, Lynne Marek, Richard Mealey, Joseph Westermeyer, Robert Kvavik (ex officio), Josef Mestenhauser (ex officio), and Jane Pliihal.

The SCIE accomplished two tasks during the year. First, it developed and offered to Assistant Vice President Robert Kvavik recommendations for the revision of the policy to establish international exchange agreements. Second, it developed a proposal to be submitted to the Graduate School for the purpose of improving procedures for the admission of international students to the University.

JANE PLIHAL
Chair

Accepted

XV. LIBRARY COMMITTEE

ANNUAL REPORT, 1987-88

The libraries of the University of Minnesota have four pressing needs:

1) **SPACE.** The Twin Cities campus must have a major new library facility that will be ready for occupancy by the fall of 1994. Extensive remodelling of Wilson and Walter libraries is merely a palliative. The long lead time required to plan and gain approval for capital funding places this need in the urgent category.

The libraries at Crookston, Morris, and Waseca seem to have no pressing space problems at present, but the space available to the library on the Duluth campus is totally inadequate for its educational mission, and Duluth needs a new library facility immediately.

2) **FUNDS FOR COLLECTION DEVELOPMENT.** The combination of an alarming depreciation of the dollar and blatant price-gouging by foreign publishers has skyrocketed the costs of scholarly journals and seriously eroded acquisitions budgets. Even if additional funds for

acquisitions are made available, the University's libraries, like all other major research libraries, will be forced to initiate programs of serials cancellation.

3) FUNDS FOR PRESERVATION. Books and journals that have been printed on high-acid paper are deteriorating so rapidly that a massive program of preservation is overdue.

4) FUNDS FOR STAFFING. Current staffing levels in the libraries are well below those in comparable institutions. Additional staffing is necessary to enable the libraries to provide the services appropriate to a first-class research library.

The Senate Library Committee met nine times during the 1987-88 academic year to consider these and other issues. Our efforts have been greatly facilitated by the Interim Librarian, who has done a superb job of articulating and publicizing the needs of the libraries, of raising the library-consciousness of administrators, and of improving the morale of library staff by fostering an atmosphere of greater mutual trust and confidence.

We have met in each of the four major library units on the Twin Cities campus, in the Law Library, and in Duluth. The directors of the individual library units have briefed us about their particular needs and problems. We have tried to activate user advisory committees for each library unit in order to maintain better liaison with these units.

We have discussed the libraries' share of indirect cost recovery funds, the abuse of library privileges by members of the faculty, and increasing computerization. We have been briefed on computerized management systems in the Bio-Med Library and in the Humphrey Institute. New information storage and access technologies will incur major costs for equipment and replacement, but we have no policy recommendations concerning the very vexed question of user charges appropriate to the increasing computerization of the libraries.

We have discussed the issue of quality study space on campus. The libraries should provide study space for those using their collections, but they have also been expected to provide study space for a large commuter population. It might be more cost-effective to provide quality study space in non-library facilities elsewhere on campus.

The libraries have an anomalous position in the governance structure of the University. Despite their obvious centrality to its entire mission, they are lumped with a welter of other "support services." Eventually all units report to the Provost and Vice President for Academic Affairs, but four units in the Twin Cities (Bio-Med, Humanities and Social Sciences, IT, and St. Paul Central) through the University Librarian, the Law Library through the Dean of the Law School, and the coordinate campus libraries through their chancellors.

It would be useful for the Senate Consultative Committee to schedule an annual report from the University Librarian.

In 1981 the Sorauf Committee recommended "that a team of distinguished experts from the library profession be invited to campus to begin a program of periodic review of the professional performance of the University Libraries." This recommendation has never been implemented.

JOHN FRASER HART
Chair

Accepted

XVI. SOCIAL CONCERNS COMMITTEE

ANNUAL REPORT, 1987-88

The Senate Committee on Social Concerns met five times in the academic year, 1987-88, as a committee of the whole. Several working subcommittees met more frequently, reporting back to the overall group for action.

The major activities of the committee were as follows:

1) Advising the Regents and the Office of the Vice President for Finance and Physical Planning on the University's responsibilities with regard to voting in stockholder meetings of corporations in which the University holds stock. A subcommittee met many times to discuss and advise on selected issues. The subcommittee recommended that the University support shareholder issues which asked that Baxter Travenol and McDonalds institute stronger affirmative action programs and that GTE and GE undertake feasibility studies for possible

conversion from military to civilian production in the future. Our recommendations were followed in all cases. We were unable to recommend action on an issue concerning corporate activity in employment in Northern Ireland, and will continue to discuss that matter in 1988-89.

2) The committee prepared a resolution, passed by the Senate at its May 18 meeting, calling for an ongoing forum on issues of major social concern. That process will be overseen by the Committee on Social Concerns in ensuing years; beginning discussion of potential topics and procedures was held and referred to the incoming committee for action. Policies for on-campus recruitment by the CIA, affirmative action procedures in ROTC programs, and the Northern Ireland corporate activity question were suggested as topics.

3) A matter of affirmative action on behalf of Vietnam War veterans, in negotiation between the University and the United States Department of Labor, was monitored by the committee. An agreement was reached late in the academic year, allowing the committee to consider the matter satisfactorily closed.

BARBARA KNUDSON
Chairperson

Accepted

XVII. STUDENT ACADEMIC SUPPORT SERVICES COMMITTEE

ANNUAL REPORT, 1987-88

The Student Academic Support Services Committee (SASSC) met three times during 1987-88. Items discussed during the year include credit transfers, +/– grading, status of incompletes, semester/quarter systems, tuition refunds and class-time/credit-hour issues.

Motions were sent through the Senate Committee on Education Policy (SCEP) to the Campus Assembly. To a) convert the current grading system to an eleven point +/– system and b) convert I grades to F grades if the I grades are not removed after one quarter. The first item failed to pass the Assembly after encountering resistance from students. The second item passed to Assembly and should take effect in fall quarter 1988.

SASSC made a recommendation to Student Academic Support Services that established criteria for determining eligibility for tuition refunds due to unsatisfactory instructor performance. SASSC also provided input to SCEP regarding consideration of class-time and credit-hour changes.

Information and discussion sessions were conducted about the development of community colleges as equivalent doorways (credit transfer issue) to the University and about the semester/quarter change consideration.

RICHARD L. JONES
Chair

Accepted

XVIII. SUMMER SESSION COMMITTEE

ANNUAL REPORT, 1987-88

The committee discussed whether a policy should be established regarding the allotment of TA's to departments. There was general feeling that this was difficult to do because circumstances vary from one department to another. However, there was general agreement that TA assignments in Summer Session should be based on what is done in departments during the regular school year.

The impact on Summer Session of the 50-minute class hour was discussed. The Summer Session Committee should review this matter again when a University decision has been made regarding class length.

A system is now in place for student services fees to be waived for some classes, primarily those taught off-campus. Such waiver is approved if the director of Summer Session,

the registrar, and an associate dean of the college requesting the waiver agree that the course should be exempt. This system appears to be working well.

The impact on Summer Session of the proposed reorganization of the University Senate committees was discussed. Under such reorganization, it may be necessary for Summer Session to establish an advisory board.

JOHN S. MALMBERG
Chair

Accepted

XIX. QUESTIONS TO THE PRESIDENT (15 minutes)

FROM: Norman S. Kerr
Senator
College of Biological Sciences

At the end of the 1987 legislative session it was widely stated that, although they lacked money with which to fund Commitment to Focus, the Legislature was in favor of Commitment to Focus, including at least implicitly, the uncoupling of tuition from University appropriations.

Recent stories in *The Minnesota Daily* and elsewhere have stated that increases in the University's appropriations would necessitate a tuition increase so that tuition would continue to cover 33% of total instructional costs.

Which statement is correct?

How does our resident tuition compare with that at other land-grant, and especially, Big 10 institutions?

If tuition continues to be tied to instructional costs, can our students afford for us to have fewer students, especially when other components of public higher education in Minnesota report increased numbers of students?

FROM: E. S. Benson
Senator
Medical School

Equipment for many teaching laboratories within the University has become outmoded and unrepairable. In the past, e.g. 10 years ago, the President had a special fund for equipment procurement, whereby University units could apply for monies to obtain new and refurbished pieces of equipment. Does the President have or plan to have such a fund for equipment purchase for teaching laboratories, especially for replacement of deteriorated or outmoded equipment?

See abstract of discussion

XX. OLD BUSINESS

none

XXI. NEW BUSINESS

(15 minutes)

none

XXII. TRIBUTE TO DECEASED FACULTY MEMBERS AND STUDENTS

FACULTY MEMBERS

HAROLD B. ALLEN 1902-1988

Harold B. Allen, professor emeritus of English and linguistics, died at the age of 85 on July 27, 1988.

A native of Michigan, he received his B.A. from Kalamazoo College in 1924 and his Ph.D. from the University of Michigan in 1941. He taught for three years at San Diego State College (now San Diego State University) before coming to Minnesota in 1944.

Harold belonged to the generation of American linguists who drew their inspiration from the seminal work of Leonard Bloomfield and Edward Sapir and whose efforts were instrumental in the establishment of linguistics as an autonomous discipline. A dialectologist in the mold carved out by Hans Kurath and Raven McDavid, he devoted the major portion of his scholarly life to his *Linguistic Atlas of the Upper Midwest* (published in three volumes by the University of Minnesota Press in 1973, 1975, and 1976) and served in 1971-72 as the president of the American Dialect Society. He was also one of the pioneers of applying linguistics in the educational sphere, with a special interest in the teaching of English; he served as president of the National Council of Teachers of English in 1961, and of Teachers of English to Speakers of Other Languages in 1966-67.

The establishment at the University both of the Department of Linguistics and of the Program in English as a Second Language came about largely as a result of Harold's untiring efforts and he remained a constant friend and a regular presence in Klaeber Court, where he maintained an office following his retirement in 1972. Retirement merely served to provide him with the time and the freedom to devote himself ever more enthusiastically and energetically to his work. In 1974, he organized the first Minnesota Conference on Language and Linguistics, and, on the occasion of its tenth anniversary, contributed a vivid (and characteristically wry) reminiscence of the field as it was in the 1930s. He continued to actively mine the data from his *Linguistic Atlas* files (published new findings regarding sex-linked variation in informant responses in 1986, at the age of eighty-three!) and with his former student Michael Linn (Department of English, UMD) edited *Dialect and Language Variation* (Academic Press, 1986). In the last two years of his life, he was the recipient of distinguished scholar awards from the American Dialect Society (1986) and United States Information Agency (1988).

Quite apart from his scholarship, Harold is remembered in the Department of English for having helped to overcome some of the divisiveness and polarization by which the entire American academic community was torn during the war in Vietnam. At a time when members of the department were struggling with the difficult question of how, or whether, to combine political with professional life, he suggested a meeting of faculty and students to discuss language as it bore on the momentous issues of that time. It was from all accounts a great success, producing, if not consensus, then at least a friendly agreement to disagree.

Harold's commitment to academia and its ideals did not prevent him from enjoying some of life's other pleasures. He travelled constantly and loved to talk about the places he had been, preferably to the accompaniment of a slide show. The symposia (in the Greek sense) of The Gown in Town were frequently graced with his presence, and he was much devoted to a series of Mercedes-Benz automobiles which, it might be added, he was not above pushing to the limit given an isolated stretch of western highway on which to do so. It seemed to us all as if he would live forever and, in our minds and hearts, he will.

ROBERT J. BUEHLER 1925-1988

Professor Buehler was born May 1, 1925, in Alma, Wisconsin. In 1964 he married Barbara Martin. They have three children, David, Ted, and Katie.

He attended public schools in Alma, and then went to the University of Wisconsin, Madison, where his undergraduate work was interrupted by a period of service in the Navy during World War II. He returned to Wisconsin and received a B.S. in chemistry in 1948. He earned an M.S. in mathematics in 1949 and a Ph.D. in mathematics in 1952, both from the University of Wisconsin. He was a staff member at the Sandia Corporation in New Mexico from 1951 to 1955. He then returned to the University of Wisconsin as a project associate in chemistry and an instructor in mathematics, 1955 to 1957. In 1957 he joined the statistics faculty of Iowa State University as assistant professor, and in 1963 came to the University of Minnesota as professor of statistics.

At Minnesota he served as chairman of theoretical statistics (1973-78), and a term as director of graduate studies. For many years he was director of undergraduate studies, overseeing the establishment and growth of undergraduate majors in statistics. He also served the University on various departmental, college, and University committees and councils.

He supervised the theses of a dozen Ph.D. students at Minnesota. His numerous research publications include some early papers in chemistry and mathematics. In statistics he is best known for his fundamental contributions to the foundations of statistical inference. He was awarded a series of grants by the National Science Foundation for research in this area. He was a fellow of the ASA and IMS and an elected member of the International Statistical Institute. He served the profession as associate editor of *JASA*, as reviewer for *Mathematical Reviews*, and on the editorial board for *Communications in Statistics*.

Bob was fond of tennis and was an avid chess player and a faithful jogger (having recently logged his 10,000th mile!). He sponsored a series of 20 annual "Superpicnics" for the School of Statistics faculty, staff, and students, at his home on Turtle Lake.

Bob died on July 8, 1988. He will be missed.

The School of Statistics at the University of Minnesota is establishing, as a memorial, an annual Buehler Prize for an outstanding undergraduate in Statistics.

WARREN P. EUSTIS

1928-1988

The faculty, staff, and students of the Law School mourn the passing of a gentle friend, colleague, and teacher, Warren P. Eustis.

More than a decade of law students had the good fortune of exploring the relationship between law and medicine with Warren. An early participant in the development of HMOs and an active developer of relationships between hospitals and educational facilities, he brought unique experience to his courses in law and medicine and the regulation of the medical profession. He also brought perspective to his students.

Warren was active in Lawyers Concerned for Lawyers, a group dedicated to the growing problem of chemical dependency in the legal profession—a problem he understood first hand. He had been a successful practitioner in Rochester, a former president of the Olmsted County Bar, and an active member of the Minnesota Trial Lawyers Association.

After a long and courageous battle with cancer, Warren died on September 22, 1988. He is missed by his friends and colleagues in the Law School.

HERBERT FEIGL

1902-1988

Herbert Feigl was born December 14, 1902, in Reichenberg, Austria, into a nonreligious Jewish family. His father was a textile manufacturer, his mother an amateur pianist. His early interests were science fiction, physics, and especially chemistry, and Einstein was his "number one intellectual hero." He received his doctorate in philosophy from the University of Vienna in 1927, with a dissertation on probability, causality, and scientific laws. The Vienna Circle was organized while he was a student by his teachers, Moritz Schlick and Friedrich Waismann, and he became a member.

He came to the United States in 1930 on an International Rockefeller Fellowship to Harvard University. In the following year he and Albert Blumberg published a paper in the *Journal of Philosophy* entitled: "Logical Positivism: A New Movement in European Philoso-

phy," apparently christening the movement, and introducing it to American philosophers. Although other members of the Circle (Carnap, Hempel, Bergmann, etc.) would follow him in the migration caused by the Third Reich, Feigl was the first missionary of logical positivism to settle in the United States. He was appointed to the philosophy faculty of the State University of Iowa in 1931, and in 1940 was appointed professor of philosophy at the University of Minnesota.

At Minnesota Feigl published heavily in analytic philosophy and philosophy of science. He co-edited *Readings in Philosophical Analysis* with Sellars in 1949, and *Readings in the Philosophy of Science* with Brodbeck in 1953, both of which became standard texts for many years. In 1949 he co-founded the journal *Philosophical Studies* with Sellars, Brodbeck, Meehl, and Hospers.

In 1953 Feigl established the Minnesota Center for Philosophy of Science, the first institution of its kind in the country, if not the world. Leading philosophers of science were brought to the center to participate in workshops and collaborative research, and the fruits of their research were published by the University of Minnesota Press in the series *Minnesota Studies in the Philosophy of Science*. The second of these volumes contained Feigl's essay, "The Mental and the Physical," which was later expanded into a book. He retired in 1971 and was succeeded as director of the center by his collaborator and former student, Grover Maxwell (who died in 1981).

Feigl served on the governing board of the Philosophy of Science Association, and was a founding member (1934) of the editorial board of *Philosophy of Science*, which later became the official journal of the Association. He was president of the Western Division of the American Philosophical Association for 1961-62. He was appointed Regents Professor of the University of Minnesota in 1967.

He was among the University of Minnesota's most successful teachers. He was unpretentious and supportive, and he encouraged the search for truth instead of intellectual competition. His ability to explain difficult philosophical questions in plain terms to students, colleagues, and laypersons was legendary; so was his ability to improvise at the piano and to play the work of his favorite composers by ear.

A useful collection of Feigl's papers, *Inquiries and Provocations*, was published in 1980. In an included autobiographical essay he writes: "I consider truly great music the supreme achievement of the human spirit...I am inclined to think that music expresses (even more than poetry) what is inexpressible in cognitive and especially in scientific language." This was the faith of one of our most ardent and judicious humanists, a thinker who, under the terms of the logical positivism he helped fashion and propagate, believed passionately in both art and science.

He is survived by his wife Maria of Burnsville, Minnesota, and a son Eric, who lives with his family in Seattle, Washington.

ROBERT L. SCHREINER

1937-1988

Robert L. Schreiner, education professor in the College of Education, died November 4 at the University of Minnesota Hospital. He was 51.

Dr. Schreiner joined the College of Education faculty as an assistant professor in 1968. He was promoted to associate professor in 1970 and achieved the rank of full professor in 1976.

Dr. Schreiner taught in the division of elementary education in the Department of Curriculum and Instruction. He had earned a national reputation as a researcher and clinician in reading diagnosis and instruction. He was involved in outreach programs in elementary education and consultant activities in a number of metropolitan elementary schools. He was also active in the International Reading Association and the Minnesota Reading Association and was a member of Phi Delta Kappa and the National Council of Teachers of English.

An accomplished singer, Dr. Schreiner was a tenor in the Apollo Club, a Minneapolis choral group. He was known for his tuneful and enthusiastic participation in the Christmas carol singalongs each year at the college's holiday party.

Dr. Schreiner received his B.A. from Colorado State College in 1955, and his M.A. and Ph.D. from the University of Iowa in 1963 and 1968, respectively. He taught reading, En-

glish, and science in Lakeside, California, from 1959 to 1962, remedial reading in Deerfield, Illinois, from 1963 to 1965, and remedial reading at the University of Iowa from 1965 to 1968.

He is survived by his wife, Karen, of St. Anthony, a son, Mark, and a daughter, Amy, both college students.

THOMAS T. SEMBA

1923-1988

Dr. Thomas T. Semba died May 2 after a brief illness. As a member of the Department of Laboratory Medicine and Pathology since 1972, Professor Semba actively participated in the basic pathology course for first and second year medical students. As was his nature, his educational efforts were quiet and behind the scene, but nevertheless critical to the laboratory portion of the course.

Dr. Semba's origins had a major effect on his life. As a Nisei living in Tacoma, Washington, with his family at the outbreak of WWII, he was interned with thousands of other Americans of Japanese ancestry at the Tule Lake Internment Camp in California. Despite the flagrant injustice of this internment, he never vented any bitterness about this interruption of his young life. Because of his age, he was permitted to leave the camp to attend college in the midwest at Dakota Wesleyan University in Mitchell, South Dakota. He subsequently graduated from the University of Minnesota with Phi Beta Kappa honors. He graduated from the University of Minnesota Medical School in 1951 and specialized in pathology at the Minneapolis Veterans Administration Hospital. He then pursued a 28-year career at North Memorial Medical Center in Robbinsdale as chief pathologist. His interest in young people and medical education was put to good use in teaching pathology to young medical students in the Medical School.

Far above his academic pursuits in importance was the personal example Tom Semba set for everyone exposed to his influence. He portrayed integrity, honesty, fairness, and lack of bias, to a level rarely expected in any one person. He had a unique knack of always doing and saying the right thing. These personal attributes greatly affected all those in regular contact with him. His leadership in pathology played a great role in the development of North Memorial Medical Center as a vibrant community medical facility. Although Dr. Semba has passed on, he will remain a continuing source of support and guidance to his faculty colleagues in the passage of their personal and professional lives.

IRVING YOUNGER

1932-1988

Irving Younger's brilliant career as a teacher of trial advocacy and evidence is renowned in this country and abroad. For thirty of his fifty-five years, this native New Yorker, turned Minnesotan, taught the art of the courtroom and the intricacies of evidence law to more law students and lawyers than any other teacher who ever lived. Law students at New York University, Columbia, Cornell, Harvard, and Minnesota had the rare good fortune to sit in his classes and listen to such educational and entertaining lectures as "The Trial of Alger Hiss," "The Trial of Ulysses: The Case Surrounding the Introduction of James Joyce's Novel in the United States," and "Whatever Happened in Erie vs. Tompkins."

Professor Younger, as knowledgeable about James Joyce and classical music as he was with the law of evidence and the courtroom, brought a broad perspective to the education of the nation's future lawyers. He was a superb teacher who delighted in his teaching and loved and cared about his students. The advent of videotape brought his rare gifts for drama and his knowledge of courtroom proceedings to virtually every trial lawyer in America and demonstrated his great ability to make complex legal issues understandable and exciting.

Irving Younger's legal career was as varied as it was successful. He tried law suits for Paul, Weiss, Rifkind, Wharton & Garrison, a prestigious New York City law firm, and as a partner with his wife Judith in Younger & Younger. He served as an assistant United States attorney and was the youngest person ever elected as Judge of the Civil Court in New York City. As a partner in Williams and Connolly of Washington, D.C., he tried some of the most important tort cases of the 1980s.

Professor Younger loved films and arranged a bi-weekly movie series in the Law School featuring films that presented legal issues. He would introduce each film by discussing the legal issues involved in the story. Sometimes he had to stretch a little to find legal issues in some of the great movies he loved to show. In an interview he confessed, "You can show any movie and relate it to the law in some way."

Another great love of Irving Younger was his love for the law. He delighted in stories about the law—the great figures of the law during his lifetime, most of whom he knew well—and the human drama of the great cases of this century. He loved to tell stories about lawyers and law cases, and he could enthrall his listeners, whether in a law class or at a dinner party, with his marvelous ability to dramatically tell a story. In one of his most famous lectures—"In Praise of Simplicity"—he concluded by saying:

"I want simplicity for the law because I love the law. And if this my praise has seemed to you fond and foolish, call it lover's folly, please, and forgive me for my love's sake."

But his interests were not limited to the law. Irving Younger was extremely well-read and able to draw upon a rich background of learning for his lectures. He was particularly knowledgeable about Shakespeare and often included Shakespearean quotations in his lectures. Indeed, after his health began to decline, Professor Younger reread all of the works of Shakespeare, as well as many other great works of literature. Since arriving at this University, he participated several times in law and literature programs.

He enthusiastically accepted an assignment to chair the Lectures and Colloquia Committee of the Law School, and in this capacity he brought scholars and scientists from other disciplines to share their work with the Law School community. This year, he arranged for Kenneth Lynn, author of the recently acclaimed book, *Hemingway*, to deliver the biennial John Dewey Lecture in Philosophy and Law. Three years ago, when our Law School fund drive passed the million dollar mark for the first time, we presented a "Thanks a Million Seminar" for our alumni and he agreed to teach it. He presented a lecture on scientific evidence which began with a wonderful story about the discovery of radar. Irving and Judith Younger's circle of friends include individuals from a wide variety of fields and professions and not just the legal profession, although their friends include a large number of lawyers and judges.

Among his many loves, Irving Younger loved this Law School and community. It was quite a step for him to come to Minnesota after deciding to leave the law firm of Williams and Connelly in Washington, D.C. He had never lived very far from the East Coast. In an interview after he had been here a while he said that before coming to Minnesota he was not sure he could be happy living over a thousand miles from the nearest mackerel.

The Youngers decided that they wanted to finally settle down in this community and in this Law School. Irving Younger loved the Twin Cities and frequently said that this Law School was one of the best kept secrets in the country. Having committed to the Twin Cities, he was extremely generous of himself with groups here. He accepted virtually every invitation to speak to bar, University, and community groups in the Twin Cities. Only three weeks before his death, he moderated a debate in St. Paul between the candidates for the Democratic nomination for President on the eve of the Minnesota precinct caucuses. He would often advise Dean Robert Stein of these engagements saying that he was "flying the flag" for the Law School.

Irving Younger died on March 13, 1988, at the age of 55. The national legal community has lost a giant. The Law School has lost a beloved teacher, colleague, and friend.

He is survived by his wife, Professor Judith T. Younger, of the University of Minnesota law faculty; two daughters, Abigail M. Younger, and Rebecca Fanany; his mother, Jean Yoskowitz; a sister, Sondra Helfand; two grandchildren; and countless friends and admirers in and out of the legal profession.

STUDENTS

Jeffrey Jacob Lutz, College of Liberal Arts

Errol Dominic Seppanen, College of Biological Sciences/Graduate School

XXIII. ADJOURNMENT

FACULTY SENATE MINUTES

The meeting of the Faculty Senate was convened in 125 Law Center, Minneapolis campus, following the University Senate meeting. Coordinate campuses were linked by telephone. Checking or signing the roll as present were 140 voting members of the faculty. Interim President Richard Sauer presided.

I. MINUTES FOR APRIL 14 and MAY 19

Action (2 minutes)

Approved

II. COMMITTEES OF THE FACULTY SENATE, 1988-89

Action (3 minutes)

EQUAL EMPLOYMENT OPPORTUNITY FOR WOMEN Faculty: Gloria Williams (chr), Clara Bloomfield, Laura Cooper, Gloria Leon, Clarice Olien, Muriel Ryden, Twyla Treanor (UMC). Ex Officio: Ann Bailly, Delores Cross, Patricia Mullen.

FACULTY AFFAIRS Faculty: N. L. Gault (chr), Lance Brockman, Richard Christenson (UMC), Patricia Crisham, David Dittman, Frank Enfield, W. Bruce Erickson, Shirley Garner, Richard Goldstein, Willard Hartup, Roberta Humphreys, Gary Malzer, Toni McNaron, Richard Richards (UMM), Stephen Scallen, Constance Sullivan, Mary Walser. Students: 1 to be named. Ex Officio: Shirley Clark, Burton Paulu, David Swanson.

FACULTY RETIREMENT PLAN Faculty: Richard Goldstein (chr), Donald Rasmuson, Stephen Scallen. Ex Officio: Ed Foster, Roger Paschke, Burton Paulu, David Swanson.

JUDICIAL Faculty: Amos Deinard (chr), Muriel Bebeau, Carole Bland, Hans Courant, Caroline Czarnecki, Sharon Desborough, Adele Donchenko, Timothy Dunnigan, Sandra Edwardson, Seymour Geisser, Richard Goodkind, Larry Huus (UMC), James Jordan, Amy Kaminsky, Norman Kerr, Candace Kruttschnitt, Jooinn Lee (UMM), Ian Maitland, Roger Park, Rosemarie Park, Michael Root, Marilyn Rossman, Gordon Swanson, Richard Sykes, Arthur Walzer, Frank Wood.

TENURE Faculty: Philip Frickey (chr), Richard Arvey, Daniel Feeney, Miriam Frenier (UMM), David Hamilton, H. E. Mason, Claudia Parliament. Students: Matt Toberman, 1 to be named. Ex Officio: Shirley Clark.

Approved

III. FACULTY AFFAIRS COMMITTEE

ANNUAL REPORT, 1987-88

Members: Lance Brockman, Patricia Crisham, Frank Enfield, Bruce Erickson, Shirley Garner, N. L. Gault, William Hartup, Harvey Keynes, Robert Kudrle, Gary Malzer, Geoffrey Maruyama (Chair), Toni McNaron, Bruce Overmier, Marian Pour-El, Richard (Jean) Richards, Stephen Scallen, Constance Sullivan, Mary Walser; ex officio Burton Paulu (Retirees' Association), Betty Robinett (Academic Affairs), David Swanson (Employee Benefits); staff assistance, Marilee Ward.

The past year has been an especially busy one for the Senate Committee on Faculty Affairs. The tax law changes have potentially affected the faculty retirement plan; increased health care costs have led to dramatic increases in the cost of health benefits for University faculty; the work of the Faculty Development Committee has brought back to SCFA a number of specific proposals with respect to faculty salary policies, sabbaticals, and leaves; additional faculty benefit issues have emerged recently (e.g., Faculty Assistance Program, health benefit/life insurance costs for retirees); and the events of the last few months have affected us appreciably. As a result, our agendas have been full and our tasks wide-ranging.

There are a number of areas for which SCFA has committed considerable time. First is the Academic Staff Assistance Office, which provides assistance for faculty and academic staff engaged in University grievance procedures. The office was established on an experimental basis in 1986, and is currently awaiting a search for a new professional staff person. SCFA proposed increasing the staff position from 50% to 100% appointment and changing the professional staff person's role to that of a mediator (advocacy would be done by a faculty advisor assigned by the staff person). In the wake of the central reserve controversy, Academic Affairs agreed to continue to fund the ASAO at its prior level. We are awaiting further clarification of what would be an acceptable role for the staff person, and expect to be searching for a staff person soon.

Second, not to be confused with the ASAO office is a proposal from SCFA to establish a Faculty and Academic Staff Assistance Program. This program focuses on drug and alcohol abuse problems. SCFA took the proposal to the Faculty Senate this spring; it was approved by the Senate, with the provision that SCFA explore the possibility of providing the program through an existing office and provide some initial estimates of usage. At present, a pilot program is being set up to assess level of need and types of services required.

Third, we have devoted much time to salary and salary increase issues. Although we have on balance been committed to merit increases, our recent tack has been to see how divergent the consequences of "merit" increases have been for various faculty over the past few years. In addition, SCFA is currently attempting to find funding for an outside study of desirable overall salary goals, for we believe that the major issue is not merit vs. cost of living, but the very modest amounts of money available for overall salary enhancement. Both of these projects are still on-going.

Fourth, through last fall and winter SCFA reviewed options for expanding the sabbatical and leave program, then forwarded a proposal to the Faculty Consultative Committee and Academic Affairs. Although Academic Affairs agreed to begin an expanded sabbatical program this fall, changes of staff in that office seem to have delayed implementation.

Fifth, SCFA has addressed a series of benefits issues. We have talked with central administration about forthcoming changes in the faculty retirement plan, and will be involved if substantial changes become necessary. In addition, we became immersed in the health care cost increase problems. In that instance, however, our awareness did not seem to help much; although we discussed options such as withdrawing from the state plan, in the end we felt there was little we could do. More recently, SCFA has discussed additional benefit issues, namely, whether the University might pay health benefits and allow extension of life insurance policies for retirees.

Sixth, SCFA has been considering the costs and benefits of providing some tuition support for dependents of faculty. This work, currently in progress, includes assessing the levels of need, likely implications in terms of enrollment figures, etc. If appropriate, we will consider bringing a proposal forward to the Senate during the 1988-89 year.

In addition to the above major issues, SCFA addressed a number of other topics that warrant attention. They are: (1) SCFA recommended to the Academic Affairs Office establishment of a computerized faculty manual of academic policies and procedures; implementation is now the responsibility of Associate Vice President Peter Pyclik, Administrative Information Service and Telecommunications; (2) SCFA reaffirmed its support of representation of academic professionals on the Equal Employment Opportunity for Women Committee. It also recommended that an academic professional be added to the membership of SCFA; (3) SCFA reviewed performance of the University Credit Union; (4) SCFA addressed issues of eligibility for the Faculty Mortgage Program; and (5) SCFA discussed bases for determining fringe benefit rates.

Finally, SCFA would like to publicly express our gratitude to Vice Presidents David Lilly and Betty Robinett, both of whom have retired. Associate Vice President Robinett has represented Academic Affairs on SCFA for the better part of the '80s, and her expertise, thoughtfulness, and guidance have been greatly appreciated. Vice President Lilly has markedly affected our working condition. During his time as Vice President for Finance, the faculty mortgage plan was established, investment options within the basic faculty retirement plan were greatly expanded, the University of Minnesota Federal Credit Union was established, Permanent University Fund monies were used to support endowed chairs, and

frequent reporting of performance reports for retirement plan funds occurred. To both of them, thanks, and best wishes from SCFA.

GEOFFREY MARUYAMA
Chair

Accepted

IV. ADJOURNMENT

ABSTRACT

The University Senate was called to order at 3:15 p.m. by Interim President Richard Sauer. He introduced Jack Merwin, professor of educational psychology, who presented the new director of women's intercollegiate athletics on the Twin Cities campus, Chris Voelz. Ms. Voelz said that her ten years at the University of Oregon had afforded her both challenges and perspectives and that she had been involved in faculty and senate meetings there, as well as meetings of their committees. She spoke of the University's commitment to equality of opportunity for women, and added that, although athletics is not purely academic, she hoped it could be accepted as educational and could provide experiences that teach important lessons. A program properly run can contribute to applied and liberal arts competencies, and varsity competition could, and usually does, build several components of competence, she said. She called attention to the fact that the women's program has a higher proportion of minorities than the rest of the student body; the 1987-88 graduation rate was 44% compared to 29% for the total student body; 26% of the student athletes have cumulative GPAs of 3.0 or more; and 50% of the 173 women athletes earned a 3.0 last spring quarter. She urged the University community to contact her to express concerns they may have or to suggest ways in which her department could build better experiences for student athletes. In conclusion she stated her commitment to the values of the institution.

Minutes of the April and May meetings were approved, as were the appointments of the parliamentarian, abstractor, clerk, and committee memberships.

Committee restructuring. Mark Brenner, professor of horticulture science and chair of the Consultative Committee, provided background information leading to the proposals to amend the constitution, bylaws, and rules of the Senate to alter the committee structure, and reported that his committee recommended the proposals outlined by the restructuring committee. W. Phillips Shively, professor of political science who had initiated the proposals last spring, then took the Senate through the reasons for the change, including the low level of activity for some, overlapping jurisdictions, and lack of coordination among committees. The number would be reduced from 41 to 18, which would make possible the regular assembling of the chairs of the 10 policy committees to serve as an agenda committee for the Senate. If approved, it would take effect in fall 1989 and would facilitate the work of the Committee on Committees in naming memberships for next year. He said there was some concern of overload for the Educational Policy Committee and it was obvious that some standing subcommittees would have to be named. The Finance and Planning Committee, too, may have to be restructured later. He said the proposed subcommittee system would provide greater flexibility than the present system, which requires Senate or Assembly action to make changes; under the new structure the parent committee would have that authority. He noted that the Use of Human Subjects in Research Committee and the Animal Care Committee would become administrative committees outside the Senate structure except for some overlapping membership on the Research Committee so policy issues would be brought to that committee. He noted that the new Support Services Committee pulled together a number of former "service" committees as well as other areas that have never had Senate oversight. He said that charges for all committees had been streamlined and made more consistent, but that membership ratios had for the most part remained intact. He expressed appreciation to the Scott committee.

Thomas Scott, director of the Center for Urban and Regional Affairs and chair of the Committee on Committees, was asked why the requirement for Senate membership for

some members of committees had been deleted. He called attention to the charge to his committee, to which had been added the provision that senators should be selected for committee membership when appropriate to encourage communication between the Senate and its committees.

Arthur Erdman, professor of mechanical engineering, was concerned about the work load of the Finance and Planning Committee. As chair of the Physical Plant and Space Allocation Committee (PPSA), which would be absorbed by the new committee, he proposed that a standing subcommittee of physical plant and space allocation be formalized, that the Committee on Committees name the persons to serve, and that certain ex officio members now serving on the Physical Plant and Space Allocation Committee should be included. He conjectured that space allocation concerns might get bypassed in an overriding concern for the budget and legislative request. Mr. Shively pointed out that the proposed outline would provide the chairs of parent committees the flexibility from one year to the next to make changes, but he admitted that the PPSA Committee would certainly have a planning function that would continue indefinitely. He noted that the current proposal called for advice from the Committee on Committees relative to potential members for subcommittees, but agreed to add a clarifying statement in the subcommittee section. He and Mr. Brenner then accepted Mr. Erdman's suggestion as a friendly amendment, and the constitutional motion as amended was approved with 171 affirmative votes.

The motion to amend the bylaws was then taken up. Mr. Erdman's proposal to provide for a standing subcommittee of physical plant and space allocation was incorporated as a second sentence under the description of the Finance and Planning Committee; membership rules applicable to other subcommittees would prevail. The motion, as amended was approved with 179 affirmative votes. The motion to amend the rules accordingly was also approved.

Computing and Information Systems Committee. Mr. Brenner noted that the Consultative Committee had received several strong statements of concern that a false message may have been sent in the recommendation that the chief information officer should be located in the office of the vice president for academic affairs, giving the appearance of downgrading the importance of that office. His committee believes that the person should report directly to the vice president for academic affairs and provost, and should have considerable authority. His committee, he said, realized that there would be some discussion in the near future regarding the responsibilities of the academic officers and was cognizant of the importance of the position. Marcel Richter, professor of economics, called attention to the recommendation of both the All-University Information and Networking Committee chaired by Professor Russell Hobbie and the original report of the Computing Committee that the appointment be at the associate vice president and vice provost level.

Tuition. Norman Kerr, professor of genetics and cell biology, had asked the president whether the statement of the legislature's apparent intention of uncoupling tuition from University appropriations or the published reports that appropriations would necessitate a tuition to cover the usual 33% of total instructional costs was correct. President Sauer said he had not heard of an intention to uncouple tuition from the appropriation; the intent was to separate the appropriation from average cost funding. He said that concept had been endorsed verbally at the legislature, and the University must go to the 1989 session to make a specific request to keep that funding. State policy requires that for every two dollars that the state provides for instructional cost the University must generate one dollar from non-state sources. It does not explicitly say it must come from tuition but that has been the traditional way to do it. As to Mr. Kerr's question regarding comparisons of resident tuition levels with other land-grant institutions, the University is fourth of the nine Big Ten public institutions, he said. He named several other land-grant institutions with higher tuitions. As to Mr. Kerr's question about whether students could afford a tuition tied to instructional costs when fewer students are anticipated, the president said it was a complex issue which the central officers are attempting to deal with and had appointed a small task force to identify all issues relating to tuition.

A question from Ellis Benson, professor of laboratory medicine and pathology, concerned the increasing deterioration of teaching laboratory equipment and the source of funding for replacement. President Sauer said the next legislative request includes a

proposal for a \$5 million increase annually on a recurring basis for instructional equipment. In addition, a one-time infusion of \$20 million for institutional equipment is being sought. He said there is no University fund from which to draw on for that purpose.

A student senator asked about any activity with respect to the report of the ad hoc student study space committee. The president said he had asked Assistant Vice President Robert Kvakik to take some leadership; a funding source needs to be identified. Use of library space has been discussed with Acting Director John Howe, but there is no certainty that that is the best answer, he said. He hoped that furnishings as well as security might be provided for a room in the Law Center by early January. It appeared that there was approximately \$360,000 available and he was trying to identify other funds to put with it. A public progress report would be made sometime within the next two or three weeks.

When asked whether there is a formal mechanism for evaluating administrators, the president said the Senate had approved some proposals two years ago, but that his own method had been to ask administrators to develop annual objectives, which would be available to the people in that unit. Evaluation would be based on performance related to those objectives. Mr. Shively, in recalling the Senate document, observed that it called for evaluation of all administrators in a thorough-going way at some regular interval and that the evaluation should be publicly announced with comments from those who deal with the administrator to be solicited. Former President Keller had published in the *Minnesota Daily* a list of the administrators who were receiving evaluations together with an invitation to comment. President Sauer added that it would be an appropriate issue to raise at the next Senate meeting if a new president were in office by then.

Tribute. Mr. Brenner said that with regret and great warm thoughts he extended the thanks of the Senate to Interim President Sauer for the decisive leadership he had provided in the past nine months, working tirelessly to improve credibility with the people of the state and legislature and directing many changes for the operation of the University. He provided leadership in having the academic priorities document passed by the regents and was leaving the University a better place for his efforts, he concluded. There followed prolonged applause. The president said he had enjoyed the opportunity to prepare for the next president and to see evidence of real love for the University as he had traveled through the state. (He leaves January 1 to assume the post of president and chief executive officer of the National 4-H Council.)

Following a tribute to deceased faculty members and students, the meeting was adjourned at 4:30 p.m.

The Faculty Senate was called to order; previous minutes and committee memberships were approved, an annual report accepted, and the meeting was adjourned.

MARILEE WARD
Abstractor

STUDENT SENATE MINUTES

The first meeting of the Student Senate for 1988-89 was convened in 25 Law Building, Minneapolis campus, following the Faculty Senate meeting. Coordinate campuses were linked by telephone. Checking or signing the roll as present were 52 voting members of the student body.

I. MINUTES FOR APRIL 14 AND MAY 19

Action (2 minutes)

Approved

II. STUDENT LOBBY ADVISORY COMMITTEE LOBBYIST

Action (2 minutes)

see abstract of discussion

III. 1988-89 SLAC BUDGET

Action (2 minutes)

see abstract

IV. ROTC/EQUAL OPPORTUNITY

Information (2 minutes)

see abstract

V. SEMESTER SYSTEM

Information (2 minutes)

see abstract

VI. STUDENT SENATE CONSULTATIVE COMMITTEE

REPORT BY CHAIR (3 minutes)

see abstract

VII. STUDENT REPRESENTATIVES TO BOARD OF REGENTS

REPORT BY CHAIR (3 minutes)

see abstract

VIII. STUDENT LOBBY ADVISORY COMMITTEE

REPORT (3 minutes)

see abstract

IX. OLD BUSINESS

none

X. NEW BUSINESS (3 minutes)

none

XI. ADJOURNMENT

ABSTRACT

Bruce Vandal, chair, called the meeting to order; previous minutes were approved. Student Lobby Advisory Committee (SLAC) lobbyist Steve Jewell was approved for this year. The proposed SLAC budget of \$2250 was presented. It included a stipend for the lobbyist and operating expenses, including Lobbying Day at the legislature. The increase, he explained, was due to a projected longer session than last year, and to the need to provide for a "stronger presence" at the legislature. The budget was then approved.

Eric Huang, senator, reported that last year the Senate Consultative Committee had looked at the issue of allowing homosexuals to participate in the ROTC programs. At present, in accordance with federal guidelines, ROTC does not permit their participation, yet University policy specifically states that such discrimination is not allowed. The Student Consultative Committee is now looking at practices on other campuses and hopes to make recommendations when its study is complete. Scott Fisher asked whether the committee was looking into the possible effect on the military structure or military discipline. Mr. Huang said that part of the research is on the philosophy behind the policy and in particular the enrollment eligibility.

Carrie Simonsen, chair, Student Senate Consultative Committee, introduced the other members of her committee and urged senators to direct their concerns to those individuals. Current issues include tuition (letters have been sent to administrators, regents, and legislators outlining alternatives); student employment guidelines; quarter vs. semester system; and recreational sports funding. A UMD senator reported that the Academic Council there had recommended a move to the semester system but the chancellor had not approved it due to lack of funding. Another senator suggested that a semester system might allow students to finish undergraduate requirements earlier than is now the case.

Geoff Pollak, chair of the student representatives to the Board of Regents, summarized activity on changes in the student employment guidelines, the regents' resolution with respect to reducing the tuition offset, the recreational sports facility progress, the study space issue, and developments at the University Policy Department.

Mr. Vandal, as chair of the Student Lobbying Advisory Committee, announced the date of its next meeting, to be held on the Duluth campus, where it will discuss the legislative agenda for next year for Student Senate approval and standardizing funding of the committee.

The meeting was adjourned at 4:50 p.m.

MARILEE WARD
Abstractor

APPENDIX A
ELECTED MEMBERS AND ALTERNATES, 1988-89

(key to unit codes follows membership lists)

ELECTED FACULTY/ACADEMIC PROFESSIONAL MEMBERS

	Unit	Term		Unit	Term
Amram, Fred	8	87-90	Gaston, Judith	4	88-91
Anderson, John S.	3	87-90	Gault, N. L.	15	86-89
Argento, Dominick	12	88-91	Giebink, G. Scott	15	88-91
Aroskar, Mila	21	86-89	Giese, Clayton	22	88-91
Ballou, Mercedes	33	87-90	Giese, David	8	86-89
Bantle, John	15	88-91	Gillmor, Donald	12	88-91
Bayman, Benjamin	22	87-90	Goetz, Fred	15	86-89
Benson, Ellis	15	86-89	Goldstein, Richard	22	88-91
Berryman, Glenn	14	88-91	Gray, Virginia	12	86-89
Biesboer, David	3	87-90	Griffin, Edward	12	87-90
Bloomfield, Clara	15	86-89	Guyotte, Roland	33	87-90
Bodley, James	15	87-90	Haller, Edwin	30	86-89
Bohling, Raymond	13	87-90	Hamilton, David	15	86-89
Boylan, William	2	87-90	Hancher, Michael	12	86-89
Brewer, Maria	12	88-91	Hart, Nathaniel	33	88-91
Burkhardt, Dwight	12	88-91	Hearn, James	6	87-90
Busta, Frank	2	88-91	Hoff, David	25	88-89
Byrne, Richard	16	86-89	Hogenkamp, Henricus	15	88-91
Caplan, Arthur	15	88-91	Holm, Paul	25	88-91
Cavert, Mead	15	88-90	Holum, Katharine	13	86-89
Chou, Shelley	15	86-89	Hostetter, Margaret	15	88-91
Christenson, Richard	25	86-89	Howe, Robert	15	87-90
Clark, John	12	87-90	Hoyle, Karen	13	86-89
Clay, David	5	86-89	Hunter, Alan	2	86-89
Clayton, Paula	15	88-91	Hupp, Susan	6	87-90
Clayton, Thomas	12	87-90	Jacob, Harry	15	88-91
Coen, Edward	12	86-89	Joeres, Ruth-Ellen	12	88-91
Connolly, James	2	88-91	Johnson, Dennis	1	88-91
Cornelius, Steven	2	87-90	Jones, Richard	2	88-89
Cotter, James	33	88-91	Kareken, John	14	88-91
Chrisam, Patricia	18	86-89	Kaveh, Mostafa	22	88-89
Cushing, Edward	3	88-91	Kelly, Richard	13	88-91
Daniels, Charles	19	88-90	Kerr, Norman	3	88-91
Dehner, Louis	15	86-89	King, Robert	2	87-90
Deressa, Solomon	23	88-91	Kittelson, David	22	88-91
Dickhaut, John	14	88-89	Kitts, James	7	88-91
Donohue, James	5	87-90	Krislov, Sam	12	88-91
Downing, Stephen	30	87-90	Krivot, William	15	87-90
Dworkin, Martin	15	88-91	Lee, E. Bruce	22	87-90
Dykstra, Robert	6	86-89	Lehmborg, Stanford	12	86-89
Eaton, Marcia	12	86-89	Lewis, Darrell	6	86-89
Edwardson, Sandra	18	87-90	Lilley, Karen	16	88-89
Eidman, Vernon	2	88-91	Little, James	5	87-90
Einsweiler, Robert	20	87-90	Luker, Mark	31	88-91
Elde, Robert	15	87-90	Macosko, Chris	22	86-89
Erdman, Arthur	22	86-89	Maitland, Ian	14	87-90
Feeney, Daniel	24	87-90	Malzer, Gary	2	87-90
Frickey, Philip	11	88-91	Mandel, Jack	21	87-90
Galambos, Theodore	22	86-89	Marshall, Byron	12	88-91
Garmezy, Norman	12	87-90	Martin, Frank	12	88-91

Mason, H. E.	12	87-90	Savaiano, Dennis	10	87-90
Mazzoni, Timothy	6	87-90	Schultz, Chester	5	86-89
McKeever, Patrick	24	88-91	Sell, George	22	87-90
Moller, James	15	87-90	Serfass, Robert	6	88-91
Montgomery, Jean	12	86-89	Shur, Michael	22	88-91
Munholland, J. Kim	12	87-90	Silberman, Robert	12	86-89
Murray, David	21	86-89	Simon, Stephen	11	85-89
Nelson, David	16	86-89	Sonkowsky, Robert	12	88-91
Ney, Edward	22	86-89	Staba, John	19	88-91
Nitsche, Johannes	22	88-89	Stein, Marvin	22	86-89
Olson, William	24	86-89	Storvick, David	22	87-90
Orey, Steven	22	86-89	Stuhler, Barbara	4	87-90
Perry, James	7	87-90	Stuthman, Deon	2	86-89
Peterson, Kathleen	3	85-89	Sullivan, Constance	12	87-90
Pijoan, Carlos	24	88-91	Sundquist, Wesley B.	2	88-89
Poppele, Richard	15	88-91	Tellegen, Auke	12	86-89
Pour-EI, Marian	22	88-89	Tirrell, Matthew	22	88-91
Prager, Stephen	22	88-91	Wambach, Cathrine	8	88-91
Pucel, David	6	86-89	Wang, Yang	15	88-90
Quam, Jean	10	86-89	Ward, Gil	24	87-90
Quie, Paul	15	87-90	Warner, William	22	86-89
Ramsay, Norma	15	86-89	Warren, Barbara	16	88-91
Reed, Peter	12	88-91	Weyhmann, Walter	22	88-90
Reynolds, Paul	12	88-91	White, James	15	86-89
Roering, Kenneth	14	88-90	Yust, Becky	10	88-91
Ruttan, Vernon	2	88-91	Zimmerman, Kenneth	9	87-90

FACULTY CONSULTATIVE COMMITTEE

	Term
Brenner, Mark	86-89
Ibele, Warren	88-91
Mullins, Lynnette (UMC)	87-90
Overmier, Bruce	88-91
Phillips, Ronald	86-89
Price, Kathleen	87-90
Shapiro, Burton	88-89
Shively, W. Phillips	86-89
Steffes, Michael	88-89
Van Alstine, James (UMM)	87-90

ELECTED FACULTY/ACADEMIC PROFESSIONAL ALTERNATES

	Unit		Unit
Alexander, E. Calvin	22	Gengenbach, Burle	2
Alexander, Harold	10	Gidmark, Jill	8
Arth, Janet	13	Goldstein, Sheldon	4
Bloom, Paul	2	Gremmels, James	33
Braithwaite, Dawn	33	Hexter, Robert	22
Broadhurst, John	22	Hopkins, Charles	6
Carrier, Carol	6	Ibarra, Oscar	22
Carrizales, Paul	8	Jain, Naresh	22
Carter, Clarence	13	Jaspers, Mark	5
Chelikowsky, James	22	Johnson, Carol	13
Copa, George	6	Jorgenson, Sally	24
Eagon, John	22	Kain, Richard	22
Fosgate, George	33	Kobluk, Cai	24
Fox, David	22	Kovel-Jarboe, Patricia	16
Gates, Jerome	8	Krotee, March	6

Krueger, Richard	16	Robinson, Elaine	24
Lange, Dale	6	Rubenstein, Irwin	3
Louis, Charles	24	Rudnick, Lawrence	22
Maruyama, Geoffrey	6	Scanlan, Thomas	2
McCarthy, Charles	22	Schertz, Cletus	2
Mead, C. Alden	22	Simmons, Mary Sue	23
Meyers, Susan	16	Sloan, Robert	22
Miller, Beverly	9	Smith, Quenton	5
Monson, Dianne	6	Speidel, T. Michael	5
Murdock, Gordon	3	Spring, W. Donald	33
Nagaraja, K. V.	24	Srienc, Friedrich	3
Nelson, Barbara	20	Stanley, Shirley	13
Newstrand, Lois	9	Stout, James	22
Notting, Earl	4	Swart, Kathy	3
Peifer, Rick	3	Tezduyar, Tayfun	22
Phair, Craig	5	Vardoulakis, Ioannis	22
Pruitt, William	22	Wade, Michael	6
Ramsey, James	22	Zimmerman, Shirley	10
Rettig, Kathryn	10		

The following units define their pool of alternates as "any faculty/academic professional member from within their unit who is eligible to vote for senators":

Agricultural Experiment Station	Medical School
Crookston	Nursing
Dentistry	Pharmacy
Forestry	Public Health
Law	UMD, Medical School
Liberal Arts	UMD, Other
Management	
Medical School	

ELECTED STUDENT MEMBERS—as of October 31, 1988

Students are elected for a 1-year term.

	Unit		
Alsamsam, Iyad	9	Kvasnik, Alan	8
Benke, Bruce	22	Larson, Derek	12
Boland, Stephen	12	Leuty, Peter	22
Born, Bob	32	Mitchell, Mark	12
Breyen, Mark	22	Monserate, Alberto	12
Broman, Dave	27	Moore, Steve	33
Brose, Mark	12	Morrison, Dwight	9
Campion, Tim	29	Nguyen, Tam Khac	4
Christopherson, Todd	22	Nielson, Sue	14
Distel, Brian	28	Niskanen, Lora	2
Eull, Karen	9	Okongawn, Steven	9
Fisher, Scott	12	Olafson, Paul	12
Flaa, John	33	Olson, Miriam	6
Globus, Mark	12	Peterson, Jeffrey	12
Groves, Mark	4	Peterson, Melanie	26
Hansen, Dennis	12	Pilhofer, Aron	12
Hedberg, Anne	12	Poul, Tom	26
Hoppentrath, Terry	8	Ray, Thomas	12
Jax, Christine	4	Russell, Wendy	4
Kelm, Julie	32	Schloegel, Sarah	12
Kennedy, Marianne	4	Shuker, Iain	9
Klein, Ann	33	Sorokie, Tina	29

Speakman, Kristen	12	Swierczek, Joseph	4
Steiner, Cathy	10	Tanimoto, Rockee	9
Stelmach, Gregg	12	Taylor, Michael	22
Sullivan, Linda	4	Thompson, Judy	4
Sumstime, Edward	9	Thul, Kristen	8
Swick, James	9	Zimmerman, Michelle	12

STUDENT CONSULTATIVE COMMITTEE

Castillo, Alfredo (UMM)	Schoon, Jim (UMC)
Erickson, Tim	Simenson, Carrie
Faraci, Paula	Surprenant, Nancy (UMW)
Huang, Eric	Tackett, John (UMD)
Jodl, Katie	

ELECTED STUDENT ALTERNATES

Alternates are elected for a 1-year term.

	Unit		
Alexander, Karin	4	Natala, Gladstone	4
Baxter, Thomas	4	Pettis, Jenny	33
Knutsen, Lorne	4	Sachs, Heidi	4
Krug, Liz	4	Yehle, Steven	4
Lee, Christine	4		

The Crookston, Duluth, Twin Cities, and Waseca campuses define their pools of alternates as "all those students from within their units who are eligible to vote for senators."

UNIVERSITY SENATE CODES

Agricultural Experiment station	1
Agriculture	2
Biological Sciences	3
Continuing Education & Extension	4
Dentistry	5
Education	6
Forestry	7
General College	8
Graduate School	9
Home Economics	10
Law	11
Liberal Arts	12
Libraries	13
Management	14
Medical School	15
MN Extension Service	16
Mortuary Science (students only)	17
Nursing	18
Pharmacy	19
Public Affairs (faculty/AP only)	20
Public Health	21
Technology	22
University College	23
Veterinary Medicine	24
Crookston	25
UMD, Business & Economics	26
UMD, Education & Human Service Professions	27
UMD, Fine Arts	28
UMD, Liberal Arts	29

UMD, Medicine	30
UMD, Other	31
UMD, Science & Engineering	32
Morris	33
Waseca	34