

Minutes*

Faculty Consultative Committee
Thursday, September 30, 2010
12:00 – 2:15
262 Mondale Hall

Present: Kate VandenBosch (chair), Melissa Anderson, Peter Bitterman, Colin Campbell, Nancy Carpenter, Carol Chomsky, Chris Cramer, Shawn Curley, Nancy Ehlke, Marti Hope Gonzales, Michael Hancher, Caroline Hayes, Jeff Kahn, Russell Luepker, Jan McCulloch, Michael Oakes

Absent: Elizabeth Boyle, Thomas Brothen, Barbara Elliott, George Sheets

Guests: Sarah Waldemar (chair, Council of Academic Professionals and Administrators)

Other: none

[In these minutes: (1) protocols; (2) rule change on committee attendance; (3) possible Senate committee reorganization; (4) P&A Senate]

1. Protocols

Professor VandenBosch convened the meeting at 12:10 and said that the first item of business would be review of a set of protocols that have existed for a number of years but never collected and reviewed by the Committee as a whole. The protocols were reviewed by a subcommittee consisting of Professors Bitterman, Chomsky, and Cramer; the goal, Professor Chomsky said, was to increase clarity. The protocols, once enacted by this Committee and the Senate Consultative Committee, as appropriate, will be placed on the Senate website.

The protocols reviewed and edited were these:

- Use of University faculty email lists [by the governance system]
- Materials, mailings, and use of Senate and committee email lists
- Appointment of subcommittees of Senate committees
- Athletic tickets for Senate committee members
- Committee chairs pro tem
- Election and absence of the chair and vice chair of FCC
- Administration response to Senate actions
- Election protocol for Twin Cities members of FCC
- Committee member candidacy for an administrative position at the level of dean or above
- FCC procedures for acting on requests for temporary suspension of a faculty member under Section 14 of the tenure policy
- Guidelines for Senate minutes and Senate committee minutes
- Guidelines for members and chairs of University, Faculty, and Student Senate committees

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

- Faculty Consultative Committee interactions with the Board of Regents
- Committee resolutions

The Committee approved all but two of them; it agreed it wished to review edits on those two.

2. Rules Change on Committee Attendance

Professor VandenBosch brought back a proposed change in the Senate Rules that will allow "excused absences" for committee members of Faculty Senate committees. The Committee approved it unanimously.

3. Possible Senate Committee Reorganization

Professor VandenBosch next noted a report from an ad hoc committee she had appointed, with the endorsement of the Committee, to review the Senate committee structure. The Committee agreed that Professor VandenBosch would initiate conversations with several individuals and then identify appropriate venues for additional conversation.

4. P&A Senate

Professor VandenBosch now welcomed Sarah Waldemar, chair of the Council of Academic Professionals and Administrators (CAPA), to visit with the Committee about the progress in creating a P&A senate.

Ms. Waldemar reported that CAPA is changing its rules and bylaws so they conform to the Senate constitution and bylaws; they plan to finish that process in November and bring them to the Senate in December, and thereafter bring the constitutional provisions to the Board of Regents. There will be a P&A Consultative Committee. The number of P&A representatives in the University Senate will remain the same (23 elected P&A senators, elected from the P&A senate, plus the chair and vice chair of the P&A Consultative Committee). They are realigning their representation (away from CUFS RRCs to colleges and administrative units). The process is going well, she said.

What will be different, Professor VandenBosch asked? The shift to a senate, Ms. Waldemar said; there is the University Senate, the Faculty Senate, and the Student Senate, and the Civil Service Committee voted to become a senate, so CAPA members did not believe they should stand alone as a non-senate body. The correspondence and communication is not as clean as it would be if CAPA were a senate. They hope that senate status will bring more visibility to their work and provide more opportunity to work with faculty committees. CAPA began (by another name) in the 1980s when the P&A category was created and became CAPA when it gained Senate representation. CAPA thought about senate status at the time but decided to remain standalone because it believed it would be better. The current CAPA members have concluded otherwise.

Professor Chomsky noted that at present the Student Senate meets first, then the University and Faculty Senates meet in sequence. Will the CAPA Senate meet that same day? They have not nailed that down, Ms. Waldemar said; they wish to get the constitution and bylaws in place and then the executive committee-cum-consultative committee will deal with implementation details. Professor Gonzales asked what they envision for committees; Ms. Waldemar said that in addition to the consultative committee

there will be an outreach committee (to get in touch with P&A staff and establish better communication); they expect to continue to use the same process with the Faculty Committee on Committees to make appointments to committees of the University and Faculty Senates. The P&A Senate will elect its own officers, including the chair and vice chair who will serve on the Senate Consultative Committee in addition to serving in the University Senate.

Professor Luepker inquired about the time commitment that will be required of P&A staff to participate; many, he noted, are funded on research grants. Ms. Waldemar said that it will be about the same as at present: mostly regular monthly meetings of committees and attendance at senate meetings. Professor Luepker asked if the number of participants will increase; Ms. Waldemar said that there will be the opportunity for increased representation from colleges and units with a large number of P&A staff, so the P&A Senate could be larger than the number of P&A representatives in the University Senate.

Coordinate campus representatives will not be reimbursed for travel to Senate meetings—the same rule that applies to all members of the existing senates.

Professor VandenBosch asked what issues are percolating for CAPA at this time. Ms. Waldemar noted the budget, an issue for everyone; the policy on Non-Renewal of Appointments; the opportunity for faculty-like P&A staff who teach or do research to participate in the New Faculty Orientation activities that pertain to teaching or research; and they will continue to have an Outstanding Unit Award for units that are strong in providing leadership and growth opportunities for P&A staff. Ms. Waldemar said she has the sense that right now there is a collective holding of breath because of the leadership transitions, but she expressed the hope there would be many opportunities for communication and collaboration with Faculty Senate committees. Committee members concurred with those sentiments.

Professor Cramer suggested that there needs to be an award for outstanding teaching by P&A staff. He said he understood the rationale for restricting eligibility of the Morse-Alumni award to regular faculty, who have multiple responsibilities and who make up a different pool, but there should be another award for outstanding P&A staff instructors. Ms. Waldemar agreed but said that one reason no such award has been established is a lack of money; there could also be a research award. Professor Carpenter asked if CAPA had spoken with the Foundation; Professor Cramer suggested they speak also with the Alumni Association.

Professor VandenBosch said that the Committee is dealing with two other issues related to representation in governance, that of the Rochester faculty and of postdocs. She suggested that the CAPA leadership might also wish to have a conversation with the postdocs because some of them have job duties that are quite similar to researchers with P&A appointments.

One issue of concern to P&A staff, Ms. Waldemar reported, is that one can have a "P" appointment for 15 years (for example), and then switch to an "A" (administrative) appointment—and if one does so, one loses all the rights of long service in the first position (e.g., termination notice time).

Professor Chomsky inquired about faculty-like P&A staff who are eligible for membership in the Faculty Senate: This Committee had earlier expressed concern that those individuals would be able to "double dip" because they could vote both on the P&A Senate side and also on the Faculty Senate side, but Ms. Waldemar previously indicated they would not. Ms. Waldemar confirmed that will not be the case; each person will have to choose one or the other. Professor Chomsky said that in that case, for those

who opt to vote on the Faculty Senate side, there could still be P&A issues for them that do not fit on the Faculty Senate side to which the P&A Senate will wish to be attentive. Ms. Waldemar agreed and said that will be part of their outreach effort.

Professor VandenBosch thanked Ms. Waldemar for joining the meeting—and adjourned it at 2:15 so everyone could attend the Senate meetings.

-- Gary Engstrand

University of Minnesota