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A weekly internal bulletin serving all campuses

**Regents meet** this week. Two big items on the agenda for action are steam plant recommendation (Thursday) and memorandum of understanding on affiliation with Fairview (Friday). Regents held a special meeting on the human resources issues of the proposed Fairview affiliation Tuesday.

**Proposed contract with Coca-Cola** will go to the regents Thursday. Ten-year contract would be for exclusive soft drink vending rights for the TC campus. Total economic package is estimated at more than \$28 million, of which \$15 million is guaranteed, and \$6 million will be donated up front and deposited in an endowment to be used in support of U2000 program initiatives.

**Semester conversion standards** and uniform grading policy are the 2 big topics for discussion at U Senate meeting Jan. 11 at 2 p.m. in 25 Law Building. Senate Committee on Educational Policy (SCEP) has distributed draft discussion documents on both topics. Both items are proposals, subject to further discussion and modification.

**SCEP proposal on semesters** calls for 2 semesters of 14 weeks, with at least one study day and a week of final exams; an additional 3-week instructional term; at least one summer term; and a standard 55-minute class period and 15 minutes between classes during fall and spring semesters. Fall classes would begin after Labor Day. Three-week term could be offered either in January or May.

Four possible calendars for 1999-2000 are included in draft document. The one favored by SCEP includes a May term and two 5-week summer sessions. Fall classes would begin Sept. 6 and end Dec. 15, with exams ending Dec. 23. Spring classes would begin Jan. 10 and end April 24, with exams ending May 2. May term, with 15 instruction days, would be May 8-26. Summer terms would be May 30-July 3 and July 10-Aug. 22.

SCEP position is that the 14-week semester is acceptable only if coupled with an increase in the length of the standard class period in order not to lose instructional time. The closest rounded approximation (within 5 minutes) to the 50-minute hour and 10-week quarters would be a 55-minute hour for 14 weeks.

One continuing concern of SCEP is that "if the 4-credit course becomes the norm, students would need to take only 30 courses for a degree." Committee "has, reluctantly, abandoned its proposal to call for a minimum number of courses for a degree," but "may bring to the Senate later (after semesters have been in place) other proposals to ensure breadth if experience suggests that it is not being achieved in a satisfactory way."

**Proposal for a U-wide grading policy** would apply to all colleges and campuses except the Law School and the 2 medical schools. If the motion is adopted, it would explicitly reverse Senate action of March 9, 1972, delegating authority for grading policy to each campus assembly. Grading system would go into effect fall 1996.

Grading system includes pluses and minuses (but not A+). A faculty member could decide not to use pluses or minuses but would be expected to inform students at the beginning of the term. Campuses or colleges could adopt more restrictive grading policies. For example, a campus or college could decide it would not permit plus/minus grading, or it would not grant a D-. Individual faculty could also make such decisions.

**Commission on Women** and Minnesota Women's Center invite proposals for projects that further the goal of improving and enriching the working and learning environment for U women. Sponsors encourage projects that secure matching funds from departments or other sources. Grants awarded up to \$1,000. Applications welcomed from students, staff, faculty, or collaborative projects among these groups. Deadline Feb. 12. Call (612) 626-8241.

**Luce Foundation grants** support joint research by U.S. and Chinese scholars in the humanities and social sciences. Three-year grants of \$60,000-\$180,000 are available. Each institution can forward one proposal; the Institute of International Studies and Programs coordinates internal review. Deadline for application inquiries is Jan. 16. Call Kathleen Sellew at (612) 624-6578.

New or recently revised human resources policies and related information: Family and Medical (FMLA) Leave, Temporary and Casual Appointments, and Calendar for Holidays 96-97. Policy-related information is accessible through Gopher under the Academic Personnel Policies and Procedures Manual, Nonacademic Staff Policy memoranda, or Human Resources Reference Manual. Gopher path: Home Gopher Page, University of Minnesota Campus Information, University-wide Policies and Procedures, Human Resources, Academic Personnel Policies & Procedures Manual, 1. Gopher or WWW.

CROOKSTON—Donors and scholarship recipients will be honored at the scholarship banquet Jan. 16, beginning with a 5:30 p.m. reception in Bede Ballroom.

Minnesota Board of Examiners for Nursing Home Administrators voted to approve UMC's health management program to meet course requirement for licensure. Board spoke of using the program as a model for others to follow.

DULUTH—David Swanson, geography undergraduate, has been awarded a National Geographic Society internship in Washington, D.C., for summer 1996. Swanson was one of 16 chosen from a pool of 179 applicants.

Educational administration doctorate program at UMD began Jan. 5. Nine of the 26 students enrolled are Native American, which is believed to be the largest number of Native Americans enrolled in a doctoral program in the U.S. Call Tom Peacock at (218) 726-6898 for more information.

Beginning in 1992, nonrepresented UMD faculty and TC faculty were merged for purposes of Senate Consultative Committee elections. Deadline for nominating faculty candidates is Jan. 17. See TC section for more details.

MORRIS—All residence hall rooms are now wired for computer network connection, phone, and video cable. Residents connected to the network will have the same complete network services available to faculty in their offices. UMM began connecting students' computers to the new network in December.

Western Minnesota Artists exhibit will be in Humanities Fine Arts gallery through Jan. 28.

TWIN CITIES—CLA dean Julia Davis announced this week that she will step down Monday.

David Dunn has been named head of the Medical School's Department of Surgery. Dunn, who has served as interim head since May, was appointed by Dean Cerra, following a nationwide search.

Sounds of Blackness will headline the 15th annual Dr. Martin Luther King, Jr., Memorial Concert Jan. 14 at 8 p.m. in the Ted Mann Concert Hall. Standing room only is available; call (612) 624-2345.

Deadline for nominating TC faculty candidates for the Senate Consultative/Assembly Steering Committee is Jan. 17. Mail or phone nominations to the Senate Office, 427 Morrill Hall, (612) 625-9369, fax 626-1609, e-mail senate@mailbox.mail.umn.edu. Include service and qualifications. Current members whose terms continue beyond this year are Carl Adams (management), Carole Bland (Medical School), Victor Bloomfield (CBS), Virginia Gray (CLA), and Michael Steffes (Medical School). Members whose terms expire in June, and who are eligible for reelection, are John Adams (CLA), Robert Jones (agriculture), and Geoffrey Maruyama (education).

John P. Clark, sociology professor at the U from 1968 to 1990 and at the U of Oregon from 1990 until 1995, died Dec. 30 in Eugene, Ore. At the U he chaired the sociology department, was associate dean of CLA, and was founding director of the Conflict and Change Center. His wife, Shirley Clark, whose last position at the U was acting provost and acting VP for academic affairs, is now vice chancellor for academic affairs for the Oregon system.

Events: Master class with Sylvia Olden Lee, first African American woman on the staff of the Metropolitan Opera and world-renowned vocal coach, Jan. 13, 9 a.m., Ferguson Hall recital hall, free. • Art Sandwiched In: Pyramids to Picasso, a free class, will be Tuesdays, Jan. 16–Feb. 13, 12:15–12:35 p.m., William G. Shepherd Room, Weisman Art Museum. Call (612) 625-9494. • University of Minnesota Hospital and Clinic clinical research coordinators will hold their next meeting Jan. 16, 7:30–9 a.m., 2-571 Moos Tower. Everyone who participates in coordinating clinical research is encouraged to attend. • Ten-session series of 1996 Quality and Productivity Breakfasts begins Jan. 18, 7:30–9 a.m., at the Earle Brown Center. Cost is \$225 for the 10 sessions. Call 625-6689.

Announcements: Undergraduate internships in scientific computing and graphics are available at Supercomputer Institute for summer 1996. Deadline is Feb. 29; call Seth Hogan at (612) 626-7620 or e-mail uip@msi.umn.edu. • Telecommunications/Networking Services is conducting an ISDN (Integrated Services Digital Network) beta test from February to April and is seeking faculty members who would be willing to volunteer for the project. ISDN is a digital circuit to the home office providing a single user interface for voice and data (text and graphics applications). Volunteers will have a digital circuit installed in their homes for the duration of the beta trial and must complete weekly reports. Call Vivian Skordahl at 625-3535 or e-mail skordahl@telecomm.umn.edu.

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Memorandum of understanding (MOU) to proceed with negotiations toward a proposed integration of the U of Minnesota Hospital and Clinic (UMHC) and Fairview Health System was approved by regents. The MOU is a nonbinding agreement, the next step of a process that began with the letter of intent signed in November and, if successful, will conclude with a definitive integration agreement. Target date for that agreement is June 30.

Integration will represent "the University's most significant public-private partnership to date," President Hasselmo said. "The University community and the citizens of Minnesota must be assured that, first and foremost, the resulting affiliation will protect the University's core mission of education and research and provide the University with the patient base it needs." Provost Brody said the agreement will "build a firewall between the academic mission and clinical service" so that funds for education and research are not used to subsidize clinical practice. Next phase in the process is called the "due diligence" phase.

In the proposed structure, the Fairview Riverside Medical Center and UMHC would be integrated as a division of the Fairview Health System. This new division would have a new name and its own board of trustees. The U would have majority representation on the division board and veto power over certain issues. Fairview Health System would acquire all of UMHC's assets and liabilities and manage the new entity. Regents' vote was 8-2, with Regents Bleyhl and Peterson dissenting and Regents Reagan and Kim absent but said to be in favor.

Human resources issues of the affiliation must still be resolved and were the topic of a regents' forum Jan. 9. Unionized workers at UMHC oppose the affiliation. Joe Burns of AFSCME said workers "face the loss of public employee status" and have concerns about everything "from wages to pensions to health insurance to University benefits." Provost Brody said that "the major issue is jobs, and I can't emphasize that enough." If the U did not take action, the hospital would have to close, and the result would be no jobs, he said. Michael Dougherty, chair of the UMHC Board of Governors, said the board looked at all options and believes this one is "the best...that we've been able to find" for employees as well as for other reasons.

Regent Keffeler voiced regents' commitment to do everything possible to protect the rights of U employees. Associate VP Carol Carrier said U officials are "very concerned" that "if there is to be some displacement, and that is likely," neither side will be "unfairly penalized." She said administrators will sit down with union leadership because "we want them to partner with us and help us decide what are our best strategies."

Regents voted unanimously to go forward with the Foster Wheeler proposal to upgrade the steam plant on the TC campus and make it a fuel-flexible plant. Debate has gone on for at least 5 years, Regent Neel said, and the need for a decision is urgent when "our steam generation systems are antiquated" and "not environmentally sound," and large portions of the campus have been "threatened with shutdown."

Proposal was recommended by the administration. Facilities subcommittee of the Finance and Planning Committee supported the resolution; the subcommittee asked the regents to consider an off-river site and urged the U to burn the cleanest possible fuel. Fuel-flexible option allows for burning all or mostly gas, but the fear is that cost pressures will lead to burning coal. In a full-page ad in the Jan. 10 *Minnesota Daily*, 93 faculty members urged the regents to reject the proposal and choose a gas-burning plant on an off-river site.

Amendment to the resolution calls for continued efforts to find partners to cooperate on an off-river site. "Ultimately, cooperation means land and money," Regent Keffeler said, and the U must be prepared to do its part on the money side. "We can't be partners on the land. We have precious little money, and nobody else has much either." Associate VP Sue Markham said she has already put together a team, and meetings have begun with the city of Minneapolis. "We are very serious. We want partners very much on this project," she said. At the same time, she said the U must go ahead without delay in planning to rebuild the current steam plant.

Contract with Coca-Cola was approved by the regents, who also passed a resolution asking for a policy on new revenue streams. Contract with Pepsi expires June 30, but the change may happen sooner. *Minnesota Daily* in an editorial Jan. 12 applauded the Coke partnership as "sweet for the U."

Moody's Investors Service reported to the regents and confirmed the Aa rating for the U, which it says has a "strong financial position characterized by sizable endowment, moderating state dependence, and manageable debt." The U is among a small group of public universities with such a high credit rating.

Nancy Barceló has been named associate VP for academic affairs with responsibility for minority affairs and diversity, the job now held by Josie Johnson. She is assistant provost at the U of Iowa. She will start March 1.

Mark Brenner, acting VP for research and Graduate School dean, will now serve in that position on a permanent basis for a fixed term. National search will begin before term ends June 30, 1998, and he will be eligible to apply.

Governor Carlson's capital budget plan includes \$152 million for higher education, of which \$98 million would be for the U. Total includes \$74 million for projects in the U's capital request: \$18 million to address safety deficiencies and deferred maintenance needs, \$6 million to renew obsolete classrooms on the TC campus, \$43 million for construction of the Minnesota Library Access Center, and \$6.5 million for remodeling and new construction for the Academic Health Center. One-third debt service would be waived on the first 2 items only.

In addition, the governor proposes \$21 million to renovate and build an addition to the Architecture building, \$10 million to construct an Olympic-size ice sheet and tennis facility adjacent to Mariucci Arena, and \$3 million to build a bridge over the Mississippi River between U Hospital and Fairview Riverside Medical Center. Carlson said he would like to see the bridge designed by the engineering and architecture schools.

Two Faculty Senate forums on tenure are scheduled, for Jan. 25, 3-5 p.m., and Feb. 8, 2-4 p.m. Faculty Consultative and Faculty Affairs Committees are currently engaged in a review of the Regulations Concerning Faculty Tenure, and all faculty are invited to participate in the forums to discuss the nature of the review and the issues being addressed. Jan. 25 forum will be in Cowles Auditorium, Humphrey Center, TC campus; 305 Selvig Hall, Crookston; 323 Kirby Student Center, Duluth; and Behmler Hall conference room, Morris. Draft discussion document is available in the Senate Office (senate@mailbox.mail.umn.edu, 612-625-9369) or on Gopher under U of M Campus Information, U Senate and Twin Cities Campus Assembly Documents, Tenure Discussion Document.

CROOKSTON—Ag-Arama, the annual winter competitive and fun event at UMC, will be Jan. 19-20, at the U Teaching and Outreach Complex. Ag-Arama gives students the opportunity to showcase their knowledge and skills in their individual interest areas. Contests are in horticulture, agriculture aviation, agronomy, soils, natural resources, mechanized agriculture, and animal science showmanship.

Martin Luther King III will speak at UMC Jan. 25 at 7 p.m. in Kiehle auditorium on "The Commemoration of the Martin Luther King Legacy." Presentation is free and open to the public.

DULUTH—*Strawberry and Chocolate*, nominated for an Academy Award for best foreign language film, will be shown Jan. 24 at 7 p.m. in 90 Bohannon Hall, sponsored by the Hispanic/Latino/Chicano student organization and the Lesbian, Bisexual, and Gay Alliance.

Works from New York artist Alexis Rockman will be on display in the Tweed Museum Feb. 6-March 17.

MORRIS—President Hasselmo will visit informally with the campus community Jan. 23. He will speak about the U and answer questions at an open meeting at 4 p.m. in the Science Auditorium.

Anthology of native Alaskan myths and legends will be portrayed by Naa Kahidi Theater Jan. 26 at 8:15 p.m. as part of the Performing Arts Series. Call Student Activities for ticket information, (612) 589-6080.

TWIN CITIES—Chromosomal abnormalities that may signal an increased risk of non-Hodgkin's lymphoma have been found among farm pesticide applicators, U researchers say in a study published in the January/February issue of *Cancer Epidemiology, Biomarkers and Prevention*. Vincent Garry, professor of laboratory medicine and pathology, is the principal investigator.

Lectures and events: Poet Jim Moore, the Edelstein-Keller writer in residence for winter quarter, will read from his work Jan. 25, 8 p.m., Shepherd Room, Weisman Art Museum. • "'Melting Hearts' and 'Furnished Rooms': The Tragic Romance of How Marriage Invented the American Jewish Middle Class, 1900-30" by Riv-Ellen Prell, Jan. 30, 4 p.m., Immigration History Research Center; call (612) 627-4208 by Jan. 26.

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Dr. John Najarian's federal trial began last week in St. Paul. Najarian, a former faculty member, is charged with fraud, embezzlement, and obstruction of justice. Trial is expected to last about 3 months.

Tuition remission for graduate assistants was the big topic at Senate Consultative Committee (SCC) meeting Jan. 18. VP Brenner presented a draft document on some alternatives for discussion. Tuition remission began at the U in 1986-87. At first the benefit and fringe rate was applied to all academic employees, but starting July 1, 1994, to comply with federal regulations, it was applied just to graduate assistants. Result was a dramatic jump in the rate to 30% for the current year, and the rate will have to go up again to 42% for next year. Among negative consequences: fewer graduate assistants are employed, and departments that employ a large number and pay them high salaries (for example, the chemistry department) are disadvantaged.

Tuition remission "is a very expensive benefit, and as long as we provide the benefit, there will be significant costs that must be recovered," Brenner said. Almost all of the U's peer institutions are providing tuition remission, he said, and for recruiting reasons "I see no way but to continue to do this." Changes in tuition policy might help contain costs, Brenner suggested. For example, tuition reimbursement might be limited to a maximum of 12 credits a quarter. One problem is that some students are now "buying down their thesis credits" while they are graduate assistants, he said.

Working groups have been appointed to explore forms of responsibility center management (RCM), and will make preliminary recommendations spring quarter, VPs Infante and Jackson say in a Jan. 4 memo to deans, directors, and department heads. "All of these recommendations will go through an extensive consultation process, a process in which many of you will be involved."

After the consultation, a 6-month period will follow "during which management information systems will be modified and appropriate training will be provided to University staff," they say. "We would like to stress that, with the possible exception of indirect cost recovery, no changes to the current allocation process will take place before July 1, 1997." Copy of the Draft Report on Responsibility Center Management is available on the World Wide Web at <http://www.opa.pres.umn.edu>.

Civil Service Committee is concerned that employees of the Academic Health Center who are represented by the committee may have unaddressed concerns related to the proposed merger of U Hospital with Fairview. Contact committee member Maureen Brown ([mbrown@csom.umn.edu](mailto:mbrown@csom.umn.edu)) if you are part of this group and have identified an issue that the committee could help to resolve, or if you expect your employment situation to be negatively affected by the merger.

Employees who participate in Regents' Scholarship Program or Academic Staff Tuition Benefit Program should be aware that graduate-level education benefits formerly provided by Section 127 of the Internal Revenue Code have not yet been reinstated, either retroactively or prospectively. House and Senate have proposed legislation that would reinstate the benefit retroactively to Jan. 1, 1995, for both undergraduate and graduate education but would drop the graduate-level benefit effective Jan. 1, 1996. Congress and the President have still not resolved their differences on a balanced budget, and the Section 127 provision is part of this budget battle.

Until further notice, the U will report the value of graduate-level education taken by employees through the Regents' Scholarship or Academic Staff Tuition Benefit Programs as taxable income and withhold the necessary payroll taxes. In an effort to spread the tax consequences throughout the year, taxes will be withheld during the final 4 pay periods of the quarter to which the course work relates. Winter quarter enrollment on the TC campus will affect these pay periods: Jan. 31, Feb. 15 and 29, and March 15 (regular payroll), Feb. 4 and 18 and March 3 and 17 (biweekly payroll). For more information, call (612) 624-1053 or 624-1632.

**CROOKSTON**—More than 400 awards were given to students at the annual scholarship recognition banquet. Awards ranged from \$300 to \$1,900 for a total of about \$320,000.

Open house in the new class piano lab will be Jan. 26, 1-3 p.m. Class piano at UMC makes it possible for all students to learn how to read music, develop finger dexterity skills, and play the piano with both hands. There will be a demonstration of a laptop computer interfaced with the piano keyboard.

DULUTH—UMD hockey has a new TV home for the 1996-97 and 1997-98 seasons. KDLH news channel 3 will broadcast Bulldog games, in addition to a 5-minute "UMD Reports" weekly recap of sports highlights and academic news to air after the 10 p.m. news Sunday night.

Mahendra Doshi has been chosen for the 1995-96 3M McKnight Distinguished Visiting Professorship in Technology Development from the College of Science and Engineering. Doshi will teach 3 short courses on pulp and paper technology Feb. 19-22.

Mary Evans has been named interim director of Glensheen. Most recently she coordinated the inaugural ceremony and celebration for Chancellor Martin.

MORRIS—Tickets for the 18th annual UMM Jazz Fest April 12-13 go on sale Feb. 1. Order forms are available in Student Activities and at the Student Center information desk. Call (612) 589-6080 for information.

Wrestlers Lisa Berube and Billie Grothe and head wrestling coach Doug Reese will participate in USA Wrestling's Women's Winter Development camp at the U.S. Olympic Training Center in Colorado Springs through Jan. 25.

TWIN CITIES—Robert Holt, political science professor and former Graduate School dean, has been named interim dean of CLA. A search committee, headed by history professor Sara Evans, is being formed to seek a permanent dean. Provost Shively said he hopes the new dean can be named sometime this summer. Holt won't be a candidate.

Department of Afro-American and African Studies has received a 3-year, \$250,000 grant from the Ford Foundation to help promote collaborative efforts with scholars and students from other ethnic studies units at the U and throughout the state and to help develop and strengthen undergraduate internships in this country and abroad. Over the next year new courses will be developed in collaboration with American Indian and Chicano studies, and a series of short-term visiting scholars will come to campus.

Jan Almlöf, professor of chemistry, died Jan. 17. He was 50. Almlöf was highly regarded in the international scientific community for his accomplishments in advancing the theory of molecular structure and for his work in developing efficient procedures for carrying out calculations of the structures of molecules.

New pedestrian suspension bridge connecting University Ave. between 12th and 13th Avenues S.E. to East River Road near Pattee Hall and the Music Education building opened to the public Jan. 22. Bridge was moved from the Bierman Field area by railroad car and erected at the new site to accommodate high pedestrian demand. Bridge was constructed in 1949, and all historical features were maintained in the relocation.

Commuters traveling through Dinkytown will encounter construction detours beginning Feb. 22 through fall 1997. Traffic on University Ave. and 4th and 5th Streets will be affected. You can pick up detour maps beginning Jan. 29 at 6 Morrill Hall and 300 Transportation Safety Building.

U faculty members will conduct a dialogue on "Meaning and Mission of the Future University of Minnesota" Feb. 6, 11 a.m.-1 p.m., in 320 Coffman Union. Brief talks by Professors Judith Martin, Vernon Ruttan, and Harvey Sarles will be responded to by community and political leaders including Becky Kelso (Minnesota House), Humphrey Doermann (Bush Foundation), Donald Drake (Iowa Humanities Commission), and Harold Chucker (*Star Tribune*). Discussion will follow. Light lunch will be served. RSVP by Feb. 1 to Dee Anne Bonebright, (612) 624-6550 or bonebrig@mailbox.mail.umn.edu.

**Presentations:** McKnight summer fellows Jan. 25, 3:30 p.m., 626 Campus Club: Nancy Roberts, journalism; Timothy Roufs, sociology/anthropology, Duluth; Leola Johnson, American studies. • A workshop, "Elementary Science Education Reform: Opportunities for K-16 Partnerships," will be offered twice Jan. 31, at 8:30 a.m. in 140 Nolte Center and 1 p.m. in 128a Snyder Hall.

**Announcements:** U Card Office will give away homemade ice cream to everyone who comes to 40 Coffman Union to get a U Card beginning Jan. 29 and continuing while supply lasts. Brochure about the U Card and its optional bank and calling features was recently mailed to staff and faculty home addresses. • Starting Feb. 1, academic jobs will be posted in Williamson Hall (no longer in Morrill Hall). Civil service and bargaining unit positions will be posted in the Donhowe Building, Blegen Hall, and Coffey Hall (no longer in Williamson Hall). • Traveling copy of the Bell Museum's new exhibition, "Saving Endangered Species—Saving Ourselves," is on display at the Capitol in Washington, D.C., Jan. 22-26. Exhibit is also on display at the Bell Museum through Sept. 1.

**Faculty forum on tenure** Jan. 25 showed "a decided lack of enthusiasm for changes in the tenure code," as social work professor Ron Rooney summed it up near the end. Speakers praised the current code and opposed locating tenure in the department or allowing the base salaries of tenured faculty to be reduced. John Adams, chair of the working group on tenure, and others said that if any changes are made in the code that take away rights from faculty, the changes should not be retroactive. Faculty need the protection of tenure for good reasons, and these reasons "need to be crystallized in clear language and publicized," Adams said.

Locating tenure in departments would reduce flexibility, said law professor Fred Morrison. "We could combine perhaps 3 biochemistry departments, but if tenure is located in the department, we can't do it." If the question is layoffs, he said, the U must stand behind tenure and not lay off any tenured faculty. If the U faces a true financial emergency, Morrison said, the tenure code has provisions for dealing with it.

If the tenure code is revised to allow future faculty members' pay to be decreased, said physics professor Chuck Campbell, "then we have in fact eliminated tenure for all those faculty." Gail Noble, General College, spoke against reducing people's salaries or giving them "demerits" in order to "fund priorities." If priorities shift, she said, it would be reasonable and ethical to retrain people.

Current code does allow for flexibility, said Kathryn Hanna, assistant dean in the College of Biological Sciences who came from the Waseca campus. Faculty can move to new areas and be very productive, she said. Later someone said on the phone from Duluth that UMD received 3 people from the Waseca campus, and they have worked out extremely well.

Problems have arisen because people have been tenured on soft money, speakers said, but that is against the tenure code. Administrators who awarded tenure on soft money "have violated the tenure code, and if it comes down to people losing their jobs, the first people to lose their jobs should be those administrators," Chuck Campbell said. But Mike Bognanno, President Hasselmo's top aide who said he was speaking as a faculty member, raised a tough issue. Faculty members who were hired on hard money will be getting raises on soft money, he said. "It's a fiction to think in terms of hard and soft money."

At peak time, 45-50 people were at the forum on the TC campus, including members of governance committees. History professor Hy Berman expressed disappointment about the absence and apparent apathy of most of his colleagues and said he is "beginning to get sick and tired...of doing social work for the affluent."

**Second of 2 forums on tenure** will be Feb. 8, 2-4 p.m., in Cowles Auditorium, Humphrey Center, TC campus; 305 Selvig Hall, Crookston; 355 Kirby Student Center, Duluth; and Behmle Hall conference room, Morris.

**Provost Shively** met with the Faculty Consultative Committee (FCC) for a wide-ranging discussion Jan. 25. Faculty members Fennell Evans and David Hamilton talked with the FCC about their experiences with the reengineering effort and expressed concerns about where it stands now.

**International travel grants** funded by the Institute of International Studies and Programs, China Center, Midwest Universities Consortium for International Activities, and McKnight Arts and Humanities Fund have a common application and deadline of Feb. 15 for activities beginning April 1-June 30. Call (612) 624-5580, or 624-1002 for China travel. Guidelines are available on Gopher via the Web at <http://www.isp.acad.umn.edu/>.

**Employees in a committed same-sex relationship** can obtain information on registering their domestic partners at the Employee Benefits office or can call (612) 624-9090, press option 3. Students can register their same-sex domestic partners at the student insurance office in Boynton Health Service or by calling 624-0627.

**Optional retirement plan** investment performance results (through Dec. 31, 1995) will appear on the back page of the *Minnesota Daily* Feb. 1. Information will be sent separately to Crookston, Duluth, and Morris.



**CROOKSTON**—Friends of Jeff Leake Committee will sponsor a Jeff Leake Benefit Spaghetti Dinner and Dance at 5 p.m., Feb. 3, at the American Legion in Crookston. Jeff, son of ag aviation faculty member Larry Leake, was burned over 85% of his body in an airplane refueling accident last summer.

Northwest School of Agriculture and UMC alumni in the Phoenix area will meet for a social Feb. 2, 11 a.m.–3 p.m., in the Community Room, Superstition Springs Center. For more information call (218) 281-8436.

"MayaQuest in '96" presentations will be Feb. 6 at 5 p.m. in Brown Dining Room and 7 p.m. in Kiehle auditorium. Events are open to the public. In March and April explorers will travel to Mexico and Central America, equipped with laptop computers. The MayaQuest World Wide Web page will offer team updates, background on the Maya, photographs from the trek, and contributions from 8 of the world's top archaeologists.

A regional conference, "New Wave Cooperatives: Farmers Processing Their Own Crops," will be Feb. 7 at UMC. Keynote speaker is Bruce Anderson, associate professor of business management at Cornell. Preconference workshop on Internet for Agriculture will be Feb. 6. To register call 800-279-5010.

**DULUTH**—Campus Assembly meets Feb. 6 at 2 p.m. in Kirby Student Center, Ballroom B; refreshments at 1:30 p.m.

Events: Peter Douglas Ward will conduct a paleontology seminar Feb. 7 at 4 p.m. in 175 Life Science, in connection with the Feb. 6 opening of the Alexis Rockman exhibit at the Tweed. • Linda Aylsworth, Minnesota Sea Grant Program, and Anne Fisk, UMD student, will share their experiences of Bolivian culture in "Bolivia: The Country and the Impact of One Health Care Program" Feb. 8 at noon in 323 Kirby Student Center.

**MORRIS**—In a letter to the editor in the January 16 *New York Times*, Gordon Michalson, dean of New College of the U of South Florida, names UMM as one of the "prime examples" of a new kind of public school, the public liberal arts college, that offers "the small classes and individualized education of the private liberal arts college at a state university price tag." He says that these colleges "open to students of modest means a once-exclusive style of education productive of scientists, scholars, and cultural leaders."

The 1996 *Money* magazine "Best College Buys" issue lists UMM among Top 150 Best Buys for 1996. "We're not surprised that UMM is again listed among the best buys in the country," says admissions director Rodney Oto. "Given its academic reputation and reasonable cost, we are the type of college value many families are bound to consider."

The work of artist-photographer Henry Holmes Smith and his son, Ted Smith, a photographer, will be shown in Humanities Fine Arts gallery Feb. 8–March 2. Ted Smith and Joel Eisinger, assistant professor of art history, will talk at the 4 p.m. opening on Feb. 8 on "The Concepts and Techniques of Cameraless Photography."

**TWIN CITIES**—History professor Sara Evans is chairing the search committee for a new CLA dean. Other members: Ellen Berscheid, Mark Carlson (student), Robert Elde, John French (alumnus), Carol Klee, Clarence Morgan, Paula Rabinowitz, Dick Skaggs, David Ward, Gerhard Weiss.

Because of an \$89,000 budget cut, Campus Mail will significantly decrease service beginning July 1. Pickups and deliveries will be once a day rather than twice. Delivery goal will be 48 hours (not 24 hours) from pickup. Service in Morrill Hall, Coffey Hall, and Classroom Office Building will be sharply reduced to include campus mail pickup and delivery service once a day at major departmental units only. U.S. Contract Station in Coffey Hall will be closed unless increased funding is provided by the U.S. Postal Service. Look for memo mailed to deans, directors, and department heads, or contact Grant Tragethon at (612) 625-6055 ([trage001@maroon.tc.umn.edu](mailto:trage001@maroon.tc.umn.edu)).

Events: "Educating Amy: Student Services Issues," 3rd in a series of live interactive videoconferences, Feb. 1, noon–1:30 p.m., Bell Museum auditorium. No registration required. • Presentation by McKnight summer fellows James Tracy, Louise Mirrer, and John Watkins Feb. 1, 3:30–5 p.m., Nolte Center library. • "Evil," a Langston Hughes birthday celebration featuring J. Otis Powell and Alexs Pat performing from selected poems, Feb. 2, 4 p.m., Archie Givens, Sr., Collection, 4th floor, Wilson Library, free. • "Telling History: African American Artists Picture the Past," lecture by Judith Stein, Feb. 4, 2 p.m., Weisman Art Museum. • School of Music faculty recital, David Baldwin, brass, Margo Garrett, piano, Feb. 5, 8 p.m., Ted Mann Concert Hall, free.

Announcements: Employee Career Enrichment Program will host a workshop entitled "Creating a Meaningful Worklife: In-Depth Self-Exploration" Feb. 7. To register call Sue Julson at (612) 627-1892. • Copyright Permissions Center is moving to 106 Printing Services Building, 2818 Como Ave. S.E., effective Feb. 15. Phone and fax numbers will remain the same, as will the copyright permissions process. For information contact Erika Brant at 626-9416, Lois Williams at 624-8258, or Kathy Sorenson at 626-9821. Fax 626-9810. • U of M clinical research coordinators will meet Feb. 13, 7:30–9 a.m., in 2-110 and 2-140 Health Sciences Unit F. Agenda: Suzanne Ganzhorn-Kotula on the Associates of Clinical Pharmacology exam preparation course scheduled for Feb. 24, Mary Fran Tracy on the Nursing Research Council, Moira Keene on the Institutional Review Board protocol approval/review process.

"Tenure is here to stay." President Hasselmo said at the Faculty Consultative Committee (FCC) meeting Feb. 1, and 4 or 5 procedural steps can be taken to make the tenure system more effective. Regents, faculty, and administration "seem to be very much on the same track," he said. "There is no secret agenda that we are trying to undermine tenure so we can fire this group of faculty or another." He added that at a recent meeting in Washington, D.C., with 25 university presidents, "not a single one . . . was not involved in some discussion of tenure."

Hasselmo addressed rumors that a campus or college might be closed. "No, I haven't heard that rumor," he said, and he has no such plans. "People act as if there are 2 or 3 or 4 big units we could close," he said, but it doesn't work that way. "After 1991, when we closed Waseca and did some big things, we have used a strategy of adjustment. We have tried to right-size." What is essential, Hasselmo said, is that all units "be right on target with their mission. If the mission starts to be flabby, it's hard to argue for it."

Administrative process redesign, or reengineering, was a big topic at the FCC and Senate Consultative Committee (SCC) meetings. Hasselmo said he is "still using as a working hypothesis that we should by the year 2000 be able to generate 25% savings." FCC and SCC asked for progress reports after hearing concerns of faculty members Fennell Evans and David Hamilton.

Reengineering is in its 2nd or implementation phase, associate VP Roger Paschke told the SCC. Big areas for savings are grants management, purchasing, human resources systems, facilities utilization, student systems, and financial systems. Fred Morrison said what is missing are targets for savings and a timetable. Savings that are generated must be captured, he said. "If you don't capture them, they're not savings."

Associate VP Richard Pfutzenreuter agreed with Morrison but reminded committee members that the changes "are going to cost money up front." He said the 2 most expensive items, and those with the greatest payoff, are student systems and human resources systems.

List of \$8.9 million in cuts in central administration will be available Feb. 23, Pfutzenreuter said. After that, there will be some time for consultation before the budget goes to the regents for discussion in April and action in May. One example of an item expected to be on this list is the \$250,000 saved by going to a biweekly payroll for all faculty and staff. "I assume that if the biweekly payroll goes through, you can reduce the payroll budget by a quarter of a million next year. You'd better," Morrison said. Pfutzenreuter said, "I agree."

Fairview transaction has been "almost all-consuming" for the administration, VP Infante told the FCC. He said it is "a very high priority" not just for the Academic Health Center but for the whole U.

Morrison pushed to see savings in the budgets of support units as a result of the merger. Significant portion of the workload of some units, such as Purchasing, has been for the hospital, he said, and now those units should be downsized. "If we don't pull the money out of those units, the workload will expand" and will be spread out among current staff, he said.

Mission of the U is education, but the infrastructure is taking up a larger part of the budget, Virginia Gray said. Infante said the problem is that some infrastructure problems have gone unaddressed too long. The U is "not in the business of making steam, but on the other hand, we do need steam," he said. The U may have too much square footage, he said, and classrooms should be used more effectively. Gray said that departments were directed to offer classes in the afternoon, and as a result "we're losing revenue."

"The year 2000 problem" is one that must be addressed, Infante said. Just fixing data systems to accommodate the change to the year 2000 will cost \$10 million to \$15 million, he said, and it makes sense to make improvements in the systems at the same time.

FCC chair Carl Adams has begun a series of meetings with department chairs and heads. Minutes (by Gary Engstrand) are distributed by e-mail in the same way as FCC minutes. Tenure was the big topic at January meetings.

Semester conversion standards and uniform grade policy are on the agenda for discussion (30 minutes each) at U Senate meeting Feb. 15, 2 p.m., Cowles Auditorium, Humphrey Center, TC campus; 305 Selvig Hall, Crookston; 323 Kirby Student Center, Duluth; and Behmle Hall conference room, Morris. Immediately following that meeting, the TC Campus Assembly will meet; agenda includes action on provostal faculty consultative committees. Faculty Senate will meet after that, and a tenure discussion is on the agenda.

Senate Committee on Committees will soon nominate faculty, academic professional staff, and students to fill 1996-97 vacancies on Senate/Assembly committees. You are encouraged to submit nominations to the Senate Office, 427 Morrill Hall, Minneapolis 55455, (612) 625-9369, e-mail [Senate@mailbox.mail.umn.edu](mailto:Senate@mailbox.mail.umn.edu), fax (612) 626-1609. For a listing of the committees or a form, contact the Senate Office. Deadline for nominations is March 1.

CROOKSTON—UMC's Coordinating Committee will hold weekly WWW trivia contests in the faculty-staff weekly bulletin. Curt Almlie is coordinator.

Knowledge Bowl for area high school students will be Feb. 8 and 15 on the UMC campus.

DULUTH—The UMD Symphony Orchestra will perform *A Celebration of American Music*, narration of Copland's Lincoln Portrait by Chancellor Martin, Feb. 12 at 8 p.m. in Marshall Performing Arts Center. Tickets are \$3 adults, \$2 seniors and students. Call (218) 726-8208.

Annual phone-a-thon is paying off. The initial letter drive brought in \$27,300, and with 24 hours of student calling, the total is now \$61,900.

Scholarship applications for FinnFest USA '92 are now available for 1996-97. To date, 12 students have been awarded scholarships of at least \$500. For applications, contact Maryann Soleim at (218) 726-8993.

MORRIS—Carrie Janikowski, UMM student taking her senior year classes on the TC campus, won at the Minnesota State Metropolitan Opera auditions Jan. 27. She now advances to the regional auditions Feb. 24 (her birthday) at the Ted Mann Concert Hall. She was also a winner last year and was 4th runner-up during regional competition.

Three math classes, through grants awarded through Campus Compact, are helping the city of Morris with its comprehensive plan. Project involves analysis of several areas of the city to provide information in making goals and policies and developing land use in Morris.

TWIN CITIES—Faculty are invited to submit proposals to participate in the Ford Foundation-supported "Ways of Reading" curriculum development project, a 3-year, interdisciplinary effort to create and revise undergraduate courses in women's studies, international studies, and area studies. Project is intended to lead to a more thorough integration of gender issues within international and area studies and a stronger international perspective across the women's studies curriculum. For information or a more complete description of the project, contact Margaret Wade, administrative fellow, Center for Advanced Feminist Studies, at (612) 626-1805, [wade@maroon.tc.umn.edu](mailto:wade@maroon.tc.umn.edu).

Nomination forms for the 1996 UC/CEE Distinguished Teaching Award may be obtained from the UC/CEE dean's office, 150 Wesbrook Hall, or by calling (612) 624-9329. Award recognizes outstanding teaching and service through UC/CEE and carries a \$1,000 stipend. Up to 3 awards will be made. Nomination deadline is March 31.

Announcements: Copyright permission requests for spring quarter course packets should be submitted to the Copyright Permissions Center as soon as possible to allow maximum processing time. Source information forms may be dropped off at any Copies on Campus location or submitted directly to the Copyright Permissions Center via fax, (612) 626-9810, or campus mail, 106 Printing Services Building, 2818 Como Avenue S.E., Minneapolis 55414. Contact Erika Brant at 626-9416 for more information. • Maps of Dinkytown road reconstruction project are available electronically at <http://www.umn.edu/info/accessmap.html>.

Events: Joshua Redman Quintet performs tonight (Feb. 7) at 8 p.m. at Ted Mann Concert Hall. Call (612) 624-2345 for tickets; inquire about discounts. • Weisman Art Museum and the Austrian Cultural Institute will present "Beyond The Sound of Music: Austrian Émigrés in European and American Film," a 3-day festival of free films, lectures, and discussions, Feb. 16-18, at the Weisman. Call (612) 625-9494. • Women's athletic department and Mixed Blood Theatre present *Color Blind* Feb. 22 at Mixed Blood Theatre, 6:30 p.m. reception, 8 p.m. performance, \$25. Portion of the proceeds will benefit the Berg Scholarship Fund for women student athletes at the U. Call 626-7687.

**Tenure was a big topic** again last week, both at a regents' committee meeting Feb. 7 and a faculty forum Feb. 8. John Adams, chair of the working group on tenure, told regents that review of tenure is seen by many faculty as a "thinly disguised effort to dismantle the tenure code." Regent Reagan asked, "What do we have to do to dispel that notion?" Adams said: "Keep doing what we're doing and try as hard as we can to listen to people's concerns." Because it is widely believed that problems in the Academic Health Center led to the review, Adams added, faculty want to know more about what those problems really are.

Adams presented some preliminary conclusions of the working group: tenure should continue to be held within the U, different units might adopt different probationary periods, tenure should not be given in the future to clinical faculty, a minimum base salary at a reasonable professional level should be assured, and augmentations for administrative assignments or overload work should be designated separately.

Law School professor Dan Farber, who is working with the administration on tenure issues, made a presentation on tenure policies and practices at other universities. "Not everybody does everything the same," he said. "We should have some freedom to figure out what works the best."

**Strong resolve** to keep the tenure protections was expressed at the faculty forum. "The code will stand," Mary Dempsey said. If a financial emergency hits one part of the U, Fred Morrison said, the code "says that we as a faculty of the University stand together." Several faculty voiced concerns about the intentions of the regents. Farber said the tone of the regents' meeting was more positive than the news reports. "I was left generally with a feeling of optimism about the desire of regents to work with the faculty," he said.

Connie Sullivan, Spanish and Portuguese, said the permanent faculty in her department are now outnumbered by temporary people. "They teach more than we do, and they receive a pittance," she said. Her fear is that "we'll have lots of great undergraduate teachers and fewer researchers" and "we're going to fall right through the sieve" in national rankings. "I'm not worried about me. I'm worried about the University."

**Moving to a system of high tuition, high aid** is the only way to ensure quality education that is available for lower income people, Humphrey Institute professor John Brandl told regents. Brandl, coauthor of "The Brandl-Weber Report: An Agenda for Reform," said Minnesota has been backing into a high tuition policy in the last decade without actually saying it. "Ask yourself, are there any other alternatives?" He said the state's annual shortfall is expected to exceed \$2 billion by 2001, "which is the current spending on higher ed, the elderly, and prisons combined. It's a luxury to wish we could keep tuition low and have everyone afford to get an education."

Regent Phillips said her concern is that high tuition won't actually be followed by high aid. Regent Keffeler voiced concern that high tuition, high aid puts the squeeze on the middle class. Regent Anderson said high tuition, high aid wasn't considered even during the Depression and urged regents to "look at how our grandparents dealt with much more serious problems in an enlightened way" before doing something so drastic.

**New financial aid packaging policy** for students on the TC campus was presented to the regents. Goals were to consolidate all need-based aid, simplify the formula, and give students stable awards over multiple years, associate VP Robert Kvavik said. For every dollar awarded in federal Pell Grants, the U would provide a supplement of 65¢. Faculty member Peter Robinson, who heads a new committee that is looking at the issues, said a consensus is forming and "we all have the same goals." Most members of the committee are students.

Some money has also been added for merit-based awards, Kvavik said, but this is an area where more is needed; other schools are making 4-year commitments to top students. VP Infante said raising more money for merit scholarships is one of the highest priorities of the president and the U Foundation.

**Student employment report** was also presented to the regents by Kvavik. Highlights: In 1994-95 undergraduate and graduate students on the TC campus earned more than \$138 million; 83% of undergraduate students work for

pay; 27% say their parents believe the student should pay for the entire cost of their college education; students who work on campus identify more with the U and have higher GPAs than those who work off campus; currently there are more job openings than students to fill them, so it is easy for students to find jobs.

Progress report on the status of students of color was presented by associate VP Josie Johnson. "Although the University has consistently demonstrated success in increasing the enrollment of minority students, it has not demonstrated the same level of success in retaining and graduating students of color," the report says. Policies and programs are not lacking, Johnson said; the need is for cultural change and accountability. In response to the report, President Hasselmo said, "We must redouble our efforts to achieve our retention and graduation goals, and in doing so, we must ensure that the University environment is hospitable to all people of color."

Regent Keffeler raised 3 concerns after the nonrenewal of Dean Davis's contract in CLA. ("I'm not revisiting that," she said. "Provost Shively made a difficult decision, and I respect the decision he made.") She called for examination of the review process for administrators, succession planning throughout the U (including a gauge of leadership depth in the organization), and the leadership qualities the U looks for in managers at every level.

Civil Service Committee meets Feb. 15, noon to about 4:30 p.m., in 229 Nolte Center, Minneapolis, open to all.

Faculty and staff who participated in a health care reimbursement account or dependent care reimbursement account in 1995 and have balances remaining in those accounts are reminded of the March 31, 1996, deadline to submit claims for eligible expenses incurred during 1995. All claims must be received by Employee Benefits by March 31. Any balances remaining after March 31 will be forfeited.

CROOKSTON—Horticulture Club is having a Valentine's Sale today (Feb. 14) in the Conference Center entrance. Roses, carnations, other fresh flower arrangements, and houseplants are available.

UMC does Windows—Windows 95. Training on Windows 95 will be available to the community through UMC Continuing Education. Class begins Feb. 19, 6:30–9:30 p.m., 102 Dowell Hall.

DULUTH—UMD students and colleagues across the country and in Canada made an audio and video connection through their computers on the World Wide Web Feb. 13. UMD is one of 6 campuses participating in an independent study in education on the Web, believed to be the first of its kind.

UMD has been accepted as a member of the National Association of State Universities and Land-Grant Colleges, the most prestigious organization of land-grant institutions in the country.

Rachel Inselman, music instructor, was named a winner for the 4th consecutive year at District Metropolitan Opera Auditions. District includes Minnesota and western Wisconsin. She will advance to regional auditions this month.

Fifth annual soul food dinner will be Feb. 17, 6 p.m., Kirby ballroom, with music provided by Billy Bernard's Jazz Quartet, followed by performance of *The Colored Museum*. Tickets \$12 general, \$6 students; call (218) 726-6395.

MORRIS—John Parker has been named head football coach. He comes to UMM from East Tennessee State, where he was assistant coach. Parker earlier was assistant coach at U of Nebraska, Omaha, and Michigan Tech.

Events: Performing Arts Series presents National Theatre of the Deaf performance of *An Italian Straw Hat* Feb. 15, 8:15 p.m., Edson auditorium. Ticket information through Student Activities, (612) 589-6080. • Thomas Price will speak on attention deficit/hyperactivity disorder Feb. 17, 1:15 p.m., in Science auditorium, sponsored by Minnesota Extension Service and CEE/U College. • UMM Commission on Women will discuss "Subversive Strategies for Self-Empowerment: Women in the University Classroom" during a brown-bag program Feb. 19 at noon in the Student Center Prairie Lounge.

TWIN CITIES—To celebrate its 30th anniversary, the Immigration History Research Center is sponsoring a 4-part film series on the cultures and conflicts of the immigrant experience. Showings will be on successive Tuesday evenings at the Oak Street Cinema in Stadium Village. Series begins at 7:30 p.m. Feb. 20 with *America, America*.

Jean Kinsey, professor in the Department of Applied Economics in the College of Agricultural, Food, and Environmental Sciences, has been named chair of the Minneapolis Federal Reserve Board.

Events: Women's athletic department announces its first ever all-sport uniform sale Feb. 16 at the Sports Pavilion before, during, and after the women's basketball game against Purdue at 7 p.m. Prices range from \$3 to \$15. For information call (612) 626-7857. • Music of award-winning composer and U professor Judith Lang Zaimont will be performed at a free concert Feb. 20 at 8 p.m. in Ted Mann Concert Hall. • Disability Services is offering three 2-hour workshops each quarter to all U staff at no charge. Each participant will receive a free copy of a new guidebook on disabilities. Sessions Feb. 27–29. Call 624-4037 (V/TTY) by Feb. 20 to register.

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## UNIVERSITY OF MINNESOTA

# brief

A weekly internal bulletin serving all campuses

Vol. XXVI No. 7 Feb. 21, 1996  
<http://www.umn.edu/urelate/brief/1996-02-21.html>[Other Issues](#)Editor: [Maureen Smith](#) (612) 624-2801

**Tenure continues** to be a big topic. Language has been introduced into a bill at the legislature that is intended as an incentive to the U to change its tenure code. Faculty Consultative Committee (FCC) chair Carl Adams told the Faculty Senate Feb. 15 that the FCC will deal with this issue "appropriately," and added that the U must "move ahead as well and as reasonably and as promptly" as possible on its review of tenure.

John Adams, chair of the working group on tenure, spelled out some action that can be expected on tenure, including writing a new introduction to the code to serve an educational purpose and defend the idea of tenure. Working group will reemphasize that tenure is systemwide. At the same time, Adams said, it is important to clarify the wide degree of managerial authority that exists in the code, allowing administrators to reassess duties of faculty. "Refusal to accept a new assignment in the face of programmatic change is the basis for discipline," he said, and the discipline "could include temporary or permanent reduction in rank or salary."

Judicial process should be improved, John Adams said; one change would be to allow suspension of salary during termination-for-cause proceedings. Peter Robinson, French and Italian, asked for assurance, and Adams gave it, that any suspension of pay would not take place until well along in the process and until a verdict of termination has been agreed upon by a committee of peers.

**Tenure is "a societal good,"** President Hasselmo said at the U Senate meeting, and the U must find ways to demonstrate that credibly. System must allow for flexibility and change, he said. "I'm very encouraged by the discussion. We are being buffeted by the national debate, by the state debate, by the local debate."

**House committee action** on the U's bonding bill is encouraging but is "only the first step in an obstacle course," Hasselmo said. House would give \$112 million out of the \$132 million the U requested. House followed the U's priorities, he said, except that it did not include construction funds, only planning funds, for UMD library.

Full-fledged hearings within the U on the 1996-97 budget are now beginning, Hasselmo said. State appropriation for the current biennium was "relatively generous," he said, but much of the money is not recurring and "the next biennium may be a tight one."

**Semester conversion** standards were discussed at the U Senate meeting. Laura Koch, chair of the Senate Committee on Educational Policy (SCEP), asked for a series of straw votes. SCEP proposals were favored in all cases; the vote was closest (71-51) on the proposal for two 14-week semesters and an additional 3-week term.

Astronomy professor Roberta Humphreys offered "a few cautionary remarks" about the 14-week semester. "If you count up the months or the weeks, you see that the faculty will work 8 months, not 9," she said, and legislators would be likely to reduce salaries. Not all faculty would be able to teach a course during the extra term, she said; many programs "will find it difficult to offer an academically viable course for 3 weeks," and even if they do they are unlikely to offer enough courses to give all faculty the chance to teach.

Humphreys proposed 15-week semesters with fall classes meeting for 2 weeks after the winter break. Koch said SCEP considered this but found that "most of the universities who did that no longer do it"; percentage has fallen from 30% to 2%. Economics professor Ed Foster proposed starting with the split semester and said that if it is ever possible to renegotiate the agreement with the State Fair, fall semester might begin earlier. Richard Skaggs, interim associate dean in CLA, addressed the same question in FacultyWrites and said that, because the vast majority of semester schools finish before the holidays, "we would be severely out of step by continuing our first semester into the time that other universities are beginning their second semester."

Physics professor Woods Halley spoke of the problems of moving to semesters and asked, "Is the decision of the regents immutable?" President Hasselmo said opinion on semesters has been divided for years, and after the legislature mandated semesters at other state institutions the time seemed right to make the change. "We are rather inexorably on that route," he said, but it is important to structure semesters in the way that works best.

**Three straw votes** were taken on provisions of the proposed grading policy. The one provision that drew a negative vote (48-70) was on repeating courses. Draft policy called for "only the first grade of C or S (or better) earned in a course" to count in the student's GPA. A student who took a course and got a D, then repeated it and got an A, would have the A counted; a student who got a C the first time, then an A, would have the C counted. Political science professor Sam Krislov called it an "oddity" that a student who intended to repeat a course would do better to get a D the first time. Laura Koch said SCEP does not want to encourage students to repeat courses needlessly and said "only the students who have lots of money would be able to do that."

**Nomination deadline** for the John Tate Awards for Undergraduate Academic Advising is April 5. Up to 4 faculty and professional advisers will be selected for the \$1,000 awards. Information flyers will be sent to deans and department chairs, or call (612) 624-2004 for information and nomination forms.

**Blandin Foundation** has awarded \$1 million to support the 4th year of the SOTA TEC Fund for technology development. Grants up to \$200,000 are available to support projects with potential to be commercialized in Minnesota. Proposals are due March 10; see February Research Review newsletter, or call Erhard Bieber, (612) 625-8826.

**Financial Policy Manual update** was mailed in January. Paper version of this manual will be eliminated in July 1996, when all U-wide policies will be available only on-line. New policies in the Academic/Administrative Manual include a draft policy on Accounting for Program Income from Sponsored Projects and some temporary procedures for obtaining approval for changes to NIH grants. New financial policies include Traveling on University Business and Relocating New Employees. Home page for U-wide policies is <http://www.fpd.finop.umn.edu/>. For a summary of all these changes click on What's New. Index to all U-wide policies, including how to get WWW access, is available by calling Diana at (612) 624-1611.

**CROOKSTON--**All Northwest School of Agriculture, Northwest Experiment Station, and UMC retirees and spouses gather for coffee the last Wednesday of each month at 2:30 p.m. at the Golden Link in Crookston. Next coffee is planned for Feb. 28.

MATHCOUNTS, the nationwide regional math competition for 7th and 8th graders, will be at UMC Feb. 23, 8 a.m.-1:30 p.m., in Bede ballroom. Winners move on to state competition.

**DULUTH--**UMD phone-a-thon has already brought in more than \$70,000, with pledged money still coming in.

Art Reach Tweed (ART) for Seniors continues with "A Survey of Scandinavian Art" March 14 at 10 a.m. in the Tweed Museum of Art. Program includes free transportation to and from UMD.

**MORRIS--**UMM and Concordia College, Moorhead, have received a \$316,000 grant from the Ford Foundation to develop global and international curriculum at both institutions. The 2 schools will collaborate over 3 years, sharing the funding equally and working on several joint projects. Project directors are Tap Payne, UMM, and Ronald Twedt, Concordia.

UMM alumni will gather for a Midwinter Night's Dream Feb. 22 at the Summit Manor Reception House, St. Paul. Event will feature a live jazz/classical guitarist and an informal presentation of the UMM campus plan.

**TWIN CITIES--**Penumbra Theater director Lou Bellamy, prize-winning U writer Patricia Hampl, and Sherlock Holmes (aka actor David Fox Brenton) joined other artists, writers, scholars, and librarians at the capitol rotunda Feb. 15 to support construction of the Minnesota Library Access Center, which would house U archives, manuscripts, and rare book collections along with MINITEX, the largest library lending service in the country.

Employee Career Enrichment Program will host a workshop entitled Creating a Meaningful Worklife: A Short Course Feb. 27, 9-10:30 a.m., 210 Donhowe Building. To register call Sue Julson at (612) 627-4033.

Senate Committee on Disability Issues will hold hearings Feb. 27, 11:30 a.m.-1:30 p.m., Terrace A and B, St. Paul Student Center; and Feb. 28, noon-2 p.m., Nolte Center library. Agenda includes academic program access, faculty roles and responsibilities, student roles and responsibilities, employment access and accommodation, and general questions. Sign language interpreters will be available. To request other accommodations, contact Disability Services at (612) 624-4037.

Story on U Health Sciences Orchestra will be on CBS Sunday Morning Feb. 25 at 8 a.m.

Center for Research on Girls and Women and Sport will present a lecture by Mariah Burton Nelson, author of *The Stronger Women Get, the More Men Love Football*, March 6, 7 p.m., Humphrey Center Cowles Auditorium, free. Parking available. Call (612) 626-7327 for more information.

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## UNIVERSITY OF MINNESOTA



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<http://www.umn.edu/urelate/brief/1996-02-28.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

**Dr. John Najarian** was acquitted last Wednesday on all 15 remaining counts against him; Judge Richard Kyle had earlier dismissed the 6 counts relating to ALG. Najarian said he felt "vindicated" and said, "I don't think I ever did anything dishonest or criminal." Response to the verdict at the U was widely varied. Najarian is no longer a U faculty member but continues to practice surgery at U Hospital.

President Hasselmo said at a news conference that the U "would do it all again" and "would have to do it all again." Hasselmo stressed that the U did not take Najarian to court; the federal government did. "The verdict does not mean that he was acquitted of academic misconduct or of violating the rules that protect human subjects in research," he said. When asked if the U had made Najarian a scapegoat, Hasselmo asked, "Can you think of anybody less suited to be a scapegoat than John Najarian?" Taking action against Najarian was "as undesirable a thing to do as I have had to do in my entire life," Hasselmo said.

Regent Neel spoke at the news conference as "a regent, a medical doctor, and a citizen of Minnesota" and expressed support for the administration in its handling of the case. Faculty Consultative Committee chair Carl Adams called the case "a tragedy for John and his family, a tragedy for the broad community that was served so admirably by Dr. Najarian, and a tragedy for the University of which he was one of our most esteemed faculty members." Adams said a panel of faculty peers found that Najarian "seriously abridged" the U's standards for academic conduct. "One of the tragedies is that John let us down," Adams said.

Judge Kyle said after the verdict that he believes both the FDA and the U knew what was going on with the ALG program. The FDA looked at it with "what I guess I could describe as benign neglect," he said, and "I think the University of Minnesota knew what was going on and certainly was the beneficiary of the financial success of that program." Kyle said he was not passing any judgment on the internal actions at the U "with respect to this defendant in terms of his position within the Department of Surgery or at the Medical School."

**Salary plans** for academic employees and employees covered by civil service rules are spelled out in a Feb. 21 memo from VPs Infante and Jackson. For faculty and other academic staff: All increases will be based on merit or market competitiveness; allocations are not meant to be distributed across the board. No minimum or maximum increases for individuals are mandated. Salary floors have been increased and standard amounts set for promotions. For civil service staff: Recurring across-the-board increases of 3.5% and nonrecurring lump sum increases of 1% will be given effective July 1. In-range adjustments are also encouraged.

**Gov. Carlson**, a bipartisan group of legislators, and officials of the Academic Health Center (AHC) held a news conference Monday to urge legislative support for funding of the center.

**Bill approved** by a House committee calls for \$4.4 million for the AHC for new information technology, curriculum redesign, and, where necessary, "the costs of downsizing programs and retraining faculty and staff" (but not to finance integration of the U Hospital with Fairview). Appropriation would be placed in "a performance incentive account." One provision, somewhat modified from an earlier version, says that 90 percent of the funds would be released when the "Board of Regents certifies that changes have been made in the personnel policies for clinical faculty with regular appointments." Bill requests the faculty, administration, and regents of the U to "pursue an internal process leading to changes in the tenure code."

**Review of tenure** at the U is "not in response to legislative pressure," faculty leaders Carl Adams and John Adams say in an e-mail message sent "to all faculty." Some changes in the tenure code are needed "to help us move smoothly and successfully into the next decade and beyond," they say, but "these changes cannot and should not be interpreted as an attack on the tenure system or on the tenure code." Faculty leaders, President Hasselmo, and Regent Reagan have all "been outspoken and vigorous in saying that tenure is here to stay."

Two additional forums have been scheduled for faculty to discuss tenure issues: March 6, 2-4 p.m., B-35 Classroom Office Building, St. Paul; and March 14, 10 a.m.-noon, Mayo Auditorium, Minneapolis.

**What would happen** if a collective bargaining election were held for faculty on the TC campus was discussed when the Faculty Consultative Committee met Feb. 20 with Josh Tilsen of the Bureau of Mediation Services. Election will be held if 30 percent of faculty in the bargaining unit sign authorization cards. No petition has yet been received, Tilsen said. If more than 2 choices are on the ballot, the election will be decided on the basis of 50 percent plus one. Unit has been defined to include professors, associate professors, assistant professors, research associates, instructors, and research fellows on the TC campus. Law School and health sciences have the right to sever themselves from the larger group, and Fred Morrison said the Law School has already done so.

Maintenance of status quo order would be issued as soon as a petition is filed, Tilsen said, and the U could not make any changes in terms and conditions of employment until after the election. Could salary increases be given? Could discussions about tenure continue? Tilsen said he would be the one to make a ruling and did not want to give one in advance, but he said he always advises employers to "be careful." Election process "shouldn't take more than 4 weeks" if there are no disputes, Tilsen said, but realistically at the U it would probably take 3 months. ("Their computer system isn't very good," he said.) Morrison recalled the "7 years of litigation the last time around." Since then the unit has been defined, but some questions of inclusion or exclusion could still be disputed.

**Graduate School** has selected the McKnight Land-Grant Professors for 1996-98: Pamela Erickson, dentistry; Joy McCorriston, anthropology; Victor Reiner, mathematics; J. Ilja Siepmann, chemistry; and Andrew Teel, electrical engineering. They will be presented to the regents March 8.

**Federal law** allows only one change in a calendar year for optional retirement plan deductions. Due to proposed conversion to biweekly payroll, faculty and staff may want to consider the timing of any change they make.

**Brief is available** on the Web. Address (URL) is <http://www.umn.edu/tc/brief>.

**CROOKSTON--**"The Internet: Past, Present, and Future" kicks off this year's Monday Evening International Series March 4. Ethnic dinner is at 6 p.m., followed by a program led by Bruce Brorson at 7 p.m.

Future Leaders of America will hold a conference at UMC March 28, beginning at 9 a.m.

**DULUTH--**Bylye Avery, founder of the National Black Women's Health Network in Atlanta, will kick off Women's History Month celebrations at UMC when she speaks March 6 at 8 p.m. in Marshall Performing Arts Center. Her lecture is free; call (218) 726-6224 for more information.

UMD College Republicans gained national attention for their Web site at <http://www.d.umn.edu:80/umdcrs>. Home page was named Conservative Site of the Day for Feb. 23.

Events: Prill McAfee, horn, and Gwen Perun, piano, will perform "Playing with Wolves" March 7 at noon in 90 Bohannon Hall. John Vana, saxophone, and Bruce Gibbons, piano, will perform in concert March 7 at 8 p.m. in the Tweed Museum of Art. Tickets are \$5 for adults, \$4 for seniors, and \$2 for students.

**MORRIS--**Popular vocal jazz group, Moore by Four, will entertain March 1 at 8:15 p.m. in Edson Auditorium as part of Performing Arts Series.

UMM Alumni Association Teaching Award will be presented this year for the first time. Faculty member selected each year will receive \$1,000, and the recipient's discipline will be given \$500 to be used by the recipient.

**TWIN CITIES--**Two leaders from Las Madres de la Plaza de Mayo, a group of Argentinean mothers and grandmothers who gained worldwide attention for their courageous protest of the murder of their children by the military government, will highlight a forum presentation March 4 at 7 p.m. at Coffman Union theater. Elsa Santi de Manzoti and Evel Aztarbe Petrini will talk about their personal struggles for justice after losing their children.

Urgent reminder: Deadline for nominations for the CLA dean search is Thursday (Feb. 29). Submit nominations immediately to Sara Evans, committee chair, at (612) 624-9526 or [s-evan@maroon.tc.umn.edu](mailto:s-evan@maroon.tc.umn.edu) or Linda Ellinger, committee staff, at 626-1830 or [ellin001@maroon.tc.umn.edu](mailto:ellin001@maroon.tc.umn.edu).

Office of Human Resources and the Employee Assistance Program are sponsoring a workshop to help civil service and bargaining unit employees deal with the pressures of organizational change. "Handling Change in the Workplace" will be offered to units who can put together a group of at least 15 employees (but not more than 30). This 2-hour workshop will focus on how change affects employees and strategies for managing the resulting stress. For more information, contact Sue Julson at (612) 627-1892.

Events: "Affirmative Action: Keeping the Worms Warm," a colloquium led by Faye Crosby, will be March 8, 3:30-5:30 p.m., 10 Blegen Hall. Dean Davis of IT will speak on "The Institute of Technology: Where Are We Going?" at IT Forum March 13 at noon; cost of luncheon is \$15, reservations requested by March 11, call (612) 624-5537.

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## UNIVERSITY OF MINNESOTA



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Vol. XXVI No. 9 March 6, 1996  
<http://www.umn.edu/urelate/brief/1996-03-06.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801**House voted** 124-7 for a bill calling for \$4.4 million for the Academic Health Center (AHC). Senate bill is for \$3.3 million. Gov. Carlson has asked legislators to give the AHC \$22.5 million.

Language in the House bill requests that the faculty, administration, and regents "pursue an internal process leading to changes in the tenure code applicable to the academic health center, without infringing on academic freedom." No similar language is in the Senate bill. Differences will be worked out in conference committee.

**Provost Allen** met with the Faculty Consultative Committee (FCC) March 29 and talked about his first year as provost for professional studies. "It was a really fun year," he said, and "many people who were dubious about this combination of units" have come to see the advantages and opportunities in the links. Geoffrey Maruyama, College of Education and Human Development, will join Allen's office as vice provost, initially at 40% time.

Three provosts meet weekly, Allen said. "I can't think of a major disagreement we've had. I think we've worked together very well as a trio." Provosts also meet regularly with the president. Provost Shively, in addition to heading his area, has overarching responsibility for undergraduate education. Allen has overarching responsibility for outreach, which he said includes getting research "translated and transferred."

**Reorganization of biological sciences** on the TC campus was a big topic in the discussion with Allen. "We must do something different," he said; biology on the campus now is "less than the sum of its parts." Allen said the review of the biological sciences is "well under way and going well." Allen said he would like to see the biological sciences initiative as a microcosm of what has to happen throughout the U.

As a result of years of downsizing, the TC campus has too many (small) units, Allen said; "some of these units are not at critical size at all." John Adams quoted someone who said recently that "we have too much of everything and not enough of anything." Vic Bloomfield expressed concern that the U is being driven more and more by demands of the market, which he called "a recipe for...becoming no core and all periphery."

**Carl Adams** brought up the "hot item" of faculty salaries and voiced a dilemma: "We want lots of money, but nobody has any money." Allen agreed. "There's no doubt that we have significant salary problems," he said, but units are now faced with difficult choices between giving raises and keeping support at needed levels. Some faculty are telling deans that they do not want "to suffer great losses in their support to get a salary raise."

Allen said he has a number of units in his area that, if the decision were to give faculty salary increases of 4%, "there is no way they could do it." One unit head said, "I would have to declare bankruptcy."

**Senate Committee on Faculty Affairs** unanimously voted to oppose the change to a biweekly payroll. FCC, which earlier endorsed the change, affirmed its support for a single payroll and agreed that it should be biweekly but asked the administration to look again at ways of neutralizing the effect of the 10-day delay. Geoff Maruyama and others suggested that the change be postponed until the U is on semesters, when faculty will begin teaching earlier in the fall (so faculty on 9-month appointments will be paid earlier). Fred Morrison argued against making the change now when "the degree of trust" and morale among faculty is so low.**Semester conversion standards** were discussed at the Senate Consultative Committee meeting. One issue is campus autonomy. John Adams urged insisting on uniformity. Lester Drewes said "anything that is perceived as dictating will be resisted" at UMD. Laura Koch said variations of a few days might be accommodated, but it is important for students to be able to take fall semester on one campus and spring semester on another.

Some faculty members, mostly from physics and astronomy, have been arguing by e-mail for a split fall semester, with 2 weeks of classes in January. Virginia Gray said that as someone who went to school under that system, "it's a nonstarter" and "it's not going to happen." John Adams said "the record should show" that the quarter system was a good system for the U and it would have been better not to make the change.

**Lobbying Disclosure Act of 1995** to some extent regulates lobbying at the federal level. On advice of the Office of the General Counsel, Tom Etten, director of federal relations, has registered as the U's lobbyist. In a Feb. 23 memo, President Hasselmo says that because of the new legislation it is even more important that all members of the U community work closely with Etten in all activities that might be interpreted as lobbying.**President Hasselmo** will receive the Edgar M. Carlson Award for distinguished service to higher education March 6. The award, given annually by the board of directors of the Minnesota Private College Council, Fund and Research Foundation, honors Hasselmo's accomplishments and outstanding commitment to quality higher education as well as his leadership and service to Minnesota.**Vacation donation program**, a one-year pilot program, enables staff to donate time to those with serious health problems who have exhausted their vacation and sick leave. Programs are separate for civil service staff, AFSCME, and Teamsters. Departments of staff who donate time are charged according to the donating individual's salary (and fringe); donation is subject to departmental approval. Minimum that one person can donate is 8 hours, maximum 40 hours. Donations must be designated for individuals. Contact Susie Hill at (612) 626-8059, e-mail [hills033@maroon.tc.umn.edu](mailto:hills033@maroon.tc.umn.edu).**CROOKSTON**--"Sweden: The Land of Our Ancestors" is the theme for UMC's Monday Evening International Series March 11. Ethnic dinner is at 6 p.m., followed by a program led by Rachel and Elisabeth Westhed at 7 p.m. Cost for the dinner is \$7. To reserve a place at the dinner, call UMC before Monday noon at (218) 281-8586.**DULUTH**--The Baeumler-Kaplan Holocaust Memorial Lecture Series, in memory of Walter Baeumler, sociology professor for 28 years, and Mortrud Kaplan, founder of the current Twin Ports Jewish Federation, was officially established at UMD March 5. The first lecture, "50 Years After Nuremberg: Promises Realized and Unfulfilled," will be April 17 at 3 p.m. in the Kirby Student Center ballroom.The film *Amazon Sisters* will be shown on International Women's Day March 8 at noon in 323 Kirby Student Center, as part of Women's History Month festivities at UMD.**MORRIS**--Nine UMM students will participate in Habitat for Humanity's Collegiate Challenge in Corpus Christi, Texas, March 17-23. Habitat is celebrating 20 years of building affordable family homes.

Freestyle female wrestler Billie Grothe placed 5th as part of the U.S. women's national freestyle wrestling team that competed in the Klippan (Sweden) Ladies Cup in February. UMM head wrestling coach Doug Reese coached the team, which placed 2nd in a field of 20 countries.

**TWIN CITIES**--The U is cosponsoring a job fair in north Minneapolis March 20, and several U offices will be among those offering job opportunities in many fields. The fair, the 2nd of its kind in 3 months, brings employers into the community and offers opportunities for job seekers and for business owners wishing to become U vendors. Seminars on resume writing, job seeking skills, and how to do business with the U will also be offered throughout the day. The first such fair--the Clarence Carter Opportunity Fair in November 1995--attracted more than 400 participants and 30 employers; 40 job seekers found employment as a result. Alice McKinney Opportunity Fair will be March 20, 2-8 p.m., at the Glenwood-Lyndale Community Center, 908 Fifth Ave. N., Minneapolis.A mysterious defect in some immune cells that renders them unable to defend against foreign tissue has come a step closer to identification, says Daniel Mueller of the Department of Medicine, whose latest work on the defect appears in the March 1 issue of the journal *Science*. When identified, the defect may be used to control the ram-paging immune systems of autoimmune disease patients, Mueller says.

Civil service preretirement seminar will be offered by Employee Benefits March 20 and 27 on the Minneapolis campus, with afternoon sessions 2-4 p.m. and evening sessions 5-7 p.m. Topics March 20 will be MSRS, Social Security, and Medicare. Topics March 27 will be health insurance continuation, life insurance, and optional retirement plan. Plan to attend both weeks. Register at (612) 624-9090 and press option 4. Spouses or significant others are welcome to participate.

Minnesota Agricultural Student Trainee program is in need of hosts for international students March 17-20. College-age students arrive on the 17th and attend an orientation on the St. Paul campus March 18-20. Orientation is scheduled around U work hours. Call Sue Rains-Johnson at (612) 624-2732.

Events: One-day conference at the Bell Museum entitled "Conservation's Future: Reasons for Hope" will be March 23. Registration materials are available at the Bell Museum, deadline to reserve a box lunch is March 15; call (612) 624-9050. Quality and Productivity Breakfast Series March 28, Earle Brown Center, \$25. Topic is "Human Resource Processes in the Quality Organization." For more information call 625-6689.

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## UNIVERSITY OF MINNESOTA



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<http://www.umn.edu/urelate/brief/1996-03-13.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

**An international consulting firm** has been retained to help in the selection of a successor to President Hasselmo, Regent Reagan said at Friday's meeting. First step is to develop a statement of desired leadership characteristics. Board will hold public meetings on all 4 campuses over the next few months. Recruitment will begin this summer, with selection anticipated early next year, about 3 or 4 months before President Hasselmo retires.

**Faculty leaders** Carl Adams and John Adams told regents about changes that are planned in the tenure code to improve clarity, flexibility, accountability, and efficiency. Among them: adding an interpretation of what is meant by "reasonably assigned duties," clarifying rules for reassigning faculty to new duties when programmatic change reduces unit size, providing fixed-term contracts for some groups of faculty (e.g., clinicians), permitting extension of the probationary appointment in some areas, establishing a post-tenure review system, expanding the range of consequences when unsatisfactory performance is identified.

Two additional changes would address needs in the Academic Health Center (AHC): recognizing "community needs" as a criterion for tenure and distinguishing the 1996-97 base salaries attached to tenure from other compensation. Dean Cerra said salaries in the Medical School have been 50% from U funds, 25% from sponsored research, and 25% from clinical revenue. Now clinical revenue is way down, he said. Tenure must be tied to a base salary to have substance, he said, but the total salary cannot be guaranteed. The intent is to keep one tenure code for the whole U, he said, but the AHC needs a one-time adjustment in the definition of base salary.

Regent Keffeler said the changes proposed by the faculty are necessary but "may be insufficient." Regents asked for more discussion of unit-based tenure and separating salary from tenure. President Hasselmo, John Adams, Carl Adams, and Dan Farber all argued for U-wide tenure. Timetable calls for specific language changes to be presented at a faculty forum March 14, discussion at U Senate meetings April 18, two senate meetings for action May 16 and May 30, and a proposed code to go to the regents June 14.

**Fairview merger** and its impact on the Medical School was another big topic. Much funding of medical education has come from clinical revenue, Dean Cerra said, and with loss of revenue, the school faces serious financial problems. Fairview merger would not solve all the problems but would help by providing access to patients, he said. Success of the Fairview venture is not assured, and general counsel Mark Rotenberg said there will be an "exit strategy" to get out of the deal if necessary, but that would not be a desirable outcome. Provost Brody said the only alternative to a Fairview deal would be to take back the assets and close U Hospital.

Front-page story in the *StarTribune* said the Medical School lost \$23.5 million in the first half of this fiscal year, but VP Jackson said the reporter added together 3 unrelated totals, including U Hospital and departmental practice plans. Medical School projects a deficit of about \$8 million, she said.

**Major challenge** in human resources is to "balance the rights and responsibilities of the institution and its funders with the rights and responsibilities of the work force," Chuck Denny said in presenting a report from the working group he chairs. With about 75% of the U's operations and maintenance budget going for compensation, "you are about as people-intensive an institution as you will ever get," he said. "A highly motivated, enthusiastic, well-trained, well-compensated work force will probably give you a minimum of 25% more results." Denny, retired chair of the board of ADC Telecommunications, is contributing his time to the U.

Building trust and respect will create a climate in which people know they are "all in one boat together," Denny said. Despite problems, the report says, a large number of dedicated employees "strive to give their best for an institution in which they deeply believe and to which they are fiercely loyal."

**Ambitious project** to redesign student systems was described to the regents. Instead of just replacing a computer system, the project team chose to "build a new vision first," said Roberta Armstrong, director of Student and Office Systems Support. Idea is to create systems for convenience of students, not for convenience of administrators. "We're positioning ourselves to succeed, because we can't afford to fail," Armstrong said. Project must be completed before the beginning of semesters and the year 2000, said associate VP Robert Kvavik.

**Donna Peterson**, director of state relations, gave the regents a legislative update. Supplemental funding for the Academic Health Center is in conference committee, and discussion will probably focus on the language on tenure in the house bill. House and senate committees will have to get back to work soon on their bonding bills. Steam plant issue "doesn't go away," Peterson said. An amendment to block the steam plant was removed from one bill, then reoffered and defeated after a long debate. Two similar amendments were offered to the tax bill; one was withdrawn and one ruled not germane. Legislators may finish their work in late March or early April.

**Regents heard** about campus master plan for Duluth. Goals include defining a clear entry and visitor image, preserving the long views to Lake Superior, and maintaining the compactness of the campus. Chancellor Martin said planners kept in mind that "we sit in the middle of a neighborhood." Planners gave instant cameras to students and staff and asked them to take pictures of favorite spots and areas needing improvement.

**Proposed Gateway/Alumni Center**, intended to "create a true gateway to the Twin Cities campus" for alumni and visitors, was described to the regents. The center, contingent on private fund-raising, would be constructed on Oak Street between University and Washington Avenues.

**Provost Brody** is a candidate for the presidency of Johns Hopkins, he acknowledged Monday in a letter to Academic Health Center (AHC) faculty. He said he wants to explore the possibility, even though it is not easy for him to consider "even the possibility of leaving the University of Minnesota, especially now." He said he is "deeply committed" to the success of the AHC, and "whatever happens with Hopkins," the leadership is in place "to ensure the success of reengineering, the Fairview affiliation, and the legislative agenda."

**Legal and accounting expenses** incurred by the U related to the MALG program and Dr. John Najarian were released last week. Total is \$7.1 million. Largest amounts are \$3.1 million for the U's investigation of the MALG program's financial and legal difficulties and \$2.6 million for responding to multiple federal grand jury subpoenas.

**Issues of the semester conversion project newsletter** 3 to 2 are available on the World Wide Web at <http://www.opa.pres.umn.edu>. Link is under Special Projects, Semesters.

**CROOKSTON**--President Hasselmo will be at UMC March 20. He will participate in a press briefing, student convocation, faculty technology demonstration, and donor luncheon.

"Costa Rica: People and Nature" is the theme for international series March 18, with ethnic dinner at 6 p.m. and program led by Daniel and Vicki Svedarsky at 7 p.m. Cost for dinner is \$7; call (218) 281-8586.

**DULUTH**--Events: Shakespeare's *The Tempest* runs through March 24 in the Dudley Experimental Theatre. Tickets are \$10 for adults, \$8 for seniors, UMD alumni, and faculty, \$6 for students and children under 12; call (218) 726-8561. UMD International Club will host the 28th annual Feast of Nations March 23, 4-9:30 p.m. Theme is "Citizens of the World." Tickets are \$15 for adults, \$10 for students, \$8 for children; call (218) 726-8738.

**MORRIS**--Western and central Minnesota, including Morris, Alexandria, and St. Cloud and thus UMM, will soon have an area code change, from 612 to 320. Permissive dialing of the new code will begin March 17. Mandatory dialing of the new code will begin Sept. 15.

UNICEF exhibit, "Girls and Girlhood: A Perilous Path," will be on display in the University Room of Oyate Hall in the Student Center through April 5. Exhibit is a startling overview of how girl children are treated worldwide, and what is being done about it. Monday-Friday, 11 a.m.-7 p.m.; Saturday and Sunday, 1-4 p.m., free.

**TWIN CITIES**--Appointments: Interim dean Edith Leyasmeyer has been named dean of the School of Public Health. "She has been doing a deanly job for a long, long time," VP Infante told the regents. Provost Brody said the appointment was overdue, and Regent Keffeler hailed it as good news. Jeffrey Kahn, director of the Graduate Program in Bioethics at the Medical College of Wisconsin, was named director of the Center for Biomedical Ethics. He will begin in August. Arthur Caplan was director from 1987 to 1994. "Kahn has been sought after by prestigious institutions," Dean Cerra said. "It's a major thing to get him."

Events: "From Reality to Virtuality: New Tools for Distributed Learning," an educational satellite broadcast, will be March 21, 1:30-3 p.m., 140 Nolte Center, free, no registration required. Jonathan Weiner will present "The Impact of Managed Care on U.S. Physician Workforce Requirement" for the Health Services Research Seminar Series March 21, 2:30-4 p.m., 2-530 Moos Tower, free; for information call (612) 624-6151. Grad Fest '96 will be April 3, 10 a.m.-6 p.m., and April 4, 9 a.m.-3 p.m., in Great Hall, Coffman Union. Graduating students are encouraged to attend to get "everything you need for graduation and beyond."

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## UNIVERSITY OF MINNESOTA



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<http://www.umn.edu/urelate/brief/1996-03-20>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

**President Hasselmo** and Faculty Consultative Committee (FCC) chair Carl Adams sent an e-mail letter Friday to a large national list to counter the "misinformation about the University of Minnesota's review of its tenure code and practices" that has been "distributed on the Internet in recent days." Letter underscores the point that "tenure and academic freedom will always be a protected and prized value of the University of Minnesota."

Letter from physics professor Erwin Marquit, alleging that Hasselmo and the regents "are launching a serious campaign to end tenure not only at the University but nationally as well," has been widely circulated on the internet. Editorial in the March 12 *Washington Post* may have been based on the Marquit letter; Hasselmo told the FCC that nobody from the Post talked to him.

**Anger and distrust** were voiced by faculty from the Academic Health Center (AHC) and some other faculty at a tenure forum March 14; meeting was in Mayo Auditorium, and most of the 85 people attending were AHC faculty. Much of the discussion was not specifically about tenure but about the restructuring process in the AHC.

David Hamilton, cell biology and neuroanatomy, said about the proposal for a one-time resetting of the salary base at a lower level that "this is something that I will fight with every bit of power I have." Judy Garrard, health services research, asked about the wider implications of separating out different sources of funding for faculty salaries. "It could apply to all of us," she said, not just faculty with clinical income but those with grants. John Adams, geography, said that "in the final analysis no funding source is predictable."

Difficulty of getting accurate numbers about the financial problems in the Medical School was expressed by several people. John Adams, who chaired the meeting, said later at an FCC meeting with President Hasselmo that AHC faculty are not opposed to change, but "they're opposed to change when they don't see a factual basis that they have confidence in." Anne Goldman, School of Public Health, said at the forum, "Few of us doubt that the Medical School is having fiscal difficulties. That doesn't mean the rest of us have to be tarred with the same brush. We have been fiscally responsible. Now we're being made to pay because one of our sister schools in the Academic Health Center has not been fiscally responsible."

Carol Wells, laboratory medicine and pathology, complained about secrecy in the QRT (quality, reengineering, and technology) committees within the AHC. Faculty members would at least like to know who is on the committees, she said. "Why is that so difficult?" Many faculty have tried unsuccessfully to volunteer to be on the committees, she said, and some have even been told they are on committees "yet have never been invited to a meeting." Others said Provost Brody has placed faculty of his own choosing on committees and has ignored established governance groups within the AHC. One speaker said the atmosphere in the AHC could be characterized "by one four-letter word, and it's called fear."

Provost Brody has apparently seen the faculty as the problem, said physics professor Chuck Campbell, who then made a comment that went beyond the AHC. During the Depression, some faculty voluntarily took pay cuts to help the U, he said, but "the present atmosphere here is that the faculty is the enemy and the administration is the University." His comment was followed by long applause.

**Some of the same themes** were repeated at the FCC meeting with President Hasselmo and VP Infante immediately following the forum. Faculty in the rest of the U also want more information about the financial problems in the Medical School, John Adams said, and many fear their programs will be cut to rescue the Medical School. "The rest of the University is in no position to solve the problems of the Academic Health Center," Hasselmo said. Infante added, "You bet!"

**Biennial request** for 1997-99 will be "the next major opportunity for the University to make its case and define driving themes," President Hasselmo said. Themes and priorities will be reviewed at a retreat with the Senate Consultative Committee March 25. Budget for 1996-97 and an academic plan will go to regents in April.

**Rankings released last week** by *U.S. News & World Report* place the College of Education and Human Development at 7th in the country, up from 25th in the previous rankings, primarily on the strength of its programs in counseling (1st), vocational and technical education (2nd), special education (4th), and educational psychology (5th). IT is ranked 12th among engineering schools (up from 14th), with chemical engineering 2nd, applied mathematics 5th, mathematics 15th, chemistry 20th, geology 22nd, and physics 25th. Carlson School of Management is ranked 32nd overall (up from 34th); its part-time MBA program ranks 9th and its management information systems program 2nd. Law School is ranked 21st, down from 18th. UMD School of Medicine was ranked 11th among schools providing training for primary care physicians, and the school's program in rural medicine ranked 2nd among its competitors.

**Bush Sabbatical Supplement Selection Committee** received 41 proposals and has funding available to grant the following 16 faculty supplements for 1996-97 (TC campus unless noted): John Doebley, plant biology; Vicki Graham, humanities, UMM; Lawrence Jacobs, political science; M. Colin Jordan, medicine; John Kieffer, electrical engineering; Michal Kobialka, theater arts and dance; Stefanie Lenway, strategic management and organization; David McLaughlin, plant biology; Robert McMaster, geography; Valerie Miner, English; Joanna O'Connell, Spanish and Portuguese; Kathryn Peckham, mathematics and statistics, UMD; Lawrence Que, chemistry; Gloria Raheja, anthropology; Lawrence Teyssier, geology and geophysics; William Tolman, chemistry.

**Civil Service Committee** meets March 21 in 346 Coffman Union. On the agenda: report from civil service representatives on the U Senate's Social Concerns Committee 12:45 p.m., subcommittee reports 1 p.m., administrative process reengineering of human resource management 1:30 p.m., U Hospital merger with Fairview 2:15 p.m., general human resources issues 3 p.m. Meeting is open, and civil service staff are encouraged to attend.

**Nominations** are being accepted for a U-wide award to recognize civil service and bargaining unit staff who have made outstanding contributions to improving the working environment at the U. Three \$1,000 awards will be given to individuals in May 1996. To receive a nomination form, contact Julie Ulrich at (612) 624-4770 or by e-mail at [julrich@biosci.cbs.umn.edu](mailto:julrich@biosci.cbs.umn.edu). Award is sponsored by Commission on Women and Office of Human Resources.

**Claim submission deadline** for 1995 expenses in health care or dependent care reimbursement accounts is March 31. Claims for eligible expenses incurred during 1995 must be submitted to Employee Benefits by March 31; any balances remaining after that date will be forfeited.

**CROOKSTON--**"South Africa: Land of Beauty and Splendor" is the theme for Monday Evening International Series March 25. Ethnic dinner is at 6 p.m., program led by Christo Robberts at 7 p.m. Cost for the dinner is \$7; to reserve a place, call (218) 281-8586 before Monday noon.

UMC All-College Advisory Committee will meet in the Twin Cities March 26. Agenda items include campus master plan with Clinton Hewitt, bachelor of applied business programs with Dennis Cabral, and legislative update.

**DULUTH--**Lake Superior anglers have a new tool to fight the round goby. A wallet-sized, laminated identification card, available from Minnesota Sea Grant, provides a color photo of the fish, its characteristics, and instructions if anglers catch one. To receive the card call Sea Grant at (218) 726-6556.

Bob Bartikoski has been named director of the Northeast Minnesota Technology, Inc., regional office in Virginia, operated by the UMD Center for Economic Development. Bartikoski will oversee the effort to improve competitiveness of manufacturing and technology businesses in northern Minnesota.

**MORRIS--**Seven wrestlers were cited by Northern Sun Intercollegiate Conference (NSIC) as earning all-conference academic status for the 1995-96 season. UMM was represented for the 2nd straight year by seniors Bill Roberts and Jorge Fischer. Junior All-American and NSIC individual champion Simon Shannon was named for the first time.

Minnesota Extension Service will offer the 23rd annual Township Officers Short Course at UMM March 27.

**TWIN CITIES--**Wilson Library will install a sprinkler system, a fire alarm system, and new doors and walls in the lobby and stairwell areas to bring the library up to code. Library users and staff will experience some inconvenience and disruption, but U librarian Tom Shaughnessy says in a March 15 memo that "we are committed to maintaining access to library materials and services to the extent possible." More information at [s-folk@maroon.tc.umn.edu](mailto:s-folk@maroon.tc.umn.edu).

Events: Harold Tukey, Jr., on "Urban Horticulture--The New Science of Plants in Cities" (Kermit Olson Memorial Lecture) March 27, 3:30 p.m., 33 McNeal Hall. Conference titled "FOODWAYS II: Working with Foods and Wellness Across Cultures" will be March 28, 8 a.m.-4:30 p.m., at the Earle Brown Center. Call Boni Petrich at (612) 625-1832. Networking and Telecommunications Services is offering update sessions April 1, 9 a.m.-noon, and April 2, 1-4 p.m. For information call Frank Stever at 624-3311 or e-mail [fstever@nts.umn.edu](mailto:fstever@nts.umn.edu).

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## UNIVERSITY OF MINNESOTA



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Vol. XXVI No. 12 March 27, 1996

<http://www.umn.edu/urelate/brief/1996-03-27.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

**Proposed academic program changes** were announced yesterday (March 26). Plans for streamlining call for phasing out General College (GC) by 1999, examining a possible merger of the College of Human Ecology with the College of Education and Human Development and related programs from other colleges, and reorganizing biological sciences. Investments would include a new bachelor's degree in the Carlson School of Management, several new master's programs, doubling the size of the popular Residential College program, and expanding the use of technology. President Hasselmo said the U is exploring new ways of serving many of the students now in GC, including a possible partnership with Minnesota State Colleges and Universities.

**Draft of possible amendments** to the tenure code was sent to faculty by e-mail last week. Mary Dempsey, chair of the tenure subcommittee, emphasized that some of them will probably be amended and some may not be approved. Idea is to get the draft language in the hands of faculty so they can react to specific proposals. Law School professor Fred Morrison, who wrote the draft language, said that "it's other people who are promoting many of these ideas, but we put it into text." Morrison said he sees the text as "very much open to amendment," but people with ideas for change should draw up some "specific text for a specific place in the document."

All issues that are on the table should be voted on by the Faculty Senate, Morrison said at a meeting of the Faculty Consultative Committee (FCC) March 21, even if the tenure subcommittee and the FCC bring some of them to the senate with a recommendation for negative action.

**FCC voted** to send an e-mail letter to faculty clarifying 3 points in a March 15 letter from President Hasselmo and FCC chair Carl Adams, which was a response in part to a recent editorial in the Washington Post. Resolution was introduced by Roberta Humphreys, physics, who said the March 15 letter was "unintentionally...misleading," and it was important to clarify the record as a first step in "restoring some confidence, trust, and credibility" in faculty governance.

FCC letter will compare the quotes in the first paragraph of the Washington Post editorial with statements from Hasselmo's Nov. 20 letter to Regent Reagan about tenure. Humphreys argued that the information in the editorial was "a fair summary" of the points made in Hasselmo's letter. Because of some concern about how to characterize the editorial or the Hasselmo letter, the FCC decided to quote the actual language of both and let faculty judge for themselves. More than 20 faculty, most of them from IT, attended the FCC meeting as observers, and physics professor Erwin Marquit spoke briefly.

**Provost Brody** met later with the FCC. He said that other schools in the Academic Health Center (AHC), in addition to the Medical School, have significant structural problems in their budgets; the one exception, he said, is probably the School of Public Health. As for the Medical School, he said, the primary concern is the \$30 million to \$50 million it receives from clinical practice funds. "Those dollars are in jeopardy," he said. "The only question is how much they will fall and how fast they will fall."

After the tenure forum in Mayo Auditorium March 14, Carl Adams said, he talked with Dean Cerra, who is setting up a series of meetings with senators from the AHC. Fred Morrison said the Medical School's financial officer recently made an excellent presentation to the Senate Finance Committee. "I am convinced that the problem is real and is as reasonably accurately stated as it can be," Morrison said. "The problems we are facing are truly extraordinary," Brody said, and the only way to solve them is by "joining hands and figuring we're all in this together and we're going to get out of it together."

Brody talked about an 11th-hour attempt at the legislature by Minnesota Citizens Concerned for Life to add an amendment to a funding bill requiring that any medical student be excused for reasons of conscience from being trained in abortions. "We of course have such a policy, and we believe quite strongly in such a policy," Brody said. But he said "we felt that this was a fundamental assault on academic freedom" and would not have accepted the money if it had come to a showdown. Fortunately, he said, the amendment was not approved.

**Faculty compensation** was another topic at the FCC meeting. "I don't know who's going to keep singing this song if we don't," Carl Adams said. "In many units we're getting into trouble" because salaries are not competitive, he said. John Adams said the U will not receive more total money for salaries, but with downsizing "we can increase the salaries of those faculty who are here." Fred Morrison said it is a problem that the U now has no compensation policy but instead, on the TC campus, 3 compensation policies.

**Lauris Krenik**, a farmer from Madison Lake who served on the Board of Regents for 12 years and was its chair from 1983 to 1985, died March 21 after a long illness. He was 63. President Hasselmo said that as a former regent and "as a friend and source of excellent advice, he was always there, always thoughtful, always good in every sense. Whether as a private citizen or public servant, they just don't come any better."

**Two reports** from the Denny Working Group on Human Resources have been submitted to President Hasselmo. Group was given the charge of examining 4 critical human resource functions: staffing; staff development and review; employment grievances and dispute resolution; and compensation policy, principles, and structures. Chuck Denny, retired chair of the board of ADC Telecommunications, is chairing the committee.

Staffing Working Group Report and Education, Training, and Development and Performance Management Working Group Report are now available on-line for the U community for review and comment. You can find them at <http://www.umn.edu/ohr> or [gopher://mailbox.mail.umn.edu:70/1](mailto:gopher://mailbox.mail.umn.edu:70/1). An e-mail account has been established for comments about the reports: [cdenny@tc.umn.edu](mailto:cdenny@tc.umn.edu).

**Announcements:** 1995-97 contracts with Teamsters Unit 3, AFSCME Clerical Unit 6, and AFSCME Technical Unit 7 are accessible through Gopher: Home Gopher Page, U of M Campus Information, U-Wide Policies and Procedures, Human Resources, Non-Academic Rules and Contracts, 1. Gopher or WWW. Paper copies will be sent soon to departments. Business Services Training Web site address has been changed to <http://training.finop.umn.edu/>. Old address will no longer work effective immediately. To make donations to the vacation donation program, or for more information, contact the human resources consultant assigned to your unit.

**CROOKSTON**--Marcia Fluer, director of U Relations, will be at Crookston March 28 for presentations at Breakfast with the Experts, chancellor's cabinet, support groups, media luncheon, and continuing education class.

UMC Women's annual fund-raiser brunch "A Salute to the Arts" will begin March 30 at 10:30 a.m. in Brown Dining Room. All proceeds go to support UMC scholarships. Tickets are \$10 from UMC Women.

**DULUTH**--Deb Zomok is one of 20 Air Force ROTC cadets nationwide selected for an overseas training assignment. Zomok, a UMD graduate student, will leave July 15 for 3 weeks at Royal Air Force Mildenhall air base in England.

Peter Wolter and Steven Kossett of the Natural Resources Research Institute will be honored with the 1996 Distinguished Professional Staff Award April 18 at 2 p.m. in the Campus Club.

Correct number to order cards about the round goby from Minnesota Sea Grant is (218) 726-8712.

**MORRIS**--John Stuart Ingle, professor of studio art, painted the new image of Betty Crocker that is a composite of 75 women from across the country. Portrait was unveiled March 19. Solo exhibition of work by studio art professor Alan Fierro will be at Humanities Fine Arts Gallery through April 14. Title is "Constructions--Works on Paper."

**TWIN CITIES**--Sara Evans, Russell Hobbie, and Robert Jones were elected to 1996-99 vacancies on the Assembly Steering Committee/Senate Consultative Committee. Election was close with good participation by the faculty.

Announcements: Filming of the motion picture *Overnight Delivery* will begin on campus in mid-April. For information about being an extra, call Minnesota Film Board Hotline at (612) 333-0436. To be considered as an extra, send a photo, cover letter, and resume to Extras for *Overnight Delivery*, 3722 W. 50th St., #123, Minneapolis, MN 55401. Story on the Academic Health Center Orchestra will be aired on CBS "Sunday Morning" March 31 at 8 a.m.

Events: "Echoes from the Immigrant Stage," a variety show, will be performed March 29 and 30 at 8 p.m. at Rarig Center to mark the 30th anniversary of the Immigration History Research Center; other activities include an exhibit and a national conference March 28-30. Variety show tickets are \$10 for general admission, \$7.50 for seniors and students. For information call (612) 627-4208. Heidi Vardeman, coordinator of the Minnesota Women's Consortium, will speak in "Conversations with Women Leaders" series at the Campus Club April 2 at noon. Served lunch is \$8, cover charge \$1.50 if using the cafeteria line. To reserve call Mary Lou Hill (374-4218), Fran Paulu (823-7700), or Marilee Ward (374-9392). To celebrate its 30th anniversary, the College of Biological Sciences is hosting a symposium and banquet April 13. Speakers will be 5 current and past winners of honorary degrees and Outstanding Achievement Awards. For information, including registration materials and schedules, contact Doris Rubenstein at 624-4716 or at [http://biosci.cbs.umn.edu/college\\_info/anniversary/index.html](http://biosci.cbs.umn.edu/college_info/anniversary/index.html).

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## UNIVERSITY OF MINNESOTA



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<http://www.umn.edu/urelate/brief/1996-04-03.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

**Proposal to close General College** (GC) generated the most interest and controversy at news conference March 26. "Despite the best efforts of an excellent dean and faculty," President Hasselmo said, GC is "not as effective in meeting our goal of successful access to the University as we'd like it to be." Students who enter GC have only an 11% graduation rate overall after 5 years, he said, and minority students who enter GC have only a 7% graduation rate. Five-year graduation rate is 40% for the U as a whole. Provost Shively said the U will sponsor public hearings at which representatives from GC and others will be encouraged to present alternatives. Committee of U and community leaders will review all proposals and report its findings June 1.

Hasselmo and Shively cited cost-effectiveness as one reason for their decision. Cost is about \$8,800 a year per GC student, Hasselmo said. "The cost of a community college is about half that, and in CLA it is even less than that," he said. Shively said the 23 tenured faculty in GC will be reassigned within the U, and it will be easy to do because "this is a faculty with excellent teachers who cover a diverse range of fields." In addition, GC has 9 assistant professors, 36 civil service and bargaining unit staff, and 20 academic professionals. "As much as possible where there are vacancies elsewhere, we will try to fill them with people from GC," he said.

Judith Eaton, chancellor of Minnesota State Colleges and Universities (MnSCU), said at the news conference that MnSCU welcomes the chance to work in partnership with the U to find better ways of serving the kinds of students now served by GC. Several initiatives are also planned within the U: admission of 300 students yearly (up from 200) in CLA's program of special admissions for students who narrowly miss the entrance requirements; a K-12 diversity initiative; exploration by UC/CEE of new ways it can be a launching pad for entry into U degree programs by certain students; and development of a for-credit course, tentatively named University 1001, stressing academic skill building and campus-community values to give students a better chance to succeed.

**Provosts Shively and Allen** met March 28 with the Senate Consultative Committee (SCC) to discuss proposed changes. Shively said he came into his job with "a real affection" for GC, and he defended the importance of offering remedial education "for students who we think can succeed." Use of GC's remedial math program goes way beyond GC, and the program will be continued as a self-supporting, zero-credit program.

Laura Koch said the math program is the only remedial program in GC; in general, GC courses are approved by the Council on Liberal Education and count for transfer credit. Koch also said she has "real concerns about diversity and the message this sends out." Most students who enter GC and do not graduate become CLA students, she said, and it is time for the U to look seriously at former associate VP Josie Johnson's report to the regents about the hostile environment for minority students in the U and in CLA.

**Reorganization of biological sciences** has focused first on educational programs and curriculum, Provost Allen said. Core programs would be the major responsibility of CBS faculty, he said, with contributions from others. CBS has 80 or 85 faculty, he said, and in total--with a broad definition--about 1,200 faculty on the TC campus are in the biological sciences. "There's no other group that comes close to this," he said. Common entry point would be established for all freshmen, and master teachers from other colleges would be identified and would be paid stipends on top of their salaries to teach undergraduate courses.

Possible merger of the College of Human Ecology and the College of Education and Human Development is being seriously explored, Allen said, and he has met with faculty in both colleges. "I'm very optimistic that this is going to move forward on a positive track." Other items Allen mentioned: looking at similarities and overlap between the Minnesota Extension Service and UC/CEE, and asking if the Humphrey Institute should be a self-standing college or part of a larger unit (but he said he would strongly oppose putting it in CLA).

**Former chairs** Judy Garrard and Warren Ibele and others joined the Faculty Consultative Committee (FCC) to discuss concerns about proposed changes in the tenure code. Ibele challenged both "the misperception that this was a faculty-initiated effort" and the speed with which the process is moving. Tenure is so fundamental that "you don't lightly cast it aside or revise it in such a way that it does lasting harm," he said.

The "most divisive issue" is the proposal to separate a portion of salary from the tenure guarantee, Mike Steffes said. Salary augmentations for administrative appointments and clinical work should be separated from tenure, he and others agreed, but salary money from research grants should not. "We've got to get that out of the document," Steffes said. Vic Bloomfield said the issue of looking at different sources of salary money should be separated from the tenure discussion. "Trying to solve all these problems at once is just going to get us into quicksand," he said.

Proposal to separate a portion of salary from tenure seems to be aimed at providing incentives for faculty to keep bringing in research grants, FCC members said. "There seems to be an implicit assumption that if you give faculty incentives they'll go out there and get money," Roberta Humphreys said. "I'd like to know where all that money is." Judy Garrard asked, "Why do we suddenly need the incentives when we've been doing it all along?"

**Minnesota Elderhostel brochure** featuring 102 programs throughout the state, from April through September, is now available. The U will offer 21 weeks of Elderhostel, a residential educational opportunity for adults 55 and older, in Duluth, Crookston, and the Twin Cities. Call (612) 624-7004 to be placed on the mailing list.

**CROOKSTON**--Two UMC employees received Cliff Awards from President Hasselmo when he visited the campus recently: Jerome Rude, gardener, and Robert Jeska, grounds crew foreman. Cliff Awards are given to employees who exemplify the attitude of Cliff Smith, who worked for years in the Northrop Auditorium garage on the TC campus.

UMC ambassadors and peer mentors (students who are trained in communication, leadership, and information about UMC) serve the campus by volunteering to assist at campus functions, meetings, events, and visits.

**DULUTH**--Fourth-grade students from Nettleton School will be at UMD to make paper with 3M McKnight Distinguished Visiting Professor Mahendra Doshi April 8 at 9:30 a.m. in 165 Engineering Building. Doshi is an authority in papermaking and recycling technology.

Glensheen is looking for volunteers to work at the mansion, guiding tours and selling gifts, beverages, and food. Tour guides, dressed in turn-of-the-century costumes, will provide a living history of the mansion and Duluth. Training sessions begin April 9. Call Pat Brown or Andrea Tourtelotee at (218) 724-1107.

**MORRIS**--18th annual Jazz Fest will feature guest artists Ernie Watts, saxophone, and Bill Watrous, trombone, at 7:30 p.m. April 12 and 13 in Edson auditorium.

**TWIN CITIES**--Provost Allen announced comprehensive 3-year reviews for 3 of the deans from professional studies: Dean Kidwell of the Carlson School of Management (review chaired by Mike Martin, dean of the College of Agricultural, Food, and Environmental Sciences); Dean Bruininks of the College of Education and Human Development (review chaired by Gail Skinner-West, associate dean of Minnesota Extension Service); and Dean Sullivan of the College of Natural Resources (review chaired by Mary Heltsley, dean of the College of Human Ecology). Anyone not formally contacted by the review committees but wishing to offer input should contact the chair(s).

Outstanding Civil Service Awards in CLA were presented April 2 to Elizabeth Bryan, psychology; Lynn Carlson, Center for Research in Learning, Perception, and Cognition; Susan Prahl, psychology; Jim Kim, English; Gratia Lee, American studies; Lonna Riedinger, Student Academic Support Services; and Christine Scheid, sociology.

Architecture is 13th (same as last year) in *U.S. News & World Report* rankings and was inadvertently omitted from item in March 20 Brief.

Lectures and events: "Why American History Museums Can't Deliver Critical History" by Richard Handler, April 5, 4 p.m., Weisman Art Museum."Finding Funding for Study and Research Abroad," a 2-hour workshop, will be held in computer classrooms at 3 campus locations April 9, 10, and 11. Contact Caroline Andersen at [ander335 @maroon](mailto:ander335@maroon.umn.edu) or (612) 626-9585.

Announcements: Graduate School announces that 14 U students have been named finalists in the 1996-97 Fulbright competition. Countries and fields of study are Austria (history), Belgium (history), Congo (conservation biology), Ecuador/Bolivia (political science), Germany 2 (German, theater arts), Indonesia (political science), Italy (English), Netherlands (mass communication), Norway (sociology), Spain (history), Sweden (English), Thailand 2 (geography). Academic Staff Advisory Committee invites applications and nominations for the 1996 Academic Staff Awards program. All academic professional and academic administrative staff are eligible. Applications are due April 12. Contact Cherri Peterson at (612) 625-9056. Awards program will be April 30, 2-4 p.m., in Cowles Auditorium, Humphrey Center. Humphrey Institute is accepting applications for its Ford Foundation Interdisciplinary Policy Research Grant for 1996-97. Deadline is April 12. Goal of the grant is to build collaborative research relationships between the institute and other units of the U. Call Stacey Grimes at 625-5370.

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## UNIVERSITY OF MINNESOTA



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Vol. XXVI No. 14 April 10, 1996  
<http://www.umn.edu/urelate/brief/1996-04-10.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801**Provost William Brody** has accepted the presidency of Johns Hopkins U. President Hasselmo said he will bypass the usual search for a successor and submit the name of his nominee to the regents Friday.**Legislature approved** \$93.8 million for capital projects at the U: \$38.5 million for the Minnesota library access center; \$12 million for Haecker Hall renovation; \$9 million for Architecture renovation; \$12 million for asset preservation and replacement; \$6.2 million to renovate classrooms; \$3.5 million for magnetic resonance research building and \$3 million for molecular and cellular therapeutics facility remodeling for the Academic Health Center; \$2.7 million for design of a science building and \$2.3 million to renovate the Humanities and Fine Arts Building at Morris; \$3 million for a controlled-environment science facility at Crookston, \$1.4 million to design a library at Duluth. Also, in a separate bill: \$7 million for Mariucci ice and tennis facility.

Legislature appropriated \$8.6 million in supplemental funding for the Academic Health Center: \$2 million for information technology and \$6.6 million for restructuring.

**General College** defended its role at a news conference Monday. Dean Taylor announced that a support rally, including a homecoming for GC alumni, is planned for Northrop plaza tomorrow (April 11) at noon.**Any college closing or merger** is an educational policy issue and should be reviewed by appropriate consultative bodies before final decisions are made, the Senate Consultative Committee said April 4. Laura Koch voiced one big question about the proposal to close GC: "Is it a done deal, or is there time for other proposals?" Carl Adams said "there have been some mixed signals." John Adams said, "It isn't a done deal until the regents agree to it."

In addition to the GC closing and other proposals that are on the table, Fred Morrison said he is concerned about "the whole reorganization of the collegiate structure in the Academic Health Center, which has spilled over into the tenure discussion and which has gone forward, as far as I can tell, with great secrecy."

**Who is driving** the review of the tenure code was the main topic at the Faculty Consultative Committee. Roberta Humphreys questioned John Adams and Fred Morrison closely about the source of ideas in a 14-point document and a draft of proposed code revisions. Adams said he pulled together items from many sources to get issues discussed. Morrison said that in some cases he drafted language for proposals he does not agree with, so people could react to specific language. None of the draft language was sent out before it was approved for distribution (without endorsement) by the tenure subcommittee chaired by Mary Dempsey.

Four lawyers were on the drafting committee, and Humphreys said faculty do not question why 3 of them were there--Morrison, Dan Farber, and a representative from the U counsel's office. The "sticking point" is why the group included a lawyer from Washington, D.C., who represented Provost Brody. "I don't have an answer to that," Morrison said. "The 4 of us treated it as 4 people somewhat skilled in drafting working together."

John Adams said faculty themselves need to work on 4 important issues: the "undeniable need to create programmatic change...at a little more brisk pace" than traditional faculty time, the need "to balance the financial books while protecting tenure," the call for post-tenure performance reviews, and the need to look at the judicial process, "judged by some rather cumbersome."

**Social Concerns Committee** will bring a resolution to U Senate calling for the U to boycott Mitsubishi products until certain operations that cause deforestation have been stopped or at least ameliorated. Resolution originated with 2 forestry students. Committee chair John Dickey said he was amazed to discover how much of the problem could be traced to Mitsubishi. "The shadow of the Mitsubishi Corporation looms very large," he said.**Tenure revisions** and semester conversion standards will be on U Senate agenda April 18. An additional meeting has been scheduled for May 2 and will include the social concerns resolution and uniform grading policy.**Morse-Alumni Award** recipients for outstanding contributions to undergraduate education: Terence Cooper, soil science, Agricultural, Food, and Environmental Sciences (AFES); Gary Gray, chemistry, IT; Alan Hunter, animal science, AFES; Virginia Katz, communication, CLA, UMD; William Koukkari, plant biology, CBS; Judith Martin, urban studies, CLA; Jennifer Nellis, humanities, UMM; Angelita Reyes, women's studies, CLA; Steven Smith, political science, CLA; Patrick Starr, mechanical engineering, IT (all TC campus unless noted).**Financial Policy Manual** update, mailed this month, contains information on TravelWeb, a way to comply with U travel policy without having to read it. Address is <http://purchserv.finop.umn.edu/travelstuff/travelmap.html>. Paper version of the manual will be eliminated in July 1996, when all U-wide policies will be available only on line. Home page for U-wide policies is <http://www.fpd.finop.umn.edu/>. Index to all U-wide policies, including how to get World Wide Web access, is available by calling Diana at (612) 624-1611.**Chart of Account** reference manuals for fiscal year 1997 (FY97) were distributed the first week of March to area class, resource responsibility center, and area managers. Codes in the manual are to be used during FY97 budget preparation and should be used on all FY97 transactions. Copies available from [trngsvcs@gold.tc.umn.edu](mailto:trngsvcs@gold.tc.umn.edu).**CROOKSTON**--UMC students have planted more than 100,000 trees in the Chippewa National Forest, in the Marcell and Deer River areas, over the past 13 years. Phil Baird, assistant professor of natural resources, and technician Tom Feiro bring the group of students from UMC's Forestry Club every year to volunteer over a weekend.

Peggy Sherven, senior support service specialist in the Computer Center, was named Employee of the Quarter for civil service and bargaining unit staff for winter quarter.

**DULUTH**--Natural Resources Research Institute has begun the search to fill the taconite industry minerals research endowed chair at the minerals research laboratory in Coleraine. All applications must be postmarked by May 22. Call Penelope Morton at (218) 726-7962 for details.

Events: Jay Teath of the Jewish Community Relations Council of Minnesota and the Dakotas will deliver the first Baeumler-Kaplan Holocaust Memorial Lecture Series speech, "50 Years After Nuremberg: Promises Realized and Unfulfilled," April 17, 3 p.m., Kirby Student Center ballroom. Professional Staff Awards and Recognition Reception will be April 18 at 2 p.m. in the Campus Club. Vice chancellor Vince Magnuson will present awards.

**MORRIS**--Commission on Women open forum on the campus climate for women April 11, 4-5 p.m., in Prairie Lounge.

Midwest Philosophy Colloquium speaker Virginia Held will talk on "Culture: Independence Versus Commercial Control" April 16, Federated Church, Morris, 8 p.m.

**TWIN CITIES**--Christopher Anson, director of the CLA composition and communication program, was awarded the 1996 Teaching Excellence Award from the Minnesota House of Representatives.

Robert Jones and Geoffrey Maruyama have left the TC contingent of the Faculty Consultative Committee because they have taken administrative jobs. Russ Hobbie, elected for a term beginning next year, has agreed to start immediately. Sara Evans will begin July 1; she decided not to join the committee early because of demands of the CLA dean search. Matthew Tirrell, chemical engineering, has accepted a 1-year term and will start immediately.

Lectures: "Practicing Journalism in an Age of Distrust?" by David Broder (Frank Premack Memorial Lecture), April 15, 7:30 p.m., Cowles Auditorium, Humphrey Center. "What Is a Children's Book Author Supposed To Do?" by John Neufeld, April 17, 4:15 p.m., 109 Walter Library. Author Louise Erdrich will deliver the Joseph Warren Beach Memorial Lecture and read from her newest novel April 17, 8 p.m., Ted Mann Concert Hall. Cecilia Rodriguez, from Mexico's Zapatista Army of National Liberation, April 18, 1:30-3:30 p.m., 154 Coffman Union.

Workshops and conferences: Chingiz Aitmatov, former member of Mikhail Gorbachev's Presidential Council, and F.G. Teshabaev, Uzbek ambassador to the U.S. and the U.N., will speak at a conference on the former Soviet Central Asian Republics April 11-13 on campus. Call Shirley Mueffelman at (612) 625-3850. Ethical and medical challenges facing breast cancer victims are the topic of a conference April 13 at the Illusion Theater. Call the Center for Biomedical Ethics at 626-9756. Panel on "Who Were the Mimbres People? What the Pottery Tells Us" will be April 14 at 1 p.m. at the Weisman Art Museum. Self-Exploration with the Campbell Interest and Skills Survey, April 15, and Creating a Meaningful Worklife: In-Depth Self-Exploration, April 17, are workshops offered through Employee Career Enrichment Program. Call 627-1041. "The Role of the Media in Policy Formation," first in a 3-part series on Academic Research and Public Policy Formation, will be April 15, 5-7 p.m., in 215 Humphrey Center. Call Center on Women and Public Policy at 625-9088. American Association of Colleges and Universities will host conference on "Sustaining Vitality in General Education" April 19-20 in St. Paul. Call Linda Ellinger at 626-1830. "Is Graduate School Preparing the Future Faculty?" is a free conference for graduate and professional students and faculty April 19, 9 a.m.-4:30 p.m., at Coffman Union. Call Jane Miller at 627-4118.

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## UNIVERSITY OF MINNESOTA



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**Regents directed** the administration to "stop the current process" aimed at closing General College (GC) and to "restart an inquiry of how best to serve the needs of underprepared students in collaboration with all affected communities and other educational systems, both secondary and postsecondary." Regent Reagan, in introducing the resolution Friday, said the board will not shrink from "an objective and uncompromising evaluation" of GC, but he said the current process "has been flawed and is not productive" and "should be stopped."

GC faculty, staff, students, alumni, and supporters held an emotional rally in front of Morrill Hall Thursday noon and a victory rally Friday. Dean Taylor, introduced as "the man who refused to say die," spoke of "a marvelous turning point" for the U. Lisa Albrecht spoke as "a proud faculty member" and said to current and former GC students, "You are our hope." Taylor, Albrecht, and others expressed gratitude for the outpouring of support. CLA faculty member Naomi Scheman said access needs to be "access to the places where knowledge is created." There has been a lot of talk about remediation, she said, and "the overprivileged among us have an enormous need to be remediated in our ignorance of the world."

**Frank Cerra**, dean of the Medical School, was named provost of the Academic Health Center and took office April 15. William Brody will serve as special assistant to the president until he departs for Johns Hopkins no later than Sept. 1. President Hasselmo said he was happy for Brody but sad to see him leave. "He has provided outstanding leadership at a very difficult time and has laid a foundation for major change," he said.

After evaluating the situation and consulting broadly, President Hasselmo said, he decided to use the provision for making an extraordinary hire. He has used this provision 3 times, he said, once to hire a white female, once to hire a white male, and once to hire an African American male. "I don't do this lightly," he said. Regent Reagan said he was concerned enough to make a number of calls on his own; he found "not one negative response" and "just overwhelming support" for Cerra. Full national search will be conducted for Medical School dean.

**Tax settlement** was announced between the U and the IRS concerning sale of the antirejection drug ALG. The U will pay \$1.5 million; initial assessment was \$11 million. "Unfortunately, this settlement is just one more example of the cost to this University of the mismanagement of the ALG program," Regent Peterson said in statement read by Regent Spence, but "an aggressive negotiating posture has achieved the best results possible."

**Costs of investigating** the ALG program were evaluated by Litigation Review Committee chaired by Peterson and a panel of 3 outside experts, who worked pro bono. Widely held but erroneous perception is that the U spent \$7 million to prosecute Dr. John Najarian, Peterson said; in fact, the U "neither indicted nor prosecuted Dr. Najarian." Although legal and accounting costs were high, those "costs pale in comparison to the enormous legal and tax exposure the University faced." Conclusion of the review was that the work was necessary and the fees were appropriate. "No one at this table can feel good about spending this kind of money on lawyers and accountants. But, with the stakes so high, we believe this was money well spent," Peterson said.

**Putting together an affiliation agreement** with Fairview is proving to be "even more complex than we anticipated," VP Jackson told the board. Administrators remain hopeful the contents of an affiliation document will be ready for regents to review at their May 9 meeting. Public forum is tentatively scheduled for May 13. If the schedule holds, a formal vote by the regents can be expected at or near the time of the July regents' meeting.

**Tenure was the topic again** at a regents' committee meeting. Legislators' concerns about tenure were expressed in the context of the Academic Health Center request, Provost Cerra said, because it was the request on the table. Proposed tenure code changes would meet the letter of performance criteria in the funding bill, he said, but there is strong sentiment that the U should be able to lay off faculty, and the U must address this issue.

National attention to the tenure issue at Minnesota has turned the U into a target of opportunity for other schools to recruit some of its best faculty, political science department chair Ed Fogelman said. Some people have already accepted offers, and concern about tenure has been one reason. "This is not deadwood. These are some of our most distinguished faculty." Regent Neel said, and several other regents agreed, that he wanted to "send a clear signal right now" that the purpose of reviewing the tenure code is not "to weed out deadwood."

**Regent Spence** sent requests for proposals to 11 consultants, to help in looking at tenure at a cost not to exceed \$25,000, between April 22 and June 1. Two proposals were received, and Spence invited faculty leaders to review them.

**Streamlining hiring** will be one recommendation of the Denny Working Group on Human Resources. "We have built layers and layers of process," said associate VP Carol Carrier. Examples: 9- and 10-person search committees to hire P&A employees, units "waiting 45 or 50 days to hire a secretary they badly need tomorrow." Equal opportunity director Stephanie Lieberman said "the bottom line is that we want to know what your results are but we want to give you some flexibility in how to get there." Regent Hogan said it will be imperative to show some changes in results, so that "when we get there, the people around the table look different." Hogan said he does not believe there is an intent to keep people out based on race or gender, but "our results show otherwise."

**Regents will hold open forums** to hear opinions on the proposed 1996-97 budget and get input on the search for a new president April 25 in the Humphrey Center's Cowles Auditorium. Budget forum will be 2-3:30 p.m., presidential search forum 3:30-4:30 p.m. Forums are open to anyone who wants to address the regents on these issues. Write or call by noon Friday (April 19) to the regents' office at 220 Morrill Hall, Minneapolis, (612) 625-6300.

**Civil Service Committee** meets April 18 at 12:15 p.m. in 184 Humphrey Center. Agenda includes proposed TC campus shuttle system, staffing process redesign proposals, update on affiliation with Fairview. Open to all.

**CROOKSTON**--"Lights of All Nations" is the focus of annual international dinner April 20 in Brown Dining Room, beginning with a display booth from various countries at 5:30 p.m. UMC's annual awards reception will be April 23 beginning at 6:30 p.m. in Bede Ballroom.

**DULUTH**--Peter Schey will talk on "U.S. Immigration Law and International Human Rights" April 25 at 7:30 p.m. in 80 Montague Hall. Schey is the attorney representing the Mexicans who were in the news recently because of their harsh arrest by California deputies. Events: Dennis Oppenheim's "Installations, Models, and Drawings" is on display now through June 16 in the Tweed Museum of Art. Alan Ayckbourn's *Mr. A's Amazing Maze Plays* takes the Main Stage April 24-27 at 8 p.m. and April 23 at 9:30 a.m. in Marshall Performing Arts Center. Tickets \$4-\$10; call (218) 726-8561. Spring 5K walk/run will be April 27 at 10 a.m.; call 726-7128 for costs and more information.

**MORRIS**--Campus cleanup day will be April 23. Members of the campus community can "adopt" areas to clean up. Gallery will feature Regional High School Biennial Art Exhibit April 18-21. Final Performing Arts Series season event will be performance by James Sewell Ballet, April 26, 8:15 p.m., in Edson Auditorium.

**TWIN CITIES**--Four faculty are among 100 young scientists and economists nationwide to receive Alfred P. Sloan Foundation fellowships for 1996: Christopher Cramer, chemistry; Jeffrey Roberts, chemistry; Shang-Hua Teng, computer science; Victor Reiner, mathematics. Grants are \$35,000 over a 2-year period.

Announcements: Lectures by dean candidates for the College of Architecture and Landscape Architecture began April 15 with the lecture by Daphne Spain from U of Virginia. Upcoming: Peter Olin from Minnesota Landscape Arboretum April 18, Steven Fong from U of Toronto April 22, Thomas Fisher from *Progressive Architecture* and *Building Renovation* magazines April 25, all at 5 p.m. in Architecture courtyard. Applications and nominations are invited for the position of director of the Martin Luther King Program, CLA. Candidates must be tenured faculty on the TC campus. Deadline is 4 p.m. April 26. Call (612) 624-5701.

Events: Friends of the Library annual meeting April 18 features keynote speaker Blanche Wiesen Cook, Eleanor Roosevelt biographer; 6:45 p.m., Mississippi Room, Coffman Union, call (612) 624-8207. Artist Jeffrey Chapman surveys contemporary American Indian artists in *Art Sandwiched In Tuesdays*, April 23-May 14, 12:15-12:35 p.m., Weisman Art Museum. Health science student-organized symposium on complementary medicine and holistic health is April 19-20; call 625-7941. Lab Services sponsors Scientific Product Show April 24 at the Radisson Hotel Metrodome; call 624-8024. "Bcl-2 Gene Family and the Regulation of Programmed Cell Death" by Stanley Korsmeyer (B. J. Kennedy Lectureship), April 24, noon, Mayo Auditorium. Max and Rose Sadoff Symposium on Pharmacy, Law, and Ethics April 25, 12:10-1:15 p.m., 5-125 Moos Tower. Michael Perlin will talk on the ethical issues when mental patients refuse antipsychotic medication. Faculty and staff are invited to academic staff recognition program April 30, 2-4 p.m., Cowles Auditorium, Humphrey Center. John Hung will give keynote address on "Change." Call 624-3271 by April 26. "On the Web/On the Page: Choosing and Using Communication Technologies," Communicators Forum conference, May 14, 8 a.m.-5 p.m., Earle Brown Center, \$65 members, \$80 nonmembers, \$40 members, deadline May 8. Info: <http://www.umn.edu/registrar/UMCF/UMCF.htm> or 624-4106.

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## UNIVERSITY OF MINNESOTA



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Vol. XXVI No. 16 April 24, 1996  
<http://www.umn.edu/urelate/brief/1996-04-24.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801**Faculty Senate voted overwhelmingly** April 19 to disband the ad hoc Tenure Working Group and turn the review of tenure over to the 3 faculty governance committees: Tenure Subcommittee, Judicial Committee, and Senate Committee on Faculty Affairs (SCFA). Vote was 119-9. Ed Fogelman, political science, said it was important "that the faculty clearly assert its own voice," because "that voice has somehow been compromised."

"What we are proposing here is not to stop the discussion of tenure," said David Hamilton, cell biology. "We realize that tenure has to be discussed and that there will be changes." Hy Berman, history, said that in his 35 years at the U he has "never seen a faculty mood so negative, so questioning, so doubtful." Process must "start afresh," he said, but "not from ground zero." Faculty Senate was adjourned, and discussion continued in a forum.

Tenure Subcommittee chair Mary Dempsey said "we are doing what you are asking us to do already." She explained why the subcommittee sent out a draft of proposed changes in the code. "I knew these were inflammatory topics. I thought you should see what possibly could be. Some of them just aren't going to survive." Dempsey pledged that there will be "no more release of anything that hasn't been approved by the subcommittee." Her hope now is to have a set of recommendations ready for release the first week of May.

**Teachable moment** should be seized to "explain to people what tenure is about," said Mary Jo Kane, kinesiology. "We are not Honeywell," she said. Kane urged faculty to talk publicly about "what tenure means not just to us but to our neighbors and people who work at Honeywell."

**Widespread faculty concerns** about the administration of the Academic Health Center under former provost Brody were reflected in several comments. "Authority is top down and only top down," said Carol Wells, laboratory medicine and pathology. She and others protested against the power given to the CSC Index consulting group from Boston, the money paid to them, and the secrecy with which they have operated.

**President Hasselmo** presented background materials to the senate to show that nobody "seriously engaged in the review of our tenure code has proposed trying to end tenure, either here or nationwide." Hasselmo quoted from the written record and also from his testimony before the Finance Division of the House Committee on Education Feb. 19. Rep. Becky Kelso, division chair, asked if tenured faculty would be laid off when their specialties were no longer needed. His response was that "we will retrain, reassign, and we will provide buy-out opportunities....But we are not going to fire tenured faculty members."

**Semester conversion standards** were approved by the U Senate, which voted first on individual motions and then on the entire package. Support was overwhelming in all cases, but with frequent negative votes from Duluth, Morris, and Crookston (and a refrain from Duluth of "0 in favor, 6 against"). President Hasselmo, who was presiding, apologized to the coordinate campuses and said, "This seems like a juggernaut."

Campuses that want to start before Labor Day or otherwise vary from the U-wide model may find their chance in Motion 7, which was also passed by a wide margin: "Exemptions from these standards may be granted by the president's office. Any exemptions granted shall be reported to the senate at its next meeting."

**Student senator from General College** (GC) asked for an apology from Provost Shively for a statement attributed to him that GC is for "dumb minority kids." Shively said he was quoting a former student of his, and his intent was to show the evil of that kind of stereotyping and stigmatizing of minority students. But the words themselves were offensive, he said, and he apologized for any hurt they caused. President Hasselmo said he has known Shively for years, and he knows that "every fiber of his body" is against that kind of stereotyping. "That statement was made to reject it," Hasselmo said.

**Regent Reagan** has told him that the regents will not act unilaterally in changing the tenure code. Faculty Consultative Committee (FCC) chair Carl Adams told the FCC, and Reagan said he would favor putting that in writing as an assurance to faculty. Section 19 of the tenure code spells out the procedure for making changes.

**Next year's budget** follows the financial plan adopted by the regents, associate VP Richard Pfutzenreuter told the Senate Committee on Finance and Planning earlier this month, except for some significant changes in compensation. Earlier plan called for a 2.89% nonrecurring allocation for salaries. Budget allocates 1% in nonrecurring funds; any recurring salary increases will have to be funded by reallocation in the units. Reallocation of \$20 million would be required to deliver 3% in raises. Some units may say they cannot afford to provide salary increases. Civil service and bargaining unit employees will be paid according to their salary plan; increases will not be centrally funded.

Few faculty are aware that the salary allocation process is based on lowering the number of employees at the U, one committee member said. If they knew, there would be discussion of whether to forgo salary increases in order to bring younger people on the faculty. Pfutzenreuter said that in budget hearings with deans and provosts, most gave the impression that they have communicated with their faculty on this. Everyone should know, someone said, that to get a raise, someone will have to be fired or a line left unfilled. More discussion is in committee minutes.

**Rising cost of attending the U** will be the result of new fees in addition to tuition increases, the committee was told. For example, CLA is proposing a \$45 technology fee per quarter. As for tuition, the budget calls for a 7.5% increase in tuition revenue. A student enrolling for 14 credits on the TC campus would see a 6.1% increase.

**Announcements:** Deadline to submit nominations to the All-U Honors Committee, for the honorary degree, the Outstanding Achievement Award, the Alumni Service Award, or the naming of a building (for next fall) is May 15. Send materials to Vickie Courtney, U Senate, 427 Morrill Hall, or call (612) 625-9369 with questions. Faculty Mortgage Program information is available on Gopher: Home Gopher Page, U of M Campus Information, U-Wide Policies and Procedures, Human Resources, Academic Personnel Policies and Procedures, 1. Gopher or WWW.

**CROOKSTON**--UMC signed a partnership agreement with Zhengzhou Electric Power College (ZEP) in China. Signing took place earlier this month in Zhengzhou by Chancellor Sargeant and the ZEP president. Initial focus of the partnership is on computer networking technology and courses and degrees in business and information management. Plans are for ZEP faculty to come to UMC as visiting scholars in fall 1996.

Teambackers Fun Night, one of the major fund-raisers for athletic scholarships at UMC, will be April 26 beginning at 6 p.m. in the Crookston National Guard Armory. Tickets are \$30.

**DULUTH**--Paleoanthropologist Donald Johanson, best known for his discovery of Lucy, will present the Spectrum Lecture "Ancestors: In Search of Human Origins" May 2 at 8 p.m. in the Kirby Student Center ballroom.

Undergraduate researchers will present their studies and findings at the Undergraduate Research Opportunities Program Fair May 2, 2-4 p.m., in the Campus Center. Contact Steve Hedman at (218) 726-8839 for more information.

**MORRIS**--Activist Russell Means will give the keynote address, "America Has Become One Large Indian Reservation," to launch World Touch Cultural Heritage Week events April 29-May 4. Means will speak April 29 at 7:30 p.m. in Edson auditorium. Other events include lectures by attorney-educator Narciso Aleman and African historian Bruce Bridges, a 3K run, panel discussion, powwow, and ethnic dinner.

"Ice Cream and Lollipops," featuring children's art from the community, will be April 25-28 in Humanities Fine Arts gallery, with storytelling by librarian May Jessep April 25-26 and ice cream and lollipops for children.

**TWIN CITIES**--CLA interim dean Bob Holt announced 4 Scholars of the College awards this spring: Allen Isaacman, history; David Knoke, sociology; Elaine Tyler May, American studies; and Paula Rabinowitz, English. Scholars are chosen by a college committee of their peers in a competitive selection process.

Program in American Studies has established a lecture series to honor its longtime professor David Noble. Noble himself will deliver the first lecture, "History as Art and Performance: A Review of Lectures on Some Famous Americans from Jefferson to Mailer," May 2 at 7:30 p.m. at the Minnesota Historical Society.

Family programs at the Weisman Art Museum April 28: "Swirling Mosquitoes and Swimming Fish: Fact and Fantasy in Mimbres Paintings," gallery talk with Sue Short, 1 p.m., and "Animals in Native Stories and Legends," with storyteller Trudell Starr telling Ojibwe tales, 2 p.m.

Announcements: Memorial gathering for John Clark, former professor of sociology, CLA associate dean, and faculty associate at the Humphrey Institute, will be May 9, 4 p.m., 215 Humphrey Center. Application deadline for summer workshop on Building Inclusive Classroom has been extended to May 1; sponsor is Bush Faculty Development Program on Excellence and Diversity in Teaching. Contact Linda Blake at (612) 626-7730. The 20-ounce plastic Coca Cola bottles available in the new Coke machines on campus are recyclable; deposit them in the red-topped containers marked "cans and bottles." Wrong cost for members was given in item in last week's *Brief* on Communicators Forum conference, "On the Web/On the Page," May 14. Cost for members is \$65 (1996-97 dues \$20).

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## UNIVERSITY OF MINNESOTA



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<http://www.umn.edu/urelate/brief/1996-05-01.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

**Ettore "Jim" Infante**, senior VP for academic affairs, will leave his position when his current appointment ends June 30. Infante, also a mathematics professor, has served as senior VP since 1991 and IT dean from 1984 to 1991. "Jim has been an invaluable member of my management team, and his dedicated leadership will be missed," President Hasselmo said. Infante said, "I wish to return, at least for the near future, to academic activities closer to teaching, learning, and scholarship--those things that have been a constant in my life." Hasselmo expects to name an acting senior VP by July 1. To make a nomination, call the president's office at (612) 626-1616 or fax to 625-3875 by Monday (May 6).

**Board of regents** is beginning the search process for a new president by holding a series of public meetings throughout the state. See the Crookston and Morris sections for details on May 3 forums.

**Faculty Consultative Committee** (FCC) met with Regents Reagan, Keffeler, Spence, and Bleyhl April 25 to discuss tenure issues. Reagan said that if faculty, in changing the tenure code, "come a little short of where the regents think we have to be," the board will not take final action without giving faculty a chance to respond. Keffeler agreed but said that, for example, the board may want to go to unit-based tenure, and she is not sure how differences with faculty would be resolved or how long the review might last. Regents and FCC members agreed that they need to set up a series of meetings to try to come to a common understanding of the issues.

Reagan said the regents are hearing concerns about tenure from legislators and taxpayers. "I don't know what kind of responses you're giving," Vic Bloomfield said. "One of the responsibilities of the regents is to articulate the importance of tenure." Reagan agreed that the regents "under an ideal situation should have been speaking to the importance and the need for tenure." Regents are "not out to destroy tenure," he said, but "given the tenure code we have at this University, we ought to have a little different tenure code."

Roberta Humphreys said faculty salaries are a relatively small percentage of the total U budget and said "we wonder why we and tenure are the target" and why the U's national and international reputation has been jeopardized. Fred Morrison said that without question the U faces financial challenges, but the answer is not to treat faculty as "the day labor, subject to hire or dismissal at will."

Russ Hobbie said one severe problem has been the role of the CSC Index consultants in the Academic Health Center (AHC). "One of the best things you could do would be to terminate the relationship." Ed Fogelman, political science, spoke from the audience and urged the regents to "read the report of your own consultant, Chuck Denny," which he said is "an enlightened document" and "the opposite of reengineering." Carolyn Williams, epidemiology, gave the regents copies of an article in *Business Week* Dec. 7, 1995, on whether CSC Index used "dirty tricks" to create a best-seller.

**CSC Index** was the hottest topic when Provost Cerra met with AHC faculty April 26. Cerra was warmly applauded at the end of his talk, but faculty expressed dissatisfaction with his intention to keep CSC Index on for a limited time while AHC develops ownership of the reengineering process. David Hamilton was applauded when he asked, "Are you going to fire CSC Index, and if not, why not?" Stanley Erlandson told of allegations of unethical practices by CSC Index to "help you adjust your timetable" and was also applauded.

Cerra said, to dispel a rumor, that "the deans have not been fired" or asked to resign. Deans will have an increasingly important role, he said. In a document given to regents, the AHC plan calls for reorganizing the 7 colleges into 3 new operating units: education, research, and clinical/outreach services. Cerra said Friday that "disciplinary integrity must remain" but "boundaries may fade." He added: "Unless the disciplines learn how to work effectively together, we're doomed."

On tenure, Cerra said he is "1,000% committed to academic freedom," he knows tenure must be tied to a guaranteed base salary, and he doesn't have any plans to lay off faculty. In changing the tenure code, he said, management needs to state its position and faculty governance needs to complete its rightful deliberation.

**Provosts and chancellors** presented their budget plans to regents at a special meeting April 25. Some highlights: Provost Cerra said he will spend 4-6 weeks listening and talking to learn more about AHC. He said he will reaffirm reengineering (more on front page). Provost Shively said he has asked his units to find 2.5% not in budget cuts but productivity increases, either increases in revenue or efficiency. One example on the revenue side: Spanish and Portuguese will offer on-site instruction in Spanish language and culture for industry. CLA plans modest enrollment increases; analysis has shown that \$1 invested in CLA faculty brings in more than \$1 in added tuition revenue. Salary increases in Shively's units will be at least 2% recurring. Provost Allen said that in most of his units, raises will be 2% nonrecurring. Architecture faculty chose to forego increases and put money into a faculty development fund; they want new dean and 2 new department heads to have flexibility. Student regent Chuck Roehrdanz said "when you hear of faculty waiving salary increases, you feel a lot better about tuition increases."

**Chancellor Martin** said UMD ("a great University on a Great Lake") is the only campus at which the percentage of budget dedicated to salaries and fringes has gone down slightly. Hiring is strategic; faculty are not automatically replaced "in the places where they resign or where they retire," but money goes into a central pool. Chancellor Sargeant told of enrollment growth at Crookston and said the expectation is that "this campus will have doubled in a decade." Chancellor Johnson described the profile of Morris students and said an example of student commitment is that 83.6% are enrolled for more than 15 credits. Plan is to increase tuition and increase enrollment, not by attracting a larger freshman class but by building a bigger junior class.

**1996-97 guidelines** are available for international travel grants funded by the Institute of International Studies and Programs, China Center, Midwest Universities Consortium for International Activities, and McKnight Arts and Humanities fund. Deadline is May 15 for activities beginning July 1-Sept. 30; subsequent deadlines are Aug. 15, Nov. 15, and Feb. 17. Call (612) 624-5580, or 624-1002 for China travel. Guidelines and applications are also available at <http://www.isp.acad.umn.edu/>.

**CROOKSTON**--Regents Larson, Phillips, and Spence will hold an open forum May 3, 9:30 a.m., 131 Conference Center, to hear thoughts on the hiring of a new U president.

Faculty and staff receiving awards at the annual UMC spring awards reception were Jack Bywater (most supportive of students), Dale Knotek (special award), Dean McCleary (outstanding student service award), Ken Myers (best implementer of technology award), and Roger Wagner (outstanding educator).

**DULUTH**--UMD Opera Theatre production of *The Marriage of Figaro* will be May 10 and 11 at 8 p.m. and May 12 at 2 p.m. in the Marshall Performing Arts Center. Tickets are \$3-\$10; call (218) 726-8208.

**MORRIS**--Regents Bleyhl, Phillips, Spence, and (probably) Sahlstrom will hold an open forum on the presidential search May 3 at 3:30 p.m. in the Science auditorium.

Eight UMM students were among more than 1,900 who participated in the 10th National Conference on Undergraduate Research April 18-20: Jennifer Borgert, Ann Christensen, Shannon Hamre, Valerie Kepner, Erin Osborn, Troy Seppelt, Crystal Vasecka, and Sara Vasilakes.

**TWIN CITIES**--A 15-member site-visit team will be on campus May 13-15 as part of the reaccreditation of the TC campus by the North Central Association of Colleges and Schools, Commission on Institutions of Higher Education. Donald Langenberg, chancellor of the U of Maryland System, is chair of the site-visit team.

Honors: Dance program of the Department of Theatre Arts and Dance has, for the 3rd consecutive time, attained the highest level possible in national juried competitions sponsored by American College Dance Festival Association and will again perform at the John F. Kennedy Center for the Performing Arts in Washington, D.C., May 20-22. Recipients of academic staff awards for 1996 are Linda DeBeau-Melting (U Libraries), Shelly Diment (AFES), Bill Van Essendelft (UC/CEE), Bruce Fall (Biological Sciences), and Peter Hannan (Public Health). Awards provide a \$2,000 stipend plus a \$1,000 professional development allotment.

Graduate assistant job announcements are now on Gopher and World Wide Web. Server address for Gopher is [mailbox.mail.umn.edu:70/1](mailto:mailbox.mail.umn.edu:70/1), then select Human Resources Policies, Rules and Contracts, Graduate Assistant Information, text, GA Postings. Web location is <http://www.umn.edu/ohr/gao/gapost.html>.

Lectures and broadcast: "Japanese Landscapes" by Cotton Mather (Ralph Brown Lecture), May 3, 3:30 p.m., West Bank Auditorium. W. Richard West, Jr., director of National Museum of the American Indian, May 3, 7:30 p.m., Weisman Art Museum. "Mapping the Future: New Routes to Learning Productivity" (educational satellite broadcast), May 9, noon-1:30 p.m., Mayo Auditorium. "They're Our Kids; They're Everyone's Kids" by Judith Musick (Gisela Konopka Lecture), May 9, 3:30 p.m., Coffman Union lecture hall. Toni Morrison, Pulitzer Prize-winning novelist, will give the Distinguished Carlson Lecture May 13 at 12:15 p.m. at Northrop Auditorium. To reserve free tickets, call (612) 625-2043.

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## UNIVERSITY OF MINNESOTA



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**Faculty Senate** began its review of the tenure code May 2, but without specific new draft language, which is expected this week. Governance committee leaders said the most controversial amendments are being dropped or changed. Goal is still to complete the work this spring; one more meeting in early June may be added. President Hasselmo said he believes there is "within reach" an agreement on changes in the code that will mean "ironclad tenure but with provisions that will make it possible to move the University into the future." He said he believes that with such changes "the board will accept it and stand in defense of the tenure code."

On reassignment in the event of programmatic change, Fred Morrison said the new version will say reassignment could be in classroom teaching assignments, not research. Choice of research topic is part of academic freedom. Hasselmo said, "I, for one, would never consider being told what to do research in."

Some speakers said the process is now moving forward as it should. Judy Garrard, public health, said it sounds as if the governance committees are "very much taking charge, and you're to be congratulated." Others still voiced concerns. Wade Savage, philosophy, spoke against posttenure review that could lead to such penalties as salary reductions. "If the new code has anything like that, then it's nothing like the old code," he said. Josef Altholz, history, warned about posttenure review in highly politicized departments. "The danger to academic freedom is not only from regents and from legislators. It is from colleagues," he said.

**U Senate approved two policies** from the Educational Policy Committee: uniform grading policy and a policy to ensure that students are neither advantaged nor disadvantaged during the transition to semesters.

**Boycott Mitsubishi resolution** was approved overwhelmingly, without much discussion, and will now go to the regents. Resolution calls for the U to "refrain from purchases of products that carry the Mitsubishi name until the Senate Social Concerns Committee shall determine that the logging and trading practices of the Mitsubishi companies are ecologically sustainable." Purchasing would enforce the boycott for items costing \$2,000 and over.

**Provost Cerra** met with the Faculty Consultative Committee (FCC) and President Hasselmo May 2 about changes in the Academic Health Center (AHC). "I know what's on people's minds," Cerra said right away. CSC Index consulting group will be gone at the end of a transition time, he said, and "we're more than in the middle of" the transition, and "it will happen on as short a time line as I can make it happen."

Roberta Humphreys said faculty have discovered that the operating principles of the Index group, which are in its literature, include weakening or eliminating tenure and silencing dissent. She asked why consultants with these values were hired. Cerra said, "I don't know. I have asked that that be researched and reported to me." He has now read the CSC Index book, he said, and he does not agree with the principles.

Many substantive issues about the reorganization of AHC need to be discussed, Cerra said. "I don't view the end vision as complete at all." Proposed focus groups "have been equated with the demise of schools and departments," he said, but "I don't see it that way." All changes will go through faculty governance, he said. He said he is considering names for the process other than reengineering, such as restructuring or redesign.

**Both Hasselmo and Cerra** said they favor U-wide tenure. Hasselmo said, "I'm in favor of systemwide tenure, and I'm prepared to argue that one very strenuously."

**Regent Spence** met with the Senate Consultative Committee (SCC) to hear thoughts on challenges the next president will face and leadership qualities that will be most needed. Virginia Gray and Roberta Humphreys both said the major challenge will be to maintain or restore quality. Humphreys said it this way: "Are we going to continue to be a major research university, or are we going to be a community college with professional programs, or are we going to be Metro State with Big Ten basketball? I know which one the faculty wants." Gray said candidates with an academic background should be strongly preferred, and said it is "not so much a manager that we need as a leader." Discussion was wide ranging and will be reported in depth in SCC minutes.

**Merger of the new and the historic University Colleges** was the topic when Dean Miller met with SCC. He gave some reasons: both are built on the strengths of the U as a whole and work with faculty throughout the system, both are involved in curricular innovation, merger would improve collaboration and allow economies of scale. Merger would have to be approved by the U Senate, and the timetable is not clear. Dennis Cabral gave a progress report on the Twin Cities Higher Education Partnership and the applied, career-oriented bachelor's degree programs.

**Peter Zetterberg** has been named director of the Office of Planning and Analysis, replacing Dave Berg, who retired in March. Zetterberg will continue to lead the Semester Conversion Project.

**Civil Service Committee** (CSC) will meet on the Duluth campus May 16, noon, Regents Room, 5th floor, Darland Administration Building. Civil service staff in Duluth are encouraged to attend.

**Limited number of civil service employees** will be awarded up to \$500 by CSC to travel to an out-of-town meeting or conference that supports their current jobs. Contact Wendy Williamson, Department of Economics, 1035 Management and Economics, Minneapolis, (612) 625-2307. Supervisor must submit a statement of support. Anyone who received a professional development award in 1995-96 is not eligible. Recipients will be chosen by lottery; deadline is May 10.

**CROOKSTON**--Commencement is May 10 at 3 p.m. on campus mall (Lysaker Gymnasium in case of rain). Ellen Chaffee, president of Valley City State U and Mayville State U, will be speaker. Reception follows on the mall.

UMC's National Association of Colleges Teaching Agriculture (NACTA) Team took the sweepstakes award, for the school with the overall top score, at the NACTA competition in Maryville, Mo., in April.

**DULUTH**--Team of chemical engineering students took 2nd place in a national environmental design contest at the Waste-Management Education and Research Consortium in Las Cruces, N.M. The team challenge, taken from an actual nuclear problem, was to design a way to eliminate radioactive vegetation.

**MORRIS**--Recognition events: Katie Archer will be the senior class speaker at commencement, chosen by her classmates and faculty members to receive the Curtis H. Larson Award. Eric Newell received the Allen W. Edson Award. Both of them and others will be honored at Student Honors and Awards Day May 19. Six members of the campus community who have retired in the past year or who will retire soon will be honored at recognition dinner May 14 in Oyate Hall: Doris Benson and Vern Brown, business services; Ed Bretz, Curt Gunvalson, and Chuck Taffe, heating plant; Betty Payne, post office.

**TWIN CITIES**--Six finalists have been named for CLA dean. Public forums will be in late May and early June. Finalists are Edwin Fogelman, chair of political science at the U; Richard Leppert, chair of cultural studies and comparative literature at the U; Janice Madden, vice provost for graduate education, U of Pennsylvania; Stuart McDougal, director of comparative literature program, U of Michigan; Barbara Nelson, VP, Department of Public Policy, Radcliffe; and Steven Rosenstone, program director, Center for Political Studies, U of Michigan.

Open meetings with members of reaccreditation site-visit team from the North Central Association of Colleges and Schools have been scheduled. Faculty-staff meetings are May 13, 3:30-4:30 p.m. at 307/308 Coffman and 62 Earle Brown Center. Student meetings are May 15, 10-11 a.m., at Dale Shepard Room in Coffman and Minnesota Commons at St. Paul Student Center. Comments to site-visit team can also be sent via e-mail to [accredit@unet.umn.edu](mailto:accredit@unet.umn.edu).

Minnesota chapter of Sigma Xi, the Scientific Research Society, is celebrating its centennial in 1996. Ken Keller, Philip Reed Senior Fellow for Science Technology at the Council of Foreign Relations in New York, will give keynote address at symposium May 16 on "The Future of Research in Minnesota," Earle Brown Center, 2 p.m., call H.H. Cheng at (612) 625-9734 or e-mail [hcheng@soils.umn.edu](mailto:hcheng@soils.umn.edu). Community at large is invited.

Announcements: Boynton Health Service will sponsor a one-day blood drive May 9, 10 a.m.-4 p.m., at the Recreation Center. Call (612) 626-7067 to make an appointment. Walk-in donors are welcome. Gopher uniform and equipment sale, with items from both women's and men's athletic departments, will be May 11, 9 a.m.-4 p.m., at the Gibson-Nagurski Football Complex. Call Linda Roberts at 626-7857 or Todd Stroessner at 625-5523.

Events: Conference on Protecting Environmental Quality and Human Health May 9, 9 a.m.-4 p.m., Sheraton Midway; call (612) 334-3388. Joffrey Ballet of Chicago at Northrop May 9-10. Tickets \$20-\$35; ask for faculty/staff discount, call 624-2345. Edward Laumann talks on "Sex in America" at Sociology Research Institute May 10, 3 p.m., 10 Blegen Hall. "The Role of Organizations in Policy Formation" by Stanley Katz, May 13, 7-9 p.m., Cowles Auditorium, Humphrey Center. Bruce Wilshire, author of *The Moral Collapse of the University*, speaks May 16, 7:30 p.m., at 5 Blegen Hall, with in-the-round discussions May 17; call 624-8099. Spring Jam, a weeklong festival combining Greek Week and Student Union activities, will be May 13-18, with noon concerts at Coffman May 16-17. Career development seminar for postdocs and graduate students on "The Job Search" will be May 17, 1-5 p.m., Coffman Union, free but RSVP to [post-doc@gold.tc.umn.edu](mailto:post-doc@gold.tc.umn.edu) or 626-1435.

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## UNIVERSITY OF MINNESOTA



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Vol. XXVI No. 19 May 15, 1996

<http://www.umn.edu/urelate/brief/1996-05-15.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

**Regents approved** next year's budget May 10, after defeating an amendment that would have reduced the tuition increase from 7.5% to 5%. Difference between a 7.5% increase and a 5% increase would have been about \$100 a year in tuition for an average student. Amendment was voted down on a close voice vote.

Regent Keffeler presented a motion earlier that would have delayed a vote on the budget until July, when more details would have been available. President Hasselmo said academic units needed to get ready for fall and a delay would "raise havoc for the operation of the University." Vote was 6-5 against the motion. Voting with Keffeler were Regents Anderson, Reagan, Kim, and Phillips. Regent Hogan was absent.

Need to raise tuition is "deplorable," Hasselmo said, but the U has been forced into it. "For the first time in history, we get more money from federal and private sources than from the state." Result of improvements in undergraduate education is that "students are voting with their feet," he added. Applications for fall to the TC campus are up 20%, for example, and students are "beginning to flock to Crookston."

**University Plan 1996-97**, an annual update of U2000, was approved without dissent. In this biennium alone the U is reinvesting \$62 million, a number that "would have been a fantasy 10 years ago," President Hasselmo said. "This University is doing it. This is change. This is the cost of change."

**Gov. Carlson** sent a letter May 6 to Regent Reagan to express his "deep concern over the financial position" of the U and to learn "what plans your administration has for dealing with the severe shortfalls projected to emerge" within 3 years. Unless the U changes course, he said, "it will face a \$300 million deficit by fiscal year 2000, according to the University's own figures." U officials say his numbers represent a substantial misunderstanding of the documents, even though his aides were given explanations. The \$300 million figure is based on a "wish list" scenario meant to stimulate discussion.

**Carl Adams**, in his last statement to the regents as Faculty Consultative Committee chair, said the governor's letter has "a number of things in it that are simply untrue." Adams urged regents to challenge "a pervasive mood of political exaggeration that swirls around" the U. His own integrity has been questioned, he said, and people believe what they hear because "the people who knew those accusations were not true did not stand up and say they were not true." Similarly, he said, people at the U need to stand up and say about the governor's letter, "This is not true. This is not fair." His comments were applauded by many regents and others in the room.

Adams also voiced a concern about the U's competitive position with regard to faculty salaries and its national ranking. Trend lines are down in both cases, he said. Rankings are always disputed, but faculty data show that the U has fallen from 16th to 21st. Because so many of his comments were negative, he said he also wanted to point to something positive: the U has made a 180-degree turnaround on undergraduate education. "That is a landmark contribution of the Hasselmo administration."

**Before approving** 174 tenure or promotion recommendations, some regents expressed concern that 7 out of 18 people of color up for promotion or tenure had negative recommendations. That's a 39% refusal rate for candidates of color, compared to just 6% for majority candidates, and at least 20 percentage points higher than at any time in the last 5 years. In some areas of the U "there is a higher level of selectivity" than in past years, VP Infante said. "There is no doubt about it that the bar is going up."

**Regents Keffeler and Spence** met last week in what Keffeler called a "congenial and productive luncheon" with faculty committee chairs Dan Feeney and Ed Fogelman to discuss tenure issues; Mary Dempsey could not attend but will be at future meetings. After the Faculty Senate completes its work this spring, "additional changes to the tenure code may be requested by the board," Keffeler said in a letter; regents would then "forward any proposed changes to the Faculty Senate for timely debate and comment prior to action. Along with tenure review, Keffeler said, the regents "would like to examine the issue of academic freedom, especially to ensure that possible changes in the tenure code adequately safeguard academic freedom."

**Jean Johnson**, wife of Chancellor David Johnson at Morris, died May 10 in Morris of cancer at age 63. She was an English teacher and secretary who later completed studies in library science and began her favorite work, as a reference librarian. "Our heart goes out to the whole community at Morris," Regent Reagan said Friday.

**Sue Markham**, associate VP for facilities management, has resigned effective June 14. Robert Schenkel, director of operations, has been named acting associate VP. VP Jackson has asked treasurer Roger Paschke to chair a search committee to find a permanent replacement and has asked that the committee complete its work within 90 days. Schenkel has said he has no desire to be a candidate for the permanent position. "Sue Markham has provided strong leadership in restructuring and modernizing our facilities services," Jackson said, and her "expertise in strategic planning, asset management, finance, and just plain good business sense will be sorely missed."

**Time line** for the agreement to affiliate with Fairview has been extended to this summer because of technical complexities of the project. Original time line called for a first review of the agreement in May, with signing of the agreement in June. "We want to proceed as carefully and deliberately as we can, given the complicated nature of the transaction," VP Jackson said. "The goal on both sides of the river is to make this affiliation work."

**Motion on the uniform grading policy** that was approved by the U Senate May 2 was to send the policy to each campus assembly for its consideration. Campuses are to report back in the fall; if any campus decides not to go along with the uniform policy, the senate will have to decide what to do.

**Office of Planning and Analysis** has updated information on its World Wide Web site (<http://www.opa.pres.umn.edu/specproj/>) on Third Phase Critical Measures, Semester Conversion Project, and Accreditation of TC Campus.

**DULUTH**--Commencement will be May 18 at 2 p.m. at the Duluth Entertainment and Convention Center arena. Of the more than 800 winter and spring masters and undergraduate students, 636 are expected to participate in the ceremony. Jim Brandenburg, former *National Geographic* photographer and UMD alumnus, will be the speaker.

**MORRIS**--Psychology Student Research Colloquium is today (May 15) in the Social Science auditorium. Fourteen students are presenting their research in both oral and poster formats.

Student Honors and Awards Day will be May 19 in the Proscenium Theatre. Picnic lunch at noon on the Humanities Fine Arts Center grounds will precede the program.

**TWIN CITIES**--School of Journalism and Mass Communication was approved for full accreditation May 4 by the Accrediting Council on Education in Journalism and Mass Communication at its meeting in San Francisco. Action supersedes the provisional accreditation that had been in effect since January 1995. "The students are being well educated and are proving themselves in the field and in the classroom," the report says. "There is an excellent faculty in place, including a number of world-class scholars and some of the leading researchers in the field."

Public presentations have been set for CLA dean finalists, and everyone is welcome to attend: Barbara Nelson, May 15, 3:30 p.m., 170 Physics; Steven Rosenstone, May 23, 3:30 p.m., West Bank Union Auditorium; Stuart McDougal, May 28, 3:30 p.m., West Wing, Campus Club; Richard Leppert, May 31, 3 p.m., 170 Physics; Janice Madden, June 3, 3:30 p.m., Mississippi Room, Coffman Union; Edwin Fogelman, June 6, 3:30 p.m., Coffman Union Theatre.

As part of the Dinkytown reconstruction project, fiber-optic cables that control large portions of the U's computer communications will be rerouted and temporarily disconnected beginning Saturday, May 25. All cables will be reconnected by Sunday, May 26. Health sciences phone and data systems will be unaffected. Computer services at the Lauderdale facility will be out of service 12:01-8 a.m. May 25. During that time, the facility's regular phone service, e-mail, backups, servers, and network connections will be affected. Computer and phone services for the St. Paul campus and Printing Services will be affected between 11 p.m. May 25 and 8 a.m. May 26. All phone service and data connections for Printing Services will be out of service. St. Paul campus's regular phone and most network service will not be affected, but some intercampus phone lines will be out of service, and incoming phone service will be reduced by 90%. In all cases, emergency phone calls (including 911 calls) must be made through the brown emergency phones (627-XXXX) located in most departments. For more information call (612) 625-9045 before May 25.

Events: "How the Dinosaurs Might Have Been Saved: Detection and Deflection of Earth-Impacting Comets" by Freeman Dyson (Abigail and John Van Vleck Lecture), May 15, 4 p.m., 150 Physics. French geophysicist Vincent Courtillot will give the Graduate School's Guy Stanton Ford Lecture May 16, 10:15 a.m., 150 Physics. Free, open to the public. Call (612) 625-7579. Open house for the new Masonic Center Research Building at the Cancer Center is May 19, 1-5 p.m. Preview of the PBS documentary "Life Matters" will begin at 2 p.m. Call 626-6000 for more information. School of Music will perform the President's Concert May 19 at 3 p.m. in the Ted Mann Concert Hall; free and open to the public.

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## UNIVERSITY OF MINNESOTA



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Vol. XXVI No. 20 May 22, 1996  
<http://www.umn.edu/urelate/brief/1996-05-22.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801**Faculty Senate** discussed the first set of proposed tenure code revisions May 16. Votes on those items are planned for May 30, and a few additional revisions will be brought for discussion, including a proposal for post-tenure review. Goal is to complete senate action June 6.

None of the proposed revisions set off fireworks, but subsection 4.4 on faculty compensation generated some discussion. Proposed language says faculty "shall receive a base salary, which shall not be decreased except as expressly authorized in these regulations." Base salary "shall consist of the initial base salary plus any subsequent increase in base salary," and increases "will be presumed to be in base salary unless otherwise identified." Additional compensation that is not part of the base salary may be given for special awards (such as Morse-Alumni teaching awards), clinical practice, administrative assignments, and overload duties.

Sam Krislov, political science, said it should be made clear that the tenure code does not exclude the remedy of across-the-board salary decreases in a time of financial emergency. "I understand the objection to singling out individuals" for salary decreases, he said, but across-the-board cuts cannot be ruled out. Fred Morrison, law, said the existing code allows for across-the-board salary decreases in a case of fiscal exigency.

Opinion was divided on whether to allow a longer probationary period before granting tenure. Arguments on one side: If people haven't proven themselves in 6 years, they may not be the most promising scholars. Longer probationary period would mean higher expectations and would be "cruel and unusual punishment" for probationary faculty themselves. On the other side: Some exceptionally good people, especially in disciplines that are dependent on grants and in the performing arts, need more time to establish themselves. Mary Dempsey said the committees have heard all the arguments on both sides, and the senate will have to decide.

Cheryl Perry, epidemiology, asked how the code would work "if there is no dean, as some of the reengineers planned" in the Academic Health Center. Fred Morrison said "the entire tenure code is built on a structure" with collegiate units, and "if there is a proposal to abolish collegiate units, some other amendments will have to be brought forward. We have had no such proposals."

**Hy Berman**, history, introduced a resolution to the U Senate urging President Hasselmo to name someone who has academic credentials and "is highly respected by faculty, students, and staff" as interim senior VP for academic affairs. "I find it very, very sad that this motion has to be introduced," Berman said, because "it seems to me that it's self-evident" that an academic VP should be an academic person. He said there is pressure on Hasselmo to find someone from the corporate world, and the resolution was meant "to strengthen his hand." Resolution carried with no dissent. "I certainly intend to be guided by the principles," Hasselmo said, and to choose someone "with deep roots in the faculty" and "faculty values" as well as administrative experience.**Faculty Senate voted** to "thank the faculty at the University of California at Berkeley for their support during these difficult times." Many senators had left when Wayland Noland, chemistry, presented the motion, but everyone who voted voted "Aye." Faculty senate at Berkeley voted April 8 for "The Motion on Minnesota's Threat to Tenure," which asked Minnesota regents to "cease all efforts to undermine the institution of tenure."**Concern about fringe benefits** for graduate assistants was voiced by Woods Halley, physics, who said he has heard rumors that the rate would go to 60% or 70%. "Unfortunately, that is the case," VP Infante said. The rate next year will be 62%, he said (and this news brought groans from senators).**Judicial Committee chair Ed Fogelman** met with Faculty Consultative Committee (FCC) to express unhappiness about a public statement issued by Regent Keffeler after she and Regent Spence met with Fogelman and Faculty Affairs chair Dan Feeney in what they understood to be an informal lunch. Fogelman and Feeney both said they made it clear that they could talk about process but could not speak for the faculty on tenure issues. FCC passed a resolution expressing regret that Keffeler issued a public statement that "gives the appearance of an attempt at unwarranted interference" in the faculty's tenure review process, making it clear that "the faculty governance system makes no commitment on the outcome until the process has been completed," and affirming that Fogelman and Feeney acted appropriately.**FCC members** agreed to set aside half a day in June for a retreat to talk about how to work together better and how to regain credibility with the faculty. Carole Bland said topics should include "how to make the committee more effective, or how, when it is effective, for that to be the perception." Jim Gremmels said it is "painful to see committee members get bashed" when they have done a good job. "We're a faculty consultative committee. We're not a faculty investigative committee. We don't have the resources to be an investigative committee. We have to rely oftentimes on trust," he said. "The best people I've ever met, the most honest people, are on this committee."**FCC minutes** will now include attribution of quotes, the committee decided. Roberta Humphreys, who has argued for attribution before, said she believes it will help improve credibility. Virginia Gray said her fear is that it will diminish the quality of the discussion. Russ Hobbie said he was surprised to learn that the reason attribution was dropped years ago was that FCC members were being harassed by regents and administrators for their comments. If that happens to him, he said, he will report it at the next meeting and name names, for the minutes.**A new publication for alumni**, called *M*, replaces *Update* and is being mailed this week. Faculty and staff will receive copies, but the audience is alumni, and the goal is to strengthen their connection with and support for the U.**Daniel Granger**, currently director of distance learning at State U of New York, Empire State College, has been appointed director of distance education for the U. He will begin his duties Sept. 1 and will take the leadership role as U College expands its efforts to assist colleges and campuses in advancing distance learning.**Recipients of the John Tate Award** for Excellence in Academic Advising for 1996 are Franklin Barnwell, ecology, evolution, and behavior, CBS; Susan Hunter Weir, student academic support services, CLA; Marvin Marshak, physics and astronomy, IT; and Doris Wiehe, student services, Human Ecology (all from the TC campus).**CROOKSTON**--Faculty and staff honored at recognition banquet May 17 were Jack Bywater, admissions director, Distinguished P&A Award; Marlys Johnson, custodian for residential life, Distinguished Civil Service Award; Lyle Westrom, associate professor of dairy, Distinguished Teaching Award.

Meeting for all civil service and bargaining unit staff is scheduled for May 21 at 10 a.m. in Conference Center A&amp;B. Howard Kossover from the Social Security Administration Office will be the guest speaker.

**DULUTH**--Glensheen mansion received \$23,000 from Minnesota Historical Society for the "Raise the Roof" project to replace 100-year-old leaking roof tiles. Grant was the largest awarded by the historical society this year.**MORRIS**--UMM combined choirs will perform "African Sanctus" by composer-explorer David Fanshawe May 23 at 7:30 p.m. at the Assumption Catholic Church in Morris. Fanshawe will be present.

Fifteen Scholars of the College were honored at May 19 Student Honors and Awards Day. Picnic for scholars and other honorees, families, and friends preceded the event.

**TWIN CITIES**--More than 4,000 grade school students and people of all ages filled the Great Hall in Coffman Union last week for Brain Awareness Week, hosted by neuroscientists. Events included a play, laboratory experiences, tours, public lectures, and a chance to "Ask Dr. Neuroscience" about brain function.

Parking rates will increase July 1 for public parking and Oct. 1 for contract parking. Public daily rates will increase from \$1.75 to \$2/day, hourly lots and ramps from \$1.05 to \$1.25/hour, hourly garages from \$1.65 to \$1.70/hour, and carpool lots from \$.75 to \$1/day. Contract lots will increase from \$29.75 to \$32.50/month, ramps from \$44.50 to \$48.75/month, and garages from \$55.25 to \$65/month. Need for increases is based largely on capital requirements including replacement of East River Road Ramp. Increases also support the goal of increasing daily parking rates to at least equal the cost of an average round-trip bus fare. Call (612) 626-7275 for more information.

Jim Van Hoof, worker advocate for the Dislocated Workers Program, will be available to meet with people who have been "permanently separated" from their jobs at the U. Schedule is Tuesdays, noon-4:30 p.m., N439 Boynton Health Service; Thursdays, 7-8 a.m., N439 Boynton; and Thursdays, 8:30 a.m.-1 p.m., 160 Donhowe Building. Call him at (612) 450-4990, ext. 103, to set an appointment.

Lectures and events: "African Americans in Science" by Kenneth Manning, May 24, 3 p.m., St. Paul Student Center theater, followed by reception at 4 p.m. in Minnesota Commons Room. "Forced Migration from Hungary, 1944-1957" by Julianna Puskys, May 28, 4 p.m., Immigration History Research Center; call (612) 627-4208. African American Learning Resource Center will honor African American students May 29, 7 p.m., Cowles Auditorium, Humphrey Center. Lou Bellamy and Christopher Edwards will perform "Meet Harriet Tubman, Toussaint L'Ouverture, and John Brown," a dramatic collage of readings, free and open to the public; call 625-1363.

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Vol. XXVI No. 21 May 29, 1996  
<http://www.umn.edu/urelate/brief/1996-05-29.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801**President Hasselmo**, Provost Cerra, and Provost Allen each met for an hour with the Faculty Consultative Committee (FCC) May 23. Topics included tenure, faculty salaries, fringe benefit rate for graduate assistants, CSC Index, proposed merger of College of Education and Human Development and College of Human Ecology.**Provost Cerra** said he will soon be rolling out a model for financial planning in the Academic Health Center (AHC), which will enable planners to make 3-year projections based on different variables. For example, they could compare the financial impact of 2 different early retirement packages. Virginia Gray and Carl Adams both said the rest of the U could benefit from a similar model.

Roberta Humphreys asked Cerra when the CSC Index consultants will leave. He said by the end of June, at least in education and research, but he may still use Index for "certain pieces...where they have an operational expertise," including public relations. "I haven't made a final decision about that," he said. In general, Cerra said, his preference in using consultants is to use colleagues from within the U. One question, he said, is "how much can you let corporate management practices penetrate into the education and research" of the U.

Cerra said he has decided that "there has been too much good that's been built" in AHC for schools and departments to be destroyed. "Schools are good, departments are good, programs are good," he said, and also "we have some really good individuals who work better as individuals."

Humphreys asked Cerra about a set of AHC values that a colleague sent her; she said the tone sounds corporate and even "1984-ish." One she cited was "Collective Good: The good of the AHC must supersede the interests of the individual." One value that is missing is freedom of inquiry, she said. Cerra said it is important to have a set of core values, but he agreed that these sound "very corporate." Humphreys said she had heard that the set of values might be printed on posters. "I will check. If that's so, it will be stopped," Cerra said.

Tenure code changes would not be "a magic bullet" to solve AHC's problems, Cerra said, but term appointments are essential for faculty whose work is mostly clinical. He wanted a chance to change base salaries, he said, but he can live with defining base salary as current salary. In the future, he said, if AHC is to move forward, faculty must "share the risk," and that means having a part of their salary at risk.

**Proposed merger** of the College of Education and Human Development and the College of Human Ecology was the main topic in Allen's meeting with the FCC. Allen has received a report from Jan Hogan, family social science, and Rich Weinberg, Institute of Child Development, and will make a recommendation to the president in early June. One idea he likes in the Hogan-Weinberg report, he said, is for faculty to form affinity groups. "They decided that has a more positive tone" than clusters or focus groups, he said.

Some of the discussion was on what it means for faculty to be consulted. "We have a great conflict right now between input, input, input, and when we finally make a decision," Allen said. "Many are becoming increasingly frustrated that we can't change anything. If we can't change anything, we're going to be in big trouble." Laura Koch said she understands that the role of the Senate Committee on Educational Policy would be consultative, but "we just got this report in the last week" and "our agenda for the year is almost over."

Fred Morrison said he wasn't arguing for or against any particular merger, but he observed that in his year and a half as grievance officer, 30% or 40% of the cases came from the 3% or 4% of the U that had been reorganized. "Everybody's expectations are jarred," he said, and the conflicts can go on for years. Allen agreed that "we have to be very careful about identities, a sense of home, and a sense of community." In going through change, he said, it is important to acknowledge the grieving process and understand that people have to work through anger and denial before they can move forward. "Yet we can't take so long that we die of old age," he said.

**FCC asked both provosts** what their units are planning for faculty salaries, then asked President Hasselmo about the deviations from his announced standard of 3% (2% recurring and 1% nonrecurring). Fred Morrison said his understanding is that UMD, UMM, and UMC are in line with the standard, but most units on the TC campus are not. "I'll go back and talk to the provosts. I reiterated the 3% rule this morning," Hasselmo said. Two schools have been given exemptions and will not give increases: the Medical School, because of serious financial problems, and the College of Architecture and Landscape Architecture, by choice of the faculty with a new dean coming.**Fringe benefit rate** for graduate assistants "is going to destroy graduate programs," Roberta Humphreys said. "In my college we will no longer be able to afford graduate assistants." Hasselmo said he has asked VPs Infante and Brenner "to make sure that every stone has been turned." The way tuition is charged as a fringe benefit "can be extremely unfair and even unstable," Humphreys said. "As some departments find ways to get around it, it drives up rates for others." Also, the actual tuition paid by graduate students may be several thousand dollars less than the department is charged. "The only fair system is to have the students pay the actual tuition," she said.

Fred Morrison said the old ways of thinking about the question won't work and it may be time to start thinking about subsidizing graduate education. The issue is extremely complicated and has involved "a lot of game playing," he said. It is too late to do anything about next year, he said, but a solution must be in place by October or November for the following year. "Tweaking it around the edges won't help," he said.

**CROOKSTON**--Open forum to discuss UMC's conversion to the semester system is today (May 29) at 2 p.m. in Conference Center A&B. Vice chancellor Robert Nelson is campus coordinator.

Mary Bywater, accounts specialist, was named employee of the quarter by the Crookston United Staff Association.

**DULUTH**--Duluth artists participating in the Contemporary Art Exhibition Exchange will present their work in the Tweed Museum through June 16. Exhibition will be on display in Vaxjo, Sweden, July 2-Sept. 22.**MORRIS**--Biology professor David Hoppe is part of a team of U and Minnesota Pollution Control Agency researchers recently awarded a grant from the Minnesota Commission on Natural Resources to study outbreaks of deformed leopard frogs that occurred throughout the state in 1994-95.

Beginning Ojibwe will be offered next year via interactive TV from the TC campus. Dennis Jones is the instructor.

**TWIN CITIES**--Olympic Torch Relay will pass through campus Sunday, June 2, on its way to Atlanta. Route will be through the West Bank, along 4th St., turning right onto Oak St., then left onto East River Pkwy. Torch is expected to pass through campus between 7 and 7:30 a.m. For more information call Jeff Sturkey at (612) 624-1841.

Transit redesign will go into effect June 10. The red Campus Connector bus will travel between the St. Paul and Minneapolis campuses via Transitway and Washington Ave. S.E. at 5- to 20-minute intervals, 7 a.m.-9:05 p.m., Monday-Friday during the academic year. The maroon East Bank Northern, gold East Bank Southern, blue West Bank, and green St. Paul Campus Circulators will circulate continuously in their areas of campus at 15-minute intervals, 7 a.m.-5 p.m. Service is free at all stops. Purpose is to find more cost-effective ways of providing service; Parking and Transportation Services sustained a \$200,000 budget cut for 1996-97. Call (612) 626-7275.

A revised Como shuttle service will begin June 10, with one bus at a 45-minute interval, 7:30-9:30 a.m. and 3-5 p.m. Route will begin at 29th and Como Aves. S.E. and will circulate between Jones Hall and St. Paul Student Center. All stops will be 75¢, exact change only. Route 13 discount cards will no longer be valid. Free transfers will be issued to passengers needing to drop off children at the Day Care Center at 15th and Rollins. Additional Como Ave. service is available from MCTO on Route 6; call (612) 373-3333 for more information. This is a pilot service based on feedback at open forums and on more than 100 comment sheets.

In the May 16 election to fill faculty/academic professional vacancies on the Committee on Committees, Emily Hoover and Carol Miller were elected for 3-year terms.

Yien-si Tsiang, who is receiving an honorary doctor of laws degree from the U, will speak June 3 at 9:30 a.m. in the St. Paul Student Center theater, with a reception at 11 a.m. hosted by the Chinese Student Association. Tsiang received his M.S. and Ph.D. degrees from the College of Agriculture in the 1940s, has been a loyal alumnus, and is known for 6 decades of public service in Taiwan and for his role as a key architect of the Taiwan Economic Miracle.

Awards: Spring induction ceremony for Beta Gamma Sigma, the national honor society for business students, will be May 31 at the Radisson Hotel Metrodome. Call Anita Stiles or JoAnn Ash at (612) 624-7511. Faculty and staff who received awards at the College of Human Ecology recognition luncheon May 2 were Dan Detzner and Tim Blade, Contributions to College and Community Award; Eric Bastian, New Teaching Excellence Award; Larry McKay, Excellence in Research Award; Gloria Williams, Excellence in Advising Award; Maura Sullivan, Outstanding Achievement Award for PA Staff; Paul Rosenblatt and Jean Quam, Educational Leadership Award; and Charlene Klarquist, Civil Service Outstanding Performance Award.

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## UNIVERSITY OF MINNESOTA



A weekly internal bulletin serving all campuses

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<http://www.umn.edu/urelate/brief/1996-06-05.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

**Marvin Marshak**, head of the Department of Physics and Astronomy on the TC campus, has been named acting senior VP for academic affairs, pending approval by the regents June 14. President Hasselmo will leave office June 30, 1997; selection of a new VP will be up to the new president. Marshak, who founded Residential College and has been honored as an outstanding teacher, said he plans to continue to teach "at least a limited amount." He said he wants to be "a spokesman for the academic enterprise at Minnesota."

**Resolution asking the regents** to reconsider the proposed composition of the Presidential Search Advisory Committee was approved without dissent by the U Senate May 30. Regents have proposed an 11-member committee composed of a student, 3 faculty members, a dean, and one representative of each of the following: Gov. Carlson, the state legislature, the business community, organized labor, the alumni association, and the foundation. Three faculty members would be selected from a list of 9 chosen by the Faculty Consultative Committee and submitted to a regents subcommittee consisting of Regents Anderson, Keffeler, and Sahlstrom.

Resolution notes that the proposed composition "represents a significant departure from past Presidential Search Advisory Committees in which representatives of the faculty and students constituted a significantly larger proportion of the committee," expresses concern about conveying to potential candidates that the regents do not view "academic values and leadership to be preeminent considerations in the choice of the next president," and says "many candidates possessing these qualities may decline to be considered." Committee last time consisted of 13 faculty, one P&A staff member, one civil service staff member, and 5 students.

Resolution was presented by Hy Berman, history, who said the senate could not tell the regents how to compose the committee but could express concern about "a major deviation from past practice." Berman accepted a friendly amendment to include students as well as faculty in the resolution. Sam Krislov, political science, agreed that "we can't tell the regents how to run a search" but questioned how the faculty on the committee would be chosen. "I don't think our nominees should be scrutinized and vetted by the regents."

**All 7 amendments** to the tenure code that were scheduled for action by the Faculty Senate were approved; senate also discussed 4 additional amendments, which will be brought for a vote June 6. Amendments A through G were all approved by voice votes, in all cases overwhelmingly and in most cases without dissent. A few language changes were made, for example changing a "may" to a "shall" and a "will" to a "must."

One amendment that was approved calls for term appointments for faculty whose work is primarily clinical. Faculty affairs chair Dan Feeney said it "has become very obvious" that procedures governing term appointments are needed. "That will be one of the first items to be addressed once we get past this hurdle," he said. Also approved: provision for possible extension of the probationary period, with 9 years as the maximum.

Amendment D, also approved, clarifies what part of the base salary is guaranteed. Administrative augmentation, clinical funds, and extension teaching are not included. In response to a question, Fred Morrison said a faculty member who has a regular appointment has a guaranteed base salary, no matter what the source of funding is. A suggestion from the Academic Health Center that there could be an initial cut in base salaries was "firmly rejected," he said. Sam Krislov said, and Morrison agreed, that if an amendment is passed to allow for salary cuts in cases of inadequate performance, some language is needed here to alert faculty to the possibility.

**Proposals for peer review** and a trigger mechanism for intervention in problem cases were discussed extensively. In severe cases, after 2 years in a row of documented substandard performance, an elected peer review committee could consider sanctions, including salary reduction. Morrison said the proposal is intended to address the small number of cases in which faculty "may perform at an inadequate level for a number of years." Several safeguards are built in, he and Feeney said: the 2-year requirement, the elected faculty committee, one member chosen by the faculty member, a limit on how much salary can be reduced. "I don't know what more protection we can build in and still deal with the issue of the underperforming faculty member," Morrison said. In the most extreme cases, termination procedures could be initiated, as allowed under the current code.

**Fringe benefit rates** for graduate assistants will be somewhat lower than announced, VP Brenner said in a May 29 memo, because of a decision to use \$2 million from the central contingency fund to partially offset costs. If regents approve the recommendation, the rates will be 49.4% for graduate assistants who are exempt from FICA and 57.1% for those for whom the U must pay FICA. Using the contingency fund is a short-term solution, Brenner said, and for fiscal year 1998 and beyond "we have to identify alternative means for dealing with these rising costs."

**CROOKSTON**--National Association of Colleges Teaching Agriculture national convention is at UMC June 15-18.

UMC Elderhostel topics for the week of July 9-15 are on the theme the age of computers. Classes are Possibilities of the Internet, Windows 95: Composing with a Computer, and Technology Transforming Our Lives.

**DULUTH**--Glensheen's summer activities and tours have begun. Upcoming events include a Grandma's Marathon block party June 22 and a performance by the Vaxjo Male Choir June 28 at 6:30 p.m. on the carriage house lawn. For more information call (218) 724-8864.

**MORRIS**--Robert Gandrud, president and CEO of Lutheran Brotherhood Society and 1965 UMM graduate, will be the guest speaker at June 7 commencement ceremony on the campus mall. Recipient of the Curtis H. Larson Award and senior class speaker will be Katherine Archer, Minneapolis. Dean Samuel Schuman will present the candidates, and Chancellor Johnson will confer bachelor of arts degrees to 342 seniors.

Cathleen Brannen, UMM vice chancellor for finance, was awarded the Lillian H. Williams Award as the equal opportunity officer who most represents the qualities of Lillian Williams, who was director of the Office of Equal Opportunity and Affirmative Action at the time of her death.

Women's cross country has been added to the UMM athletic program. Head wrestling coach Doug Reese has been named coach. The sport will be an NSIC-sponsored activity in NCAA Division II competition.

**TWIN CITIES**--Thomas Fisher, the former editorial director of *Progressive Architecture and Building Renovation* magazines, has been named dean of the College of Architecture and Landscape Architecture. He will assume the post July 1, pending regents' approval. "Tom Fisher has very strong support for this position because of his vision, inclusive style, administrative skills, and demonstrated leadership," Provost Allen said.

Users of Wilson Library will experience building disruptions during the next 2 years due to the installation of a sprinkler system, a fire alarm system, and new doors and walls in the lobby and stairwell areas to comply with codes. This week (June 3-10) the LC books J-Z will be totally inaccessible due to asbestos containment. After June 10, access to the J-Z books will be through paging. Questions or concerns may be sent to [sprinkle@tc.umn.edu](mailto:sprinkle@tc.umn.edu).

News about buses: Effective Monday (June 10), route 52 buses serving the U will stop only at these locations: Washington Ave. S.E. on the West Bank by Anderson Hall and Willey Hall, Washington Ave. S.E. by Coffman Union and by Northrop mall, Washington Ave. S.E. at Oak St. Departure times will be staggered. See the route 52 pocket schedules and posted schedules for details. Also effective Monday, routes 52-D, 52-E, 52-G, and 52-S will be discontinued due to budget cuts. Information describing alternate MCTO bus service is available from the drivers on these 4 routes and at Parking and Transportation Services, 300 Transportation and Safety Building. Call (612) 626-7275 for more information.

Initiation ceremony for Phi Beta Kappa will be June 8 at 7:30 p.m. in Mayo Auditorium. Hy Berman will give the address on "Phi Beta Kappa and the Pursuit of Excellence in an Egalitarian Society."

Teaching Enrichment Series for TAs has been scheduled for Sept. 17-20. Series includes the annual new TA orientation Sept. 17, 8 a.m.-12:30 p.m. Series is an opportunity for new and experienced TAs to sharpen their skills, learn new teaching techniques, and polish their syllabi before the beginning of the academic year. Registration will begin in July and continue until mid-September. For more information contact Pamela Flash at (612) 627-4329 or e-mail to [t-enrich@gold.tc.umn.edu](mailto:t-enrich@gold.tc.umn.edu).

Announcements: Applicants are sought for the director of the Civil Service/Bargaining Unit Initiative, a 25%-time position that reports to the assistant VP for academic affairs and chair of the Commission on Women. Candidates must be civil service or bargaining unit employees with at least 2 years of experience at the U. Applications are due June 14 to the Commission on Women, 432 Morrill Hall. For more information call Julie Ulrich at (612) 624-4770. Exercise Science Lab is looking for research subjects: families that include 2 parents under 66 and at least 3 of their biological offspring (age 17 to 40) who fall into the couch potato category. Subjects will have their fitness level tested (and retested), learn their body fat through skin fold and underwater weighing, have their glucose tolerance tested, train for 20 weeks, and receive \$1,000 per family member. For more information call 626-8051. For copies of the 1996 Internal Services Organizations Directory call Cindi at Fleet Services at 625-8589.

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## UNIVERSITY OF MINNESOTA



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<http://www.umn.edu/urelate/brief/1996-06-19.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

**U Police arrested** Jennifer Joan May, a former U employee, in connection with a shooting incident June 11 in President Hasselmo's office. Police chief Joy Rikala said May turned over a gun and admitted to her involvement in the incident. A woman fired a gunshot into the ceiling of the president's office before fleeing the scene. No one was injured. Hasselmo said his staff "acted in an extraordinary way, very calmly and very bravely."

**Governance committee chairs** Mary Dempsey, Dan Feeney, and Ed Fogelman and law professor Fred Morrison presented tenure code revisions to regents June 14. President Hasselmo endorsed the proposals and expressed "a sense of urgency that we not let this linger on." He proposed 3 changes in interpretations, which faculty leaders said appeared to be small points. Regents will decide in July whether to accept the revisions or ask for more. Hasselmo said at the meeting, and Provost Cerra said at a public meeting June 5, that they believe the changes will satisfy the legislative requirement for release of funds for the Academic Health Center (AHC).

Fogelman and Hasselmo both spoke strongly for U-wide tenure. Hasselmo said the normal turnover rate allows considerable flexibility. Even the existing code has not been an obstacle to such major changes as closing a campus, reorganizing the biological sciences, and reorganizing AHC, Fogelman said. "The issue is not tenure but temperature," Fogelman said, "not who has tenure but who will take the heat."

Faculty leaders said at a news conference after the meeting that the regents "were very receptive" and asked good questions. "If we can keep this momentum, we're in good shape," Dempsey said. Several faculty said they would not have predicted such a harmonious meeting or so much agreement between faculty and the administration a few months or weeks ago or "even a week ago."

Following up on a comment from Regent Anderson about the need to repeat key messages again and again, Fogelman said the message is that if the people of Minnesota want a first-class major research university they must support a strong tenure system. In response to a reporter's question, faculty cited several recent examples of faculty whose academic freedom has been threatened: people doing research on tobacco and alcohol, someone at MIT who did research that cast doubt on the effectiveness of SCUD missiles in the Gulf War, others. "These things aren't historical memories," said Virginia Gray, political science.

**Faculty Senate** completed its work on the tenure code June 6 and approved all remaining amendments proposed by the Tenure, Faculty Affairs, and Judicial Committees. The most controversial provision, for a posttenure review process that includes the possibility of salary reduction for substandard performance, was approved 84-24. Fred Morrison, law, said that instead of investing "a tremendous amount of effort and a tremendous amount of paper reviewing people who are performing quite well, and we all know it before we start," intensive review would be reserved for the few problem cases. Process includes strong protections for faculty, he said.

Debate was extensive. Bob Morris, law, argued against the amendment. Public perception "that tenure is a shield for slackers" is "simply false," he said. A few people are not productive, he said, but "very few," and usually for "strange reasons" like illness and reclusiveness. Sanctions seem "mean-spirited," he said, and will "cause strife" because "these people will have partisans." Sam Krislov, political science, said "the record shows that there are people who can't be trusted," and it is important for faculty to address problems within the profession. "We are talking about people who are far from the norm" and "who neglect duties," he said.

At the end of the meeting Krislov expressed thanks to the 3 committees and Fred Morrison "for pulling us back from what I think might have been an abyss." His words were met with long applause.

**Ten faculty members** will each receive \$100,000 through the new Distinguished McKnight University Professorship Program. Dubbed "Minnesota genius grants," the new professorships recognize outstanding mid-career scholars who have recently achieved the rank of full professor. Awards are to be used over 5 years at the recipients' discretion for research, scholarly, or artistic activities. Recipients carry the title Distinguished McKnight University Professor as long as they remain at the U. In the future, 5 recipients will be named each year. Program is administered by the Graduate School, with funds from an earlier endowment from the McKnight Foundation in conjunction with the Permanent University Fund.

Awardees for 1996 were presented to the regents Friday. They are Frank Bates, chemical engineering and materials science; Bianca Conti-Fine, biochemistry (CBS); James Fetzer, philosophy (Duluth); John Freeman, political science; Megan Gunnar, Institute of Child Development; Patricia Hampl, English; Timothy Kehoe, economics; Hon Cheung Lee, physiology; Gordon Legge, psychology; David Tilman, ecology, evolution, and behavior, all TC campus unless noted. Information on the recipients is available on the Web at <http://www.grad.umn.edu>.

**Advisory committee** to help search for a new president was named by regents Friday. List of 11 includes 3 faculty (John Imholte, Leonard Kuhf, and Patrice Morrow), one dean (David Taylor), and one student (Matt Musel). Others are attorney Tom Moe; Judge Diana Murphy of Eighth U.S. Circuit Court of Appeals; David Roe, former president of Minnesota AFL-CIO; Mahlon Schneider, VP and general counsel of Hormel Foods Corp.; Gerald Christenson, former chancellor of Minnesota Community College System; and Winston Wallin, former CEO of Medtronic Inc.

**Civil Service Committee** will meet June 20, noon, 346 Coffman Union, Minneapolis. Agenda includes reports by the civil service representatives on the Minnesota Unions Board of Governors and Human Resources Administrative Process Reengineering Task Force, a human resources update on the U hospital/Fairview affiliation, a variety of human resource issues including performance appraisal, and committee consideration of civil service rule revisions.

Committee is seeking volunteers from its constituents to represent civil service staff on U governance committees and boards. Contact committee chair Susan Carlson (612-625-4539, e-mail [weinberg@mailbox.umn.edu](mailto:weinberg@mailbox.umn.edu)) to express interest or get more information. Vacancies are on Social Concerns, Student Affairs, Grievance Advisory, and Occupational Health and Safety Committees and U Grievance Board.

**CROOKSTON**--About 250 people will gather for Northwest School of Agriculture reunion June 28-29 at UMC. Activities begin Friday with a social at 7 p.m. at the Northland Inn. Saturday events include 10 a.m. registration, 11 a.m. campus tours, 11:30 a.m. luncheon, 2 p.m. class meetings, 5:30 p.m. dinner followed by meeting and program.

**DULUTH**--Senior high school musicians will experience intensive music exposure and fun during North Shore Summer Music Experience June 23-29 at UMD. For more information call (218) 726-6536.

Exhibition of paintings by Cuban artist Humberto Hernandez Martinez are on display through June 23 in Tweed Museum of Art. Martinez's paintings have been exhibited throughout the Caribbean and South America. For more information call (218) 726-8222.

**MORRIS**--Henjum Creative Study Institute offers summer programs for area middle and high school students through June 28. Classes include jazz ensemble, creative writing, Hispanic culture, raku, science, theater, video production, vocal music, and 'zine scene (desktop publishing).

UMM Center for Environmental Education will present final program in the year's Natural History Series, "Prairie Wildflower Walk," at 7 p.m. June 25. Tour will include area prairie at its peak bloom.

**TWIN CITIES**--Alfred Michael, regents' professor and chair of the pediatrics department, has been named interim dean of the Medical School. He took over the role Friday and will hold the position during a national search for a permanent replacement for Frank Cerra, who became provost of the Academic Health Center in April.

Flight Services will close June 30, and future air charter needs will be served by outside companies. Purchasing Services has issued multiple award contracts with local air charter companies. Departments will choose from the list of vendors and make their own flight arrangements. For a copy of the vendors, contact Purchasing Services.

The Student 2000 project has distributed a survey to selected administrative units and departments who have departmental computer systems involving student records. Purpose is to gather additional data on business needs to help in planning new student systems. If you did not receive a copy but would like to participate, contact Mark Powell, (612) 625-8598, [m-powe@umn.edu](mailto:m-powe@umn.edu).

Announcements: Jim Van Hoof, worker advocate, is available to meet Tuesdays and Thursdays on the Minneapolis campus with employees who have been or who may be permanently separated from their jobs. Call (612) 450-4990, ext. 103, for appointments. "Driving Out Fear--A Quality Principle" is topic at Quality in the Workplace Breakfast June 25, Earle Brown Center, \$25. Call 625-6689. Bookstores East Bank Store in Williamson Hall will be closed June 27-28 for inventory. West Bank Store in Blegen Hall, Health Sciences Store in Moos Tower, and St. Paul Store in Student Center will be closed at noon June 27 and all day June 28. Computer Store will be open through the pick-up window or by telephone at 626-1782 on June 27 and closed June 28. If you need to make a purchase during this time, contact the appropriate store for assistance.

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## UNIVERSITY OF MINNESOTA



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<http://www.umn.edu/urelate/brief/1996-07-03.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

**Avner Friedman and Edward Prescott** have been named as new regents' professors. Friedman, director of the Institute for Mathematics and Its Applications (IMA), is a native of Israel and held positions at several American universities before he came to Minnesota in 1987. He has been lauded for his leadership of IMA, which brings together academic and industrial representatives from around the world to apply mathematics to real-world industrial problems. As a scholar, he is known for his contributions to differential equations.

Edward Prescott, an economics professor at the U since 1980, has made major contributions to macroeconomic theory. In particular, he is known for his work in establishing the field of real business cycle theory, which deals with how changes in such things as technology and public finance affect economic fluctuations. Prescott has also made a name for himself as a mentor of graduate students. Friedman and Prescott replace retiring regents' professors Rutherford Aris, chemical engineering, and Frank Sorauf, political science.

**Virginia Gray**, political science, has been chosen as chair of the Faculty Consultative Committee for 1996-97. Vic Bloomfield, biochemistry, is vice chair.

**President Hasselmo** said June 24 at his monthly news briefing that the tenure issue seems to be "back on track." He and his executive council have "endorsed with some very minor questions" the reforms passed by the Faculty Senate, he said, and the regents had "a very good discussion" in June. He cannot predict what the regents will decide in July, he said, but he has "every expectation that we will move toward a resolution."

In his June 14 report to the regents, Hasselmo said that tenure should continue to be at the institutional level and tenured faculty "should not be laid off...for any reason other than institutional financial exigency." Some reasons: Experienced and talented faculty are "the most important resource of any university." Unit-based tenure would tend to emphasize local loyalty at a time when U-wide loyalty is "very much needed." Instead of fostering flexibility, unit-based tenure "might very well serve to eliminate flexibility altogether." Mergers and reorganizations would require retenuring of the affected faculty and possibly new searches. Normal turnover gives the U considerable flexibility. Over the past 6 years, 902 faculty members left the U (28% of the 1989-90 total of tenured and tenure-track faculty), and 668 faculty were hired.

**First major presentation** to regents on the biennial request will be in July, with review in September and action in October. Hasselmo said the request will be broad in scope and focus on institutional needs. Investments must be made in information technology, deferred maintenance, and faculty salaries, he said. The undergraduate initiative remains high on his list, he said, and investments will be made in some key disciplines.

**Recent shooting incident** in Hasselmo's office led to questions about security. "One thing about security is that you don't want to tell everybody what it is," Hasselmo said. "I feel very safe and secure." The name of Jennifer Joan May, the suspect who has been arrested, was unknown to him before the incident, he said; unfortunately his staff have to take troubling phone calls "with some regularity."

Revised guidelines for dealing with threats and violence in the workplace have been sent to deans and department heads on the TC campus. Any individual who observes violence or believes there is an immediate threat to someone's safety should call 911 for police assistance. All faculty, staff, and student workers should communicate to a supervisor any knowledge of violence or threatening behavior including possession of a weapon in the workplace. Administrators and supervisors should call (612) 625-2000 (then press 2) for consultation assistance if they believe there is an emerging potential threat to someone's safety. Caller should ask to be contacted by a member of the Threat Assessment Group and indicate if the situation is urgent.

**National conference in Nashville** June 24 on the challenges of balancing work and family life was moderated by VP Al Gore and his wife, Tipper, and sponsored by the U's Children, Youth, and Family Consortium and the Tennessee Legislature's Select Committee on Children and Youth. Several Minnesota community groups participated via satellite. Program was 5th in a series of annual family policy conferences moderated by the Gores.

**Sponsored Projects Administration** and the Office of Information Technology are developing an Internet-based system for creating grant proposals and managing sponsored funding. First priority for the Grants Electronic Management System (GEMS) is to simplify the creation of proposals and budgets for the NIH and NSF. Led by Professor David Hamilton and associate VP Tony Potami, GEMS is part of larger efforts to improve grants management at the U. For more information, contact project manager Winifred Schumi, [gems@ortta.umn.edu](mailto:gems@ortta.umn.edu).

**Howard Foundation** is offering awards for 1997-98 in history, history of science, archaeology, and political science. Award is for \$20,000 and is intended to augment paid sabbatical leaves for faculty members in the middle stages of their careers, ordinarily assistant or associate professors. Office of VP for Research will coordinate the selection process; the U may nominate only 2 candidates. Call (612) 625-2356 or e-mail [facgrant@tc.umn.edu](mailto:facgrant@tc.umn.edu).

**Applications are being accepted** for the position of controller. Requirements include demonstrated success in implementing change in a complex environment; bachelor's degree with significant accounting, finance, or management experience; CPA, CMA, or CIA certification; substantial financial leadership experience. For more information contact Sue Jackson, Box 23 UMHC, fax (612) 626-2111; e-mail [sjackson@maroon.tc.umn.edu](mailto:sjackson@maroon.tc.umn.edu).

**Updates to U-wide policy library** were made in June. Paper version of *Financial Policy Manual* has been discontinued. Home page for all U-wide policies and What's New is <http://www.fpd.finop.umn.edu/>. Changes include a new policy on Compensated Absences, Payroll System Security, revisions to Effort Certification Reporting, and final versions of collective bargaining agreements. Paper index to all U-wide policies, including how to get WWW access, is available by calling Diana at (612) 624-1611. You may also get access at microcomputer facilities in 9 Walter Library, 50 Humphrey Center, and 305 McNeal Hall.

**CROOKSTON**--Sixth annual UMC/Northwest School of Agriculture community golf classic will be July 20 at Minakwa Country Club in Crookston. Registration begins at 8:30 a.m., golf clinic at 10 a.m., tee off at 11 a.m. Evening social begins at 5 p.m., followed by dinner and awarding of prizes.

**DULUTH**--Chancellor Martin has ordered an investigation into allegations of financial irregularities involving a representative of the Cloquet Connection (an athletic booster club) and UMD Department of Intercollegiate Athletics. The investigation will be conducted by vice chancellor Greg Fox, with assistance from UMD Office of Human Resources, Office of General Counsel, and U auditors. Until the query is complete, Fox has suspended UMD's relationship with Fred Burnes, a fund-raising consultant, and Ken Holmstrand, a member of the Cloquet Connection.

Exhibition of contemporary Swedish art is on display through Sept. 22 in Tweed Museum of Art, as part of the sister city exchange between Duluth and Vaxjo, Sweden. For information call (218) 726-8222 or e-mail [tma@d.umn.edu](mailto:tma@d.umn.edu).

**MORRIS**--About 50 high school students from 35 schools throughout the nation will attend the nationally recognized Summer Scholars Program July 7-19. Two courses carrying college credit will be offered.

Events: Summer Arts at UMM will present a performance of "Women Through the Ages" July 11-12 at 8 p.m. in Humanities Fine Arts recital hall. To reserve tickets call 1-800-842-0030, 8 a.m.-4:30 p.m., Monday-Friday. Cast Metal Invitational Exhibit is now in the Humanities Fine Arts gallery. Closing reception will be Aug. 17, 4-6 p.m. Exhibit is being held in conjunction with the Herman (Minn.) Iron Pour and Public Sculpture Project.

**TWIN CITIES**--Widening the range of people who make decisions about community health care is the goal of a 3-year study funded by an \$839,000 grant from the W.K. Kellogg Foundation. Mary Jane Madden, assistant professor in the School of Public Health, is principal investigator.

Office of Human Resources has contracted with Adia Personnel Services to provide on-site staffing services for TC campus departments needing full-time temporary help. Office is on first floor of Donhowe Building, (612) 626-0797. Full-service office will screen, interview, test, and train potential temporary employees. Part-time temporary staffing needs will continue to be provided by STS in Student Employment Center.

Announcements: Minnesota English Center is matching American and international students for language exchange, and is looking for Americans interested in the language or culture of Namibia, Indonesia, Turkey, Thailand, China, Pakistan, and Japan. Deadline is July 11. Call (612) 625-4058. Parking and Transportation Services has introduced a new charter bus program. If your department wants to charter a bus for any occasion, call 625-3433. Because of budget cuts, 24-hour staffing of parking ramps has been eliminated; ramp access will not be restricted. Additional security measures are being implemented. Details are posted at ramp, or call 626-7275. Body Work, a noon series that explores body/mind/spirit connections, will be Tuesdays, July 16-Aug. 13, 12:15-1:15 p.m., Weisman Art Museum. Slide lecture on "The Trouble with the Body: Surveying the Body in 20th Century Art," by curators Patricia Briggs and Diane Mullin will be July 18, 7 p.m., at the Weisman. Weisman Art Museum is recruiting volunteers to provide museum tours. Training will begin in September, applications due Aug. 1. Call 625-9623. Coffman Union hours through Sept 20 are Monday-Thursday 6:30 a.m.-9 p.m., Friday 6:30 a.m.-6 p.m.

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## UNIVERSITY OF MINNESOTA



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**Regents reviewed** key components of a final agreement on the affiliation between U Hospital and Fairview. Action is scheduled for July 29. Provost Cerra said the mission shared by both partners includes "a real commitment to quality patient care" and "a real commitment to education and research." Report is available on the World Wide Web at <http://www.umn.edu/~urelate/newservice/fairview.html>.

On the financial side, the U would sell its hospital and hospital parking ramp to Fairview for \$87 million, be relieved of the long-term debt for construction of the hospital, and be left with roughly \$70 million from its current hospital reserves for strategic investments. Priority for use of funds would be to (1) facilitate the restructuring of Academic Health Center, (2) restore central reserves to the level recommended by regents, and (3) invest in one-time technology needs and administrative systems improvements. The U would provide transitional support of not more than \$1 million a month for 32 months to Fairview for education and research costs.

Goal is to bring U Hospital and Fairview employees into the new division equally, with blending of seniority. A new compensation package would be created. Employees below the minimum of their pay range would be increased to the minimum (an estimated 5% of affected U employees), and those above 115% of the established market rate would be reduced to 115% of the market rate (an estimated 10% of affected U employees). All human resources issues are under discussion with the 70% of employees who are not unionized, and impact bargaining has started with AFSCME and Teamsters, employee relations director John Erickson told regents.

**Four-year financial framework** was presented to regents as background for decisions on the biennial request. Formal review will be in September and action in October. Associate VP Richard Pfutzenreuter spelled out one choice, calling for an average annual investment of \$258 million (not counting \$90 million for facilities renewal, which would be sought in capital requests). Plan would be to hold tuition increases to 2.5% inflation rate (for \$13.6 million in revenue), then share responsibility 50/50 with the state through a \$122 million appropriation and a \$122 million U responsibility in reallocations, revenue growth, and new revenue.

**Four-year graduation opportunity** will be offered in September, VP Marshak said. Although graduating in 4 years has always been possible, he said, the new guarantee will emphasize a partnership between students and the U. "They do something, and we do something. They take the courses. They study....We make sure the courses they need are available to them." Regent Anderson cautioned that the U should not let itself be judged by the standard of how many students graduate in 4 years. President Hasselmo said that whether or not the U wants it, the criterion is used by others. Marshak said his concern is for the many students who "come to us with the perception that they are going to graduate in 4 years" and are disillusioned when they cannot.

**Great flexibility** exists for making needed changes "if we do it in a more planful way," associate VP Robert Kvavik said. For example, replacing 2 faculty out of every 4 who retire in the next 4 years could lead to savings of \$30 million a year. Taking 10 buildings off line could save \$6 million. Bringing in 1,000 more students would generate \$3 million in revenue. Kvavik said he was not advocating these choices but demonstrating that the U has more flexibility than people think. Regent Keffeler expressed surprise and said that if this is true "it provides us with a great deal of insight as to how we address the tenure issue."

**Regents decided to delay action** on tenure until they have had time for more discussion. Several regents praised the faculty for what Regent Hogan called "an incredible job" and for completing it faster than many thought possible. "I could sign off today on 9 of the 12" proposed changes, Regent Reagan said. Topic will probably be addressed at the regents' retreat in August, with some faculty leaders invited.

**Gov. Carlson** sent a letter to Regent Reagan last week urging the U to reinstate Dr. John Najarian as professor of surgery to "bring closure to its differences with Dr. Najarian" in light of his acquittal on federal charges of fraud and embezzlement. In a joint statement, Reagan and President Hasselmo rejected the idea and said 4 separate bodies, 2 of them faculty panels within the U, found that Najarian engaged in academic misconduct, and the fact that he "escaped a criminal conviction in federal court" does not change those findings.

**Edward Ney**, Regents' Professor Emeritus of Physics and Astronomy, died July 9 after a long battle with congestive heart disease. He was 75. Ney, who joined the U faculty in 1947, was probably best known for work on the Manhattan Project during World War II and experiments involving the Gemini spacecraft launches in the mid-1960s, but he had a diverse and illustrious career as a researcher, scientist, physicist, and astronomer.

**Thomas Swain**, a retired executive VP of the St. Paul Companies, has been named acting VP for institutional relations. His appointment began July 15 and will run through June 30, 1997, when President Hasselmo retires. Swain will oversee the U's PR, alumni relations, fund-raising, and lobbying efforts.

**New Faculty Consultative Committee** of the Academic Health Center met July 11 and will meet monthly. Members are Muriel Bebeau, Dentistry; Daniel Feeney, Veterinary Medicine; Frederick Hafferty, UMD School of Medicine; Peter Bitterman, Medicine; David Hamilton, Medicine; Sheila Corcoran-Perry, Nursing; Cynthia Gross, Pharmacy; and Judith Garrard, Public Health (chair). Vickie Courtney, U Senate, serves as staff.

**Employees who participate** in the Regents' Scholarship Program or the Academic Staff Tuition Benefit Program should be aware that Congress has been reconsidering retroactive extension of Section 127, tax-free treatment of employee educational assistance. The House Small Business Job Protection Act of 1996 (H.R. 3448) as well as the Senate version of H.R. 3448 provide generally for a temporary extension of Section 127. Both versions would reinstate Section 127 retroactively to Jan. 1, 1995, but only the Senate version provides the benefit for graduate-level education after Dec. 31, 1995. The U's Tax Department will closely monitor the legislative reconciliation process and inform employees when Congress completes final action.

For now, the U is legally obligated to report the value of graduate education taken by U employees through these scholarship or tuition benefit programs as taxable income and withhold the necessary taxes. Summer session II enrollment through the day program on the TC campus will affect paychecks July 31 and Aug. 15 (regular payroll) or July 25 and Aug. 8 (biweekly), with half taken from each check. Students registered for a spring quarter class through CEE/UC will have taxes withheld during 4 pay periods beginning June 30 (regular) and June 23 (biweekly).

**Civil Service Committee** will have 4 vacancies for 3-year terms beginning in September: one at Morris, one in professional studies, and 2 at large. Search committee will recommend a slate of candidates to the president in August. For information or application forms, contact Chair of Search Committee, Civil Service Committee, c/o Office of Equal Opportunity, 419 Morrill Hall, Minneapolis 55455, (612) 624-9547. Applications are due Aug. 16.

**Civil Service Committee meets** July 18, 12:15 p.m., St. Paul Campus Student Center. Agenda includes review of civil service rules, reconsideration of support for payroll conversion, discussion of salary survey issues. Meeting is open.

**Grants Management Project** announces financial reports on the Web for principal investigators. Brochure on how to access the reports and a security access contract will be mailed this week to all PIs with active projects and RRC and area managers. If you have questions, call the CUFS Helpline at (612) 624-1617.

**CROOKSTON**--UMC's 3rd week of Elderhostel July 21-27 will focus on the Age of Computers for advanced computer users. All participants are given a notebook computer to use while they are on campus. New student registration will be July 26, beginning at 9 a.m., in the Conference Center.

**DULUTH**--The 100th anniversary book, *UMD Comes of Age: Celebrating the First 100 Years*, by photographer Ken Moran and history professor Neil Storch, is available for \$31.95 at the Tweed Museum of Art and the Main Street Store, or by calling (218) 726-7110 (additional charge for shipping and handling on phone orders). Hundreds of alumni have already registered for UMD all-class reunion July 26-27, part of UMD's 100th anniversary celebration. For more information or to register, call (218) 726-7110.

**MORRIS**--Students from 35 schools are represented at Summer Scholars program through July 19. Half are from Minnesota, and most rank in the top 10% of their classes. Course offerings are Human Reproduction and Biotechnology: Tinkering with Nature and Growing Up American. West Central School of Agriculture all-school reunion and Alumni Garden dedication will be at UMM July 19-21.

**TWIN CITIES**--Michael Till, professor of preventive sciences, has been named interim dean of the School of Dentistry. His appointment began July 15. Till, who has been on the faculty since 1970, was chair of the pediatric dentistry department. "Dr. Till has the experience and skills necessary to effectively lead the School of Dentistry during its critical period as we complete the search for a permanent dean," Provost Cerra said.

Announcements: Lydia Villa-Komaroff, associate VP for research administration at Northwestern U, will speak July 25 at 70:30 p.m. in 2-530 Moos Tower on "Little Mice, Little Brains: A Study of Growth Control." All are welcome to attend. Student Accounts Receivable Office will be temporarily relocated due to remodeling July 18-Aug. 14. In-person service will be handled in 140 Williamson Hall. All telephone numbers will remain the same.

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## UNIVERSITY OF MINNESOTA

# brief

A weekly internal bulletin serving all campuses

Vol. XXVI No. 26 July 31, 1996  
<http://www.umn.edu/urelate/brief/1996-7-31.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

**Regents voted Monday** (July 29) to give the administration final authority to negotiate and implement the proposed affiliation between the U and Fairview Health System. Final contract is expected to be signed Sept. 30 and implemented Jan. 1, 1997. "We are creating a new model for the nation" and at the same time "building on something that's very old and familiar in Minnesota, and that's public-private partnership," President Hasselmo said. "This is truly a historic moment."

Provost Cerra said the reason for the affiliation is to give the U "access to patients and resources in an environment that is supportive of the education and research mission." He and VP Jackson assured the regents that the agreement protects the academic mission. Cerra also reported the good news that Medical School faculty have voted overwhelmingly for a new single group practice.

Regent Peterson, who cast the one dissenting vote, asked a number of questions about employee issues and said he thought too many of them were unresolved to take action now. Regent Reagan said he understood this concern but urged the regents to move forward because "every day we don't, dollars are being drained." More information on the Fairview deal is available on World Wide Web at [www.umn.edu/urelate/news.html](http://www.umn.edu/urelate/news.html).

**Conversion to the biweekly payroll** will be delayed until fall 1997, President Hasselmo said July 26 in a letter to faculty, staff, and graduate student employees. He said he made the decision after consulting with leaders of the Faculty Consultative Committee (FCC), Academic Staff Advisory Committee, Civil Service Committee, and other groups. FCC passed a resolution July 18 strongly urging the administration to delay the move until the biweekly payroll could be implemented for all employees; discussion is in the committee minutes.

"The conversion is in the best interest of the University," Hasselmo said, but the full benefit cannot be achieved unless all employee groups are included. Nonunion employees who wish to voluntarily convert to biweekly may still do so Sept. 16. Revised loan form offering repayment over a 3-year period will be sent out this week. All new hires will be appointed to biweekly payroll (not including positions represented by UEA).

**Governance committee chairs** Ed Fogelman and Fred Morrison and FCC chair Virginia Gray will attend part of the regents' retreat in August to hear the talk about tenure. Gray said it is hard to know where everyone is after a flurry of comments, including letters from Reps. Becky Kelso and Steve Kelley (to which Fogelman responded), finance commissioner Laura King, and Rep. Phyllis Kahn (responding to Kelso, Kelley, and King); and a memo from Regent Keffeler (to which Morrison said he would respond); and the analysis of the proposed tenure changes by consultant Richard Chait and a memo from Morrison responding to the Chait analysis.

Morrison said he doesn't know where the regents stand because they didn't get into the merits of the issues at their July meeting, although they praised faculty for good work. Core issues continue to be base salary, peer review, layoffs, and department-based tenure, he said. Gray said she has scheduled the first 2 Thursdays of fall quarter for Faculty Senate meetings in case the regents recommend substantial changes to the faculty proposals. Regents might act on the tenure code in October.

**Faculty demographics** are an important part of the story that must be told, FCC members said. Fred Morrison said associate VP Bob Kvavik's presentation to the regents in July on projected faculty retirements in the next few years seemed to make an impression; regents may have realized that finding faculty vacancies will not be as serious a problem as they had thought. Roberta Humphreys said she has seen the numbers and "it's really quite shocking what's going to happen to the faculty" in the next decade, but people think "we are sitting here fat and smug." Another point that needs to be made, Virginia Gray said, is that the high proportion of faculty with tenure is the result of financial constraints that kept units from hiring.

**Biennial request** was another big topic of FCC discussion, and several FCC members attended the president's retreat on the biennial request the next day. Fred Morrison expressed concern that the administration's proposal is full of big numbers but very little for academic programs. Only \$7.5 million a year is designated for educational initiatives, he said. When a *Minnesota Daily* reporter asked him about this at a news briefing July

22, President Hasselmo said the terminology was misleading. Many items represent investments in academic programs, he said, and the request must make that clear.

**Tony Potami**, associate VP for research and technology transfer, is leaving the U after 31 years to become the president and CEO of the William C. Norris Institute. Potami has directed research administration since 1974 and technology transfer since 1983. More information is in August *Research Review* and at [www.ortta.umn.edu](http://www.ortta.umn.edu).

**Regents in July** endorsed a resolution requiring departments to have a system for tracking miles and frequent flyer credit earned by department employees. State now requires that "any credits or benefits issued by an airline must accrue to the benefit of the public body providing the funding." Regent Reagan has asked Northwest Airlines, with whom the U does 80% of its air travel, for help in tracking accrued benefits by U travelers.

**Optional Retirement Plan** investment performance results through June 30 will appear on the back page of the *Minnesota Daily* Aug. 2. Information will be sent separately to Crookston, Duluth, and Morris.

**CROOKSTON**--Preseason volleyball camp will be Aug. 5-9 for 7th graders through graduated seniors. Golden Eagles football camp will be Aug. 7-10. Camp is open to athletes entering grades 9 through 12.

**DULUTH**--More than 500 alumni from as far away as Florida and California came to UMD July 26-27 for all-class reunion. Reunion events included a gala Performance Extravaganza, alumni dance, entertainment, department receptions, campus tours, lectures and demonstrations, a 5K fun run, and more.

Upper Midwest Economic Development course was July 21-26 at UMD. Course offered participants more than 30 hours of formal instruction in areas such as community development, business location and site selection, and regional business recruitment and retention. Attendees came from throughout the U.S. and several countries.

**MORRIS**--Mathematics Summer Institute '96 for Secondary School Teachers will be Aug. 4-17. Institute is part of the UMM Minority Educational Encouragement and Enrichment Process.

UMM, the West Central Experiment Station, U College/CEE, and the Stevens County Extension Service will combine their efforts for the 2nd year in an exhibit booth at the Stevens County Fair Aug. 9-11.

**TWIN CITIES**--Steven Rosenstone, professor of political science and program director of the Center for Political Studies at the U of Michigan, has been named dean of CLA. He is an award-winning teacher and leading scholar on electoral politics. "Rosenstone's energy, vision, and leadership were compelling, not only to the search committee but throughout the college," said Sara Evans, search committee chair. "His national reputation for academic excellence, his love of teaching, his commitment to diversity, and his relish for the challenges CLA faces gave those who met him a sense of hope and possibility. We look forward to working with him."

Katherine Johnston has been named chief financial officer for the Academic Health Center and will begin Sept. 15. She is currently a financial planning and management consultant.

Arts, Sciences, and Engineering Faculty Consultative Committee has met once to organize and has elected D. Fennell Evans, chemical engineering and materials science, as chair. Other members are Thomas Brothen, GC; Charles Campbell, physics and astronomy; John Howe, history; Paul Magee, genetics and cell biology; and Toni McNaron, English. Professional Studies Faculty Consultative Committee will hold its first meeting in September and will elect its chair then. Members are Avner Ben-Ner, industrial relations; John Bryson, public affairs; Carol Chomsky, law; Joanne Eicher, design, housing, and apparel; Emily Hoover, horticultural science; Mary Jo Kane, kinesiology and leisure studies; David Nelson, Minnesota extension educational development systems; James Perry, forest resources; and Julia Robinson, architecture. Academic Health Center committee was listed in July 17 *Brief*.

Donaldson Company is honoring its retiring chair and CEO William Hodder with a \$750,000 gift to the Carlson School of Management to create the William A. Hodder-Donaldson Company Scholars Program. Program will support scholarships and internships at the Donaldson Company for Carlson School MBA students.

Announcements: Effective Aug. 1, all those using the Applicant Skills Assessment Program must apply for each specific position in which they are interested. If you have any questions about the change, call your staffing consultant in Human Resources. Closing of the postal contract station in the basement of Coffey Hall, originally set for July 1, has been extended to Sept. 30. Counter hours are still 10 a.m.-12:30 p.m. and 1:30-3:30 p.m. Monday-Friday. Call Tom Moldenhauer at (612) 625-8284 with questions. U Relations has a limited number of copies of "Discover Minneapolis," a promotional video useful for student/faculty recruiting, coproduced by the U and the city of Minneapolis. They're available on a first come, first served basis at 6 Morrill Hall. When the free copies run out, it can be purchased for \$10 from the city by calling 673-2317.

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## UNIVERSITY OF MINNESOTA



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<http://www.umn.edu/urelate/brief/1996-08-14.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

**Regents' retreat** will be Sunday afternoon and Monday (Aug. 18-19). Faculty tenure is the topic for Sunday, with a status report and discussion with consultant Richard Chait. Monday morning the regents will discuss "The Board's Vision for the University," beginning with a report on individual, confidential interviews with regents. Agenda includes discussion of "our collective view of the future we desire to create," "what it will take to achieve our view of the future," and "effective and consistent communication of our view."

**Beginning this fall**, students entering the U will be offered the option of a guaranteed 4-year graduation plan. If a student can't enroll in a required class because it's full, the U will either approve a substitute course or pay the tuition for any remaining required courses after 4 years. Although it has always been possible to graduate from the U in 4 years, this is the first time the U has offered a guarantee.

"It will take an enormous effort by faculty and staff to facilitate this program," VP Marshak said, "but the 4-year graduation plan will benefit everyone, especially our students." The program, detailed in a letter sent to all incoming students and their parents last week, will primarily benefit students who have selected a major and are willing to commit to a timely, organized 4-year course outline.

**Nationwide search** has begun "to identify and recruit the best possible candidates" to succeed Nils Hasselmo as president. "Nils has served the University with unusual dedication and integrity during the past 7 years, and will be sorely missed," Regent Reagan said in a letter sent to about 1,600 members of the U community. Regents "are steadfast that the person selected will be an exemplary leader who will have national stature," Reagan said. *Statement of Desired Leadership Characteristics* was developed after nearly 30 meetings with various U constituent groups throughout Minnesota.

Search is led by the Search Advisory Committee, with help from a consulting firm, Korn/Ferry International. Nominations are welcome from everyone. For a nomination form, call the regents' office at (612) 625-6300 or pick up a copy in 220 Morrill Hall, Minneapolis. Suggestions will be followed up "in a professional and confidential manner," Reagan said. Expectation is that confidentiality will be maintained up to on-campus visits.

**Federal jury** found Monday (Aug. 12) that the U did not discriminate or retaliate against 2 former professors on the basis of gender. The decision, handed down by an 8-member jury, was unanimous on all 4 counts of gender discrimination and retaliation. Case was filed by Patricia Olson and Shirley Johnston, both former professors in the College of Veterinary Medicine, and tried under U.S. District Court Judge David Doty.

**Improving academic administration** and developing an advanced leadership program for the chairs and heads of academic departments are the goals of a 2-year, \$350,000 grant from the Bush Foundation. Tim Delmont, coordinator, and Carol Carrier, associate VP, Office of Human Resources, are the coinvestigators.

**Changes in air travel policies** are summarized in an Aug. 8 memo from associate VP Roger Paschke to deans, directors, and departments heads. Travel by employees who are certified pilots, either via their personal aircraft or a rented or leased aircraft, is no longer allowed. Travelers should not be transported using a private plane or nonapproved air charter unless an exception is given by the Office of Risk Management. If you have questions, call Becky Hintz at (612) 625-0062.

**Second issue** of 1996 Minnesota Elderhostel brochure featuring 73 programs in the state, from now through December, is available. The U will offer 12 weeks of Elderhostel, a residential educational opportunity for adults 55 and over, in Duluth, Crookston, and Twin Cities. Call (612) 624-7004 to be placed on mailing list.

**CROOKSTON**--UMC will have a float in Crookston's Ox Cart Days parade Aug. 17. The float shows UMC's new Golden Eagle, Teambacker of the Year, and is sponsored by UMC Teambackers.

Students from North Dakota, Minnesota, Wisconsin, and Canada, 75 in all, completed the Rotary Youth Leadership camp at UMC. Don Cavalier, director of counseling and the Career Center, was coordinator.

**DULUTH**--Susan Beasy Latto has been named UMD director of public relations. She was previously director of marketing and PR of the Greater Downtown Council and for the past 6 months had also performed the duties of executive director. Diane Skomars, director of U Relations and Development, said Latto has "extensive experience with the media and with the greater Duluth community," and "we claim her as one of our own, a UMD alumnus."

**MORRIS**--Gateway Summer Program, with 22 students participating, is Aug. 13-Sept. 13. Program focuses on recruitment, retention, and graduation of students of color at UMM. Challenging summer program includes an umbrella course in math, computers, and writing; workshops; and recreational activities.

**TWIN CITIES**--Mechanical engineering department has established a Center for Diesel Research (CDR) to study ways to limit air pollution caused by engine emissions from trucks, buses, cars, and other vehicles. New facility will offer research and educational opportunities for mechanical engineering students; outreach programs and work-shops will make the facility available to the public. The U's acquisition of the state-of-the-art center, located at 5629 Minnehaha Ave. in Minneapolis, was made possible as a result of the recent closing of the U.S. Department of the Interior's Bureau of Mines. CDR previously operated as the Diesel Technology Research Group, a division of the Bureau of Mines. Ten scientists from the former research group were hired by the U to work in the CDR.

The U Cancer Center is now one of only 5 centers nationwide to perform a blood-brain barrier disruption, a new method of delivering chemotherapy to patients with malignant brain tumors. The procedure, which was performed at the U for the first time last month, enables drugs to penetrate the barrier of blood vessels protecting brain tissue, allowing chemotherapy drugs direct access to the brain tumor.

CLA announces a search for 3 interim associate deans in the areas of (1) academic programs, (2) faculty and research, and (3) planning and fiscal management, to serve at least through winter quarter 1997 and possibly through spring quarter 1997. Candidates must be tenured faculty in CLA. Call (612) 624-2535 for information and complete position descriptions. If possible, submit nominations and applications by Aug. 15.

Eugenia Davis, 57, a professor of food science, died of leukemia July 18 at her home in Minneapolis. She joined the Department of Food Science and Nutrition in 1970 and was a leading scholar in cereal chemistry and microwave processing of foods. Her husband, Ted, is dean of IT.

Maggie Towle has been named director of the Minneapolis Student Unions. She has worked in the student unions since 1981, when she began as a reservations supervisor.

Department of Recreational Sports will close its facilities during parts of August and September for extensive cleaning and maintenance. Only during Labor Day weekend (Aug. 31-Sept. 2) will there be no facilities available for recreation. Members are encouraged to try out facilities they might not use on a regular basis. Schedule for closings is: Natatorium Pool Aug. 11-Sept. 13, U Rec Center Aug. 26-Sept. 2, and St. Paul Gym Aug. 31-Sept. 15. If you have questions, call (612) 625-6800.

Minnesota Extension Service video team in Educational Development Systems has been awarded a \$1 million contract through the National Network for Family Resiliency and the U.S. Department of Agriculture's Cooperative State Research, Education, and Extension Service to produce a series of marketing and training materials for the U.S. Air Force's Family Advocacy Program. The package of print, videotape, and CD-ROM software will promote healthy families and provide family advocacy training to Air Force personnel.

The U Card Office (40 Coffman Union) requests that all faculty and staff in need of a new or replacement U Card between the dates of Aug. 19 and Sept. 25 do so during the hours of 8:30-10 a.m. More than 8,000 new orientation students will be issued cards between those dates. After Sept. 25, normal office hours of 8:30 a.m.-4 p.m. will resume. Call (612) 626-9900 with questions.

Announcements: Female couch potato study volunteers between the ages of 20 and 50 are needed for a study on the energy expenditure of 3 common household chores. Time commitment is approximately 9 hours over several weeks, and participants will receive \$75 after completion of all testing. Call (612) 626-8058 for more information and to see if you meet eligibility criteria. Pleasant St./15th Ave. is closed between Jones Hall and 4th St. through Sept. 6. This is a city/county project to realign Pleasant St. during the least disruptive time for the U. Access to the Jones Hall area is available only from E. River Road to Arlington St. or Pleasant Drive. If you are traveling from the southern side of campus to the northern side, use alternate routes via E. River Road, Harvard St., or Oak St. Paul Saints baseball tickets are available from Office Equipment Services for games Aug. 25 and 30. All tickets are general admission at \$3 each. Call Terry Kalata at 624-9515.

Lecture: "Health Policy, Politics, and the 'Art' of Cost-Effectiveness Analysis: The Case of Colorectal Cancer Screening" Aug. 22, 4-5 p.m., 450 Cancer Center Research Building, 425 E. River Parkway. Free and open to the public. For information call (612) 626-4837.

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## UNIVERSITY OF MINNESOTA



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Vol. XXVI No. 28 Aug. 28, 1996  
<http://www.umn.edu/urelate/brief/1996-08-28.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801**Regents' meeting** will be on the Morris campus next week. Committee of the whole will review the faculty tenure policy Thursday (Sept. 5) at 10:15 a.m. in Recital Hall, Humanities Fine Arts Center. Several faculty leaders from the TC campus will go to Morris to hear the discussion.

Committee of the whole meetings Sept. 5 will be transmitted (audio only) to 238 Morrill Hall: 10:15-11:45 a.m. (tenure review and action on master plans for all 4 campuses) and 2-4:15 p.m. (items include review of policy on professional commitment, action on "the final 2" critical measures, and review of biennial request).

Lunch celebration with master planning committees will be at noon Thursday on the UMM mall, and regents will tour UMM facilities Friday. Agenda for committee meetings Friday morning includes report on diversity programs on the coordinate campuses, report on strategic decisions and policy direction on tuition and financial aid, and discussion of public-private partnerships in financing and managing nonacademic space.

**Biennial request** was a big topic at Faculty Consultative Committee (FCC) meeting Aug. 15. Faculty expressed approval for changes made since an earlier draft, specifically the increases for faculty compensation and academic programs. Charles Speaks said a presentation was made to the Finance and Planning Committee (FPC), and "this August draft did address almost all the points" in an earlier letter from FPC chair Fred Morrison.

In addition to a 4-year total of \$166 million for 2.5% annual inflationary increases for all faculty and staff, the request now includes a "compensation goal" of \$120 million, an amount that is intended to bring the average faculty salary to the midpoint of the range of the top 30 peer research institutions in the country by the end of 1998-99. VP Marshak said at the Aug. 13 FPC meeting that the goal is market rates for everyone, but in general the U is already at market with respect to staff. Because it is primarily in faculty salaries that the U is behind the market, that is where most of the adjustment would occur.

Carl Adams said that the request for a 25% funding increase is "a big ask." Associate VP Bob Kvavik said that "the state's economy has grown beyond anybody's wildest imagination" and "it would be madness" for the U not to try to benefit from the increase in state revenue. Tuition increase of 2.5% a year "should be seen, at least from the president's point of view, as a minimum, not a cap," Kvavik said. If the state does not fund the U at the level requested, then a bigger tuition increase might be part of a solution.

**Reducing the size of the faculty** can continue at the same rate as in the last 6 years, with 3 faculty hired for every 4 who leave, Kvavik said. Vic Bloomfield said the U needs "a sensible plan to move people around" instead of just "grabbing" retirements as they come along. VP Marshak said "the discipline of faculty lines" has been lost; units with money have hired people and tenured them, creating a problem for the institution.

Marshak urged a "return to some kind of complement control," along with academic planning for how many faculty are needed in each discipline and "how to get from where we are to where we need to go." Bloomfield said "it's generally believed that the arts and science core has shrunk while the periphery has grown," and if that's true, one provostal area should now grow more than the others. Marshak suggested that faculty "ask your academic VP to report to you on what has happened to faculty numbers" in different areas. "As positions become vacant they might indeed move from provost unit to provost unit," he said.

**FCC also heard** from Steve Cawley, Carolyn Parnell, and Don Riley about the technology component of the biennial request. Everyone agreed that it is important to frame the proposals not in terms of "sump pumps and furnaces" but the exciting educational opportunities that will be made possible.**Because of the strong response** to voluntary conversion to biweekly payroll (25% of eligible employees in 2 weeks), the deadline for receipt of conversion option forms and loan applications has been extended to Friday, Sept. 13. If you need forms or you have additional questions, call the biweekly hotline at (612) 625-7536.**New classes** for experienced collegiate administrators, such as Factors Contributing to the Development of a Distinguished Department, have been added to the annual Orientation Seminar Series for new chairs or heads of academic departments. For series agenda, call Dee Anne Bonebright at (612) 624-6550.**Mel George**, who was acting VP for external relations until February, was named Aug. 14 as interim president of the U of Missouri system, while a search for a permanent president is in process.**Employees who took graduate-level classes** through the Regents' Scholarship Program or Academic Staff Tuition Benefit Program between Jan. 1, 1995, and June 30, 1996, will be eligible for refunds, but no exclusion from income for graduate-level education will be available from now on, effective July 1, 1996. Legislation signed by President Clinton Aug. 20, Small Business Job Protection Act (H.R. 3448), includes retroactive reinstatement of the Section 127 tax-free employee educational assistance benefit for graduate-level education for an 18-month grace period. The U will help affected employees with their refund claims but can only do so after the IRS publishes relevant administrative refund procedures. Payroll Services will be contacting affected employees with additional information.

The U is obligated to report as taxable income the value of graduate-level education taken by employees after July 1, 1996, and to withhold necessary payroll taxes. Undergraduate education continues as a tax-free benefit to employees of the U. Graduate courses taken during fall quarter will affect the following 4 pay periods: regular (Oct. 31, Nov. 15, Nov. 30, Dec. 15) and biweekly (Nov. 6, Nov. 20, Dec. 4, Dec. 18).

**Nine travel agencies** were awarded Preferred Travel Agency contracts effective Aug. 15. Air, hotel, and car reservations should now be made directly through any of the Preferred Travel Agencies, who can also help set up frequent flyer accounts to track business miles. Air reservations can be billed directly to U budget account numbers with no paperwork. The agencies are: Capiz World Travel (TGB), Daisy Travel (TGB), Going Places Travel (TGB), Travel Associates (TGB), American Express Business Travel Center, Carlson Wagonlit Travel, Corporate Travel, Northwestern Business Travel, and for the UMD campus, AAA of Minnesota Travel. Additional information on the agencies is available on the Travel Web at <http://purchserv.finop.umn.edu> or by calling Purchasing Services at (612) 624-2828 for an information sheet.**CROOKSTON**--UMC received the Special Achievement and Ongoing Commitment Award in the Beautification Awards Program sponsored by the Crookston Chamber of Commerce. Award was presented during Ox Cart Days.

Events: Faculty/staff workshops will be Sept. 3-5. Events Tuesday include campuswide welcome breakfast at 7:30 a.m. and presentation at 9:30 a.m. by faculty attending summer professional development seminars. "Trends in the Use of Technology in Higher Education" will be presented Sept. 4 at 8:30 a.m. by Diana Oblinger of IBM North America. New Student Orientation will be Sept. 5-8. Events Thursday include scholarship reception at 3 p.m. and welcome dinner at 5 p.m.; Faculty Flip breakfast will be Friday at 7 a.m., welcome address by the Rev. Ernie Mancini at 9 a.m., and picnic on the mall at 5 p.m.

**DULUTH**--Gloria DeFilipps Brush has been named acting dean of the School of Fine Arts. She joined the UMD art department in 1981 and has been department head since 1985.

Bruce McLeod resigned from his position as director of intercollegiate athletics effective Aug. 21.

**MORRIS**--UMM was among the public liberal arts colleges that were ranked as the nation's best values in higher education by Money magazine's 1997 annual college guide, *Your Best College Buys Now*.

To reflect the changes in its mission, Audiovisual Services has changed its name to Media Services.

**TWIN CITIES**--Timothy Blade, 55, a professor in the Department of Design, Housing, and Apparel, died Aug. 17 of lymphoma. He taught design in the department for 20 years and was an authority on antiques and art. Memorials are preferred to the Goldstein Gallery or the American Cancer Society.Working with TAs: An Orientation for TA Supervisors will be Sept. 17, 8 a.m.-noon, in Willey Hall. Session provides an opportunity for TA supervisors--faculty who teach with TAs and administrators who oversee TAs--from across campus to come together to address common concerns. Program includes a small, intensive session facilitated by Joyce Weinsheimer, director of the Learning and Academic Skills Center. Event is free to TA supervisors on the TC campus. Registration is required; call (612) 627-4330 or e-mail to [t-enrich@gold.tc.umn.edu](mailto:t-enrich@gold.tc.umn.edu).

Events: EdFest, an open house for adult and part-time students sponsored by U College, will be Sept. 5, 5-8 p.m., in Nolte Center. Postal Reclassification Seminar, offered by Addressing and Mailing Services and the U.S. Postal Service, will be Sept. 10 in 155 Earle Brown Center, St. Paul. Postal Service reclassified the mail system effective July 1. Sessions will be 9-11 a.m. and 1-3 p.m., with refreshments provided at each session. To reserve a place call Lauren at (612) 626-1735. Limited seating makes it important that you reserve early.

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## UNIVERSITY OF MINNESOTA



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Editor: [Maureen Smith](#) (612) 624-2801

**Regents presented a set of proposed revisions** to the faculty tenure code at their meeting in Morris last week. Presentation was made by consultant Martin Michaelson, an attorney from Washington, D.C., with comments from consultant Richard Chait by telephone. President Hasselmo had asked the regents not to consider the proposed draft but instead to endorse the faculty-approved revisions; proposed revisions "will harm the University" and "rupture cooperative relationships with the faculty for the foreseeable future," he said.

Provision for layoffs due to programmatic change was the topic of much discussion in Morris. Administration would be required to reassign and retrain faculty when possible, but if that is not practicable, could discontinue them with severance pay. Chait said the proposed language is "right in the center of the fairway" of other institutions, although it is rarely used. Regent Keffeler asked why, if it is so rarely used, the board would want it, "especially if it creates a flash point for institutional disease." Michaelson replied, "It avoids years of litigation, hellish problems that could take years to solve. Not to have it could have severe consequences." Hasselmo asked how faculty can enter into the change process if the outcome for them is termination.

Reduction of base pay would be allowed for substandard performance judged by peer review, fiscal emergency, or "other compelling reason." Michaelson agreed that the meaning of "compelling" is discretionary.

Faculty Consultative Committee (FCC) held an emergency meeting Thursday evening at Fred Morrison's home and sent out an analysis of the proposed revisions to all faculty Friday morning. "This is a very serious attack on tenure, and every faculty member should read the proposed revisions carefully" and should make their views known to the regents and to citizens of Minnesota, FCC chair Virginia Gray said. Citizens should know that "this is a serious attack on the University as we know it" and would move the U from a model of shared governance and collegiality to a corporate model of hierarchical control, she said.

Faculty leaders were not given a copy of the proposed revisions before the meeting and therefore were not able to comment in detail in Morris, Gray said. When they did read the draft, they were most alarmed by section 10.2 on disciplinary actions. Provision says faculty must "maintain standards of competence and a proper attitude of industry and cooperation," and disciplinary action up to and including termination can be taken "when commonly held standards of conduct are violated."

Proposed revisions will now go to governance committees, and at least one and perhaps 2 Faculty Senate meetings will be held before regents act on the proposals Oct. 10. Tenure code provides that the regents must give faculty a chance to respond to proposed changes, but the regents have the final authority to act.

**Legislative request** was the other big topic at the meeting in Morris. VP Marshak said the proposed request is "very ambitious" and is intended to improve the U's comparative ranking in excellence and access. Package includes investments in technology, programs, compensation, financial aid, and facilities. Request is framed in terms of Gov. Carlson's 4 themes: educational reform, an educated citizenry for tomorrow's workforce, building jobs through economic vitality, and ensuring government accountability.

Four-year plan includes an average of \$72.5 million a year in budget cuts and revenue additions, including proposed reductions in faculty and staff. Faculty would be reduced by 150 in 4 years (a 5% total reduction in faculty); strategy would be to replace 3 out of 4 faculty who leave. Civil service staff would be reduced by 720 and P&A staff by 240 (both 2% a year for 8% over 4 years). Other strategies include increasing enrollment by 1,000 full-year-equivalent students, increasing private fund-raising, outsourcing, and closing some buildings.

**A computer for every student** by 1999 is one goal in the proposed legislative request. Computer literacy would be included in high school preparation requirements, Web-based student services "will be comprehensive and user-friendly," and students and faculty "will be the first in the country to have access to the 'Super-Internet.'"

**Regents unanimously approved** master plans for all campuses and final 2 critical measures, reviewed in July.

**Regents elected 7 members** to the board of trustees of the proposed Fairview-University Medical Center, a division of Fairview Health System. Newly appointed board members are John Morrison, chair and owner of Central Group Bank, 3-year term; Johnathan Ravdin, Nesbitt Professor and chair of the U medicine department, 2-year term; Michael Dougherty, founder, president, and chief executive officer of Dougherty Dawkins, Inc., 1-year term; Roby Thompson, chief medical officer for U Health System, 3-year term; Thomas Madison, interim chief executive officer of Minnesota Mutual Life Insurance Co., 2-year term; Nellie Johnson, VP of Walker Health Services, Inc., 1-year term; and Edith Leyasmeyer, dean of the School of Public Health, 3-year term.

Board of trustees will have responsibility for overseeing the division's day-to-day management and its compliance with Fairview policies and procedures. Board will replace the U Health System's current board of governors as of Jan. 1, 1997. Morrison, Thompson, Ravdin, and Dougherty are also designated for appointment to Fairview Health System's board of governors. In addition to 14 elected trustees, the division board will include the provost of the Academic Health Center, the dean of the Medical School, and the cochiefs of the division's medical staff.

The week before last, the Fairview Association elected 7 members to the division board: Gordon Alexander, Jr., senior VP of medical affairs for Fairview; William Callahan, secretary, associate, and general psychiatrist with Clinical Psychopharmacology Consultants; Allen Housh, president and founder of A.A. Housh and Associates; Lois Sinn Lindquist, president and owner of Performance Data, Inc.; Royce Sanner, an attorney with Maslon, Edelman, Borman, and Brand; Lyall Schwarzkopf, retired director of long-range planning and research for the Metropolitan Council; and Connie Weinman, VP of regulatory compliance and community relations for National City Bank.

**U students get a good value** for their education dollar, according to *U.S. News & World Report's* annual *America's Best Colleges* issue, out this week. TC campus was ranked 13th in the nation in the "national university/best value-sticker price" category, a ranking based on quality ratings divided by total nonresident tuition, required fees, and room and board for 1996-97. Ranking represents an improvement over last year's 21st-place showing. Carlson School of Management was ranked 13th-best business school in the nation and IT was ranked 16th-best engineering school. UMD was ranked 14th among Midwestern universities in the best value-sticker price category, and UMM graduates were judged to carry the 9th-lowest debt load of students in liberal arts colleges across the country.

**Participants in the Optional Retirement Plan** may now change their salary reduction agreement more than once a year. The change, effective immediately, was part of the Small Business Job Protection Act of 1996 signed into law recently. Call Employee Benefits at (612) 626-9090 (press option 4) if you want a salary reduction agreement form.

**CROOKSTON**--Dedication of the UMC/Central High School football field will be Sept. 13. Activities include Teambackers luncheon at noon with football and volleyball coaches from UMC and CHS, open house and tour 5:06:20 p.m., tailgating and introduction of new UMC and CHS faculty 5-7 p.m., dedication of football field 7 p.m.

**DULUTH**--Chancellor Martin at a news conference Aug. 30 announced the steps being taken "to meet and exceed" the recommendations of an audit and internal investigation of the UMD Department of Intercollegiate Athletics. Martin and vice chancellor Greg Fox requested the audit in August 1995, shortly after Martin began as chancellor.

Patricia Merrier, professor of finance and management information science, has been named interim director of the intercollegiate athletics department. She is currently the UMD faculty athletic representative to the NCAA.

Wearing official "Chancellor's Welcome Team" t-shirts, a team led by Chancellor Martin was on hand to help students move into campus dorms Sept. 5. Welcome team, which included vice chancellors, deans, and department heads, also worked the food tents, greeted parents, and answered questions.

**MORRIS**--Chancellor Johnson will join the North Central evaluation team Nov. 17-20 in examining a new institution, the U of Arizona's Arizona International U.

Faculty-staff picnic will be on the West Central Experiment Station grounds Sept. 20 at 5 p.m.

**TWIN CITIES**--Site visit team has recommended that the accreditation of the TC campus be continued for 10 years (the maximum continuation) until 2005-06. Three separate documents are available on the Office of Planning and Analysis home page on the World Wide Web at <http://www.opa.pres.umn.edu/accred/accred.html>: the site visit team report, President Hasselmo's formal response, and Hasselmo's comments to the regents. Also available is the accreditation self-study. If you do not have access to the World Wide Web, stop by U Relations at 6 Morrill Hall to pick up a copy of the first 3 documents. The 447-page self-study is not available for distribution, but an examination copy is available in U Relations.

Frank Enfield, retired professor of genetics and cell biology, died of lymphoma Aug. 6 at his home in Stillwater. He was 62. He joined the U faculty in 1960.

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## UNIVERSITY OF MINNESOTA



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**Minnesota Bureau of Mediation Services** issued a "maintenance of status quo" order Friday (Sept. 13) after receiving a U Faculty Alliance petition requesting certification as the collective bargaining representative for TC campus U faculty. Order mandates that "wages, hours, and all existing conditions of employment shall not be changed" and "negotiations shall not be carried on" as of this date.

**President Hasselmo** issued the following statement in reaction: "Today's action was not a surprise. We are prepared to continue operation as usual. Classes will begin on schedule Sept. 26. Our faculty are first and foremost teachers and researchers, and will continue to conduct themselves in their usual exemplary fashion. The University of Minnesota is a world-class university and will continue to be so."

**Several regents** and faculty and administrative leaders were meeting Friday afternoon to try to find a solution when they learned of the order. The meeting was immediately halted.

Regent Reagan said: "The filing of the petition is a first step toward unionization of the University faculty. It will be up to faculty to make that final decision. Meanwhile, the main business of the University will continue--to give our students the best possible education, and to advance human knowledge."

**Faculty Consultative Committee** (FCC) met with President Hasselmo last Tuesday morning at 7:15 a.m., at his request, to discuss the tenure situation and possible options for action, including asking the regents to adopt the Faculty Senate changes on an interim basis and deal with the outstanding issues after a new president is in office. Fred Morrison and other FCC members said several times that the likelihood of a "cease and desist" order was very high and that all discussion of the tenure code would then come to a halt.

FCC and Hasselmo discussed the large magnitude of the differences between the regents and the faculty. Some non-tenure-related discussions between small groups of faculty and regents could be helpful, they said, and Virginia Gray agreed to make a proposal to the board for such discussions. Morrison cautioned again that once a cease and desist order is issued, no regent can talk about tenure, but he suggested that Gray point out that the only way to deal with the fundamental disagreements between the faculty and the regents is for them to talk.

**Three governance committees**--Tenure, Judicial, and Faculty Affairs--had scheduled meetings to discuss the regents' proposed revision of the tenure code this week, but the meetings have now been canceled. Faculty Senate meetings scheduled for Sept. 26 and Oct. 3 have also been canceled.

**Open faculty forum** on the status of tenure will be Oct. 3, 2-5 p.m., in 25 Law Building, sponsored by AAUP and the U Faculty Alliance. Governance committee chairs Mary Dempsey, Dan Feeney, Ed Fogelman, and Fred Morrison have been invited to participate.

**Search for a new president** is progressing well, Regent Reagan told regents. Advisory committee and consulting firm "report that they have found high caliber candidates very receptive to discussions about the position," he said. More than 160 individuals have been nominated, and nearly 50 active candidates have provided complete dossiers. Pool of nominees is "national in scope and diverse in terms of gender and ethnic origin."

**Fairview Hospital and Healthcare Services** announced Aug. 29 that Peter Rapp, general director of U Hospital, will be chief executive officer of the Fairview-University Medical Center and senior VP of the Fairview health system when the merger is complete. Fairview TV ad, showing hospital employees singing the "Minnesota Rouser," has stirred a variety of emotions among U people, from pride to anger.

**Two major redesign projects**--Human Resources Management System and Student 2000 Systems--"joined forces and selected one vendor for software packages that will help us completely rethink how we manage information about our employees and students," associate VPs Carol Carrier and Bob Kvavik said in an Aug. 26 letter to "colleagues." Over the next few months the U will negotiate with PeopleSoft Inc., a Silicon Valley company and a recognized industry leader, which offered a major price break if 2 systems were purchased.

**A University charge card** has now been approved for purchases under \$500. Contact your Resource Responsibility Center or area managers for information.

**CROOKSTON**--Agassiz Bowl Sept. 21 is planned to promote agriculture and strengthen ties between UMC and the community. Sponsors are UMC Teambackers and the Chamber Agribusiness Committee. Events include football game between the Golden Eagles and Martin Luther College, presentation of a \$500 scholarship to a Polk County student majoring in agriculture at UMC, and recognition of Dr. Karl Palmer, long-time supporter of UMC athletics.

**DULUTH**--Tweed Museum of Art director Martin DeWitt has been named to serve also as interim director of Glensheen, the 22-acre estate operated by UMD, through February 1997.

Other appointments: Kjell Knudsen, director of the Center for Economic Development, was appointed director of new initiatives at Minnesota Technology, Inc. (MTI). He will hold both positions and work with MTI to provide new services to greater Minnesota and the metro area. Linda Quanstrom has been named development officer for the UMD School of Fine Arts.

**MORRIS**--Faculty and staff meeting to begin the academic year will be Sept. 20 in Humanities Fine Arts recital hall, followed by a campus community picnic at the West Central Experiment Station. Minority student orientation begins Sept. 21, new student orientation will be Sept. 22-24, and fall quarter classes begin Sept. 25.

The 320 area code is now mandatory for the Morris area, including calls to UMM.

**TWIN CITIES**--Two apartment complexes will open for students at the start of fall quarter. Wilkins Hall, owned by the U, and Argyle House, owned by Dinnaken Properties, Inc., will collectively house 296 students. Housing occupancy rates have been steadily increasing. Currently, the 4,576 beds in the 8 residence halls and Wilkins apartment building are filled, and 253 students will be in expanded housing until space becomes available.

Wilkins Hall, the first U-constructed apartment complex on campus for single students, is named after civil rights leader Roy Wilkins, a 1923 graduate of the U. Located at 1212 University Ave. S.E. (adjacent to Sanford Hall), it is the first housing facility built since Middlebrook Hall in 1969. Argyle House, on the corner of Delaware and Ontario, is home to Residential College, a program where U faculty and students learn, study, and dine together.

Carlson School of Management is welcoming its first freshman class of 220 students; until now, students were admitted as juniors (and junior-year admission will continue to be available). On average, Carlson's freshmen are from the top 10% of their high school classes, with nearly a third in the 95th percentile or higher. Combining high class rank with test scores, the students rank higher than the freshmen in any other undergraduate program.

The Twin Cities are among the most highly segregated metropolitan areas in the U.S., with 65% of people of color living in the central cities, according to a preliminary report by the U's Institute on Race and Poverty. Report also found that the Twin Cities are becoming increasingly polarized by both income and race, with the disparity between incomes of whites and people of color the largest in the nation, and are among the fastest "ghettoizing" areas in the country. Report is available by calling (612) 625-5344.

Several transportation options are open for commuters heading to campus this fall, and the message from Parking and Transportation Services is "Don't drive if you don't have to." Route 52 commuter bus service consists of 8 semiexpress routes between campus and various residential areas. Metropolitan Council Transit Operations also has several bus routes that serve the U; for information call the 24-hour hotline at 341-4BUS. There are more than 3,000 bike rack parking spaces on campus. Also recommended: carpooling, parking at remote lots, off-peak parking for early birds and evening visitors. For more information call (612) 626-7275.

Contract parking space is available immediately for staff and faculty (non-health sciences, 75%-100% time) in the following facilities: C-57 on 15th and Rollins Aves. S.E., C-61, C-63, C-64, C-65, and C-66 near 29th and Como Aves. S.E., C-84 and C-89 on the West Bank campus, and SC-179, SC-187, SC-188, and SC-189 on the St. Paul campus. Contracts will be sold on a first-come, first-served basis at Parking and Transportation Services, 300 Transportation and Safety Building, phone (612) 626-7275.

Events: "Where It All Started: The Legacy of Engineering Research Associates" by Arthur Norberg, Sept. 19, 7 p.m., Minnesota History Center in the 3M auditorium (345 Kellogg Blvd. W., St. Paul), admission free, call (612) 624-5050 for more information. Sociology professor William Brustein will discuss and sign copies of his book *The Logic of Evil* at 7 p.m. Sept. 19 at the Burnsville Barnes & Noble Bookstore. Clinical research coordinators will meet Sept. 24, 7:30-9 a.m., 2-110-2-140 Weaver-Densford Hall (Unit F). Agenda includes updates of ongoing projects. Cathy Bell and Eileen Mitson from Osteoporosis Research Clinic will give their slide presentation from a meeting in Nashville last May.

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## UNIVERSITY OF MINNESOTA



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**The best prepared freshman class** we've ever had" arrives on the TC campus this week, President Hasselmo told reporters at a news briefing Sept. 18. The class of 2000 is a "milestone class," he said, and surpasses earlier freshman classes in high school rank, test scores, and fulfillment of preparation requirements. "We're ready for them....I'm ready. The faculty is ready." He cited new state-of-the-art residence halls, computerized registration, smaller classes, and adviser-to-student ratios that have been cut nearly in half.

Improvement in undergraduate education "hasn't come about by accident" but "very much by design," Hasselmo said. "Students have responded magnificently." One sign of progress he noted is that the TC campus moved up from 21st to 13th in one year in the "best buy" list published by *U.S. News & World Report*.

**Bureau of Mediation Services** amended its "maintenance of status quo" order last week to take out faculty in the Academic Health Center (AHC) and the Law School, who opted out of the bargaining unit in an earlier union election. These groups have until Nov. 1 to petition to join the unit (by submission of cards from 30% of the group), and any other faculty group could petition to opt out. If either the Law School or the AHC petitions to join the larger unit, an election would be held in November to decide if they will be in the bargaining unit. One technical issue to be resolved is whether the College of Veterinary Medicine, which is now in the AHC but wasn't included in the health sciences earlier, is in or out.

Once the final bargaining unit for the TC campus has been determined, an election will be held. If there are no legal contests, the election will probably be in January or February, Law School professor Fred Morrison told the Faculty Consultative Committee (FCC) Sept. 16. If there are contests, the election could be pushed off months. Election will be decided on the basis of a majority of those casting votes. If there are 3 choices and none receives a majority, a runoff will be held between the top 2 (either 2 competing unions or a union and "no union").

Maintenance of status quo order does not include the Crookston and Morris campuses. Under state law, if Crookston and Morris faculty want to be in a union, their only option is to join the Duluth bargaining unit.

**President Hasselmo** told the FCC Sept. 19 that the U will "continue to operate as we have," promotion and tenure cases will go forward, and faculty governance will continue, although the agenda of the Senate Committee on Faculty Affairs may be curtailed. Hasselmo said he will be neutral on the union question.

FCC chair Virginia Gray said she sees herself as the leader of all faculty, whether or not they favor unionization, and she will try neither to help nor hinder unionization. The FCC as a body will also be neutral. Some members favor and some oppose unionization, and as individuals they are free to speak.

Cease and desist order is not self-enforcing; people can continue to do things, and others can litigate if they object. Fred Morrison told the FCC that, except for core terms and conditions of employment (tenure and salaries), the faculty should continue to meet with the administration to consult on such issues as the biennial request (and the faculty salary component), sexual harassment, intellectual property, and so on.

**Discussions with Gov. Carlson** about the biennial request have been "very productive," Hasselmo told the FCC. Working group has been formed with 3 people from the governor's office, 3 people from the U (VP Marshak, associate VP Pfutzenreuter, and Dean Bruininks), and 3 community people (Win Wallin, Ed Spencer, and Chuck Denny). Governor's 4 themes are being used as a framework.

Presentation was made to the editorial staff of the *Star Tribune* about the biennial request, Hasselmo said, and the response was "very positive." Similar meeting is planned with staff of the *Pioneer Press*.

**Accreditation report** on the TC campus is full of "glowing praise for this University and what it has accomplished," Hasselmo said, but the plan for a targeted visit in the year 2000 is a "signal of concern" about all the changes on campus, especially in the Academic Health Center, and about the number of issues that are on the table. Still, Hasselmo said, "we passed with flying colors by all the criteria."

**Data on faculty departures** will be important, Fred Morrison said; Craig Swan said he is more concerned about this year than last year. Hasselmo said he is "personally involved in 3 retention cases, and we may lose all 3." These possible departures are "very directly related to what has just happened," he said.

**Carole Bland asked Hasselmo** about "all the expedited searches" in the Academic Health Center (AHC) that have resulted in the hiring of all white males. "It does not look good," she said. Bland said she was not suggesting that "these men are not doing fine jobs," but "the job descriptions are written practically with their pictures on them." Hasselmo said there were reasons for the expedited searches but said, "I understand your concern."

**Judy Garrard and Mary Jo Kane**, chairs of 2 of the 3 new Provost Faculty Consultative Committees, met with the FCC. In the AHC, Garrard said, "The issue we face is really to develop a governance structure." They have decided to be a faculty committee and not combine with a student committee, she said, "not to be antistudent in the least," but to allow a clear faculty voice to be heard. Kane said the professional studies group has now met twice; its first meeting with Provost Allen was at his request to talk about the current crisis. One issue on the agenda is to look at the use of adjunct faculty. Both groups plan to meet once a month with their provost and once a month on their own.

**CROOKSTON--U** Marching Band will perform in Crookston Sept. 28 in a 10:30 a.m. parade followed by a concert, 1 p.m. pregame show, halftime show, and postgame show. This is the first time the U band has visited Crookston.

Minnesota Supreme Court will meet in Crookston Oct. 2-3. UMC will host the group for Wednesday dinner and Thursday lunch. Session will be shown on a campus video-feed in the Agricultural Research Center auditorium for high school students and in Dowell Hall for UMC students.

**DULUTH--Africana, Hispanic/Latino/Chicano, and Southeast Asian American students** were recognized for scholastic achievement and internship projects at a reception Sept. 18. Nineteen students were awarded scholarships in 6 categories.

A fund-raiser auction for the Glensheen "raise the roof" project was Sept. 14 at the Duluth Entertainment and Convention Center. Successful event raised funds to help roof replacement at Glensheen.

**MORRIS--A** student-initiated celebration, Diversity Jam, will be on the campus mall Sept. 27, 3-5 p.m., to kick off UMM's 1996-97 "Campus of Difference" initiative. Valuing differences and making connections with others whose backgrounds are different is the focus of the event, which will include music. Participants will have an opportunity to make a written pledge regarding actions they will take this year to effect change.

Amplification to help faculty, staff, students, and visitors with hearing disabilities is in place in classroom spaces in Edson Auditorium, Science auditorium, Humanities Fine Arts recital hall, and Social Sciences auditorium. Funds allocated for compliance with the Americans with Disabilities Act helped to install auditory assistance systems.

Leadership from UMM alumni and a grant from the American Express Minnesota Philanthropic Program will help establish a Minority Alumni Mentorship Program.

**TWIN CITIES--A** \$62.7 million building that marks the U's commitment to a new, more integrated approach to biomedical research will be dedicated in ceremonies Oct. 11 at 12:15 p.m. at the corner of Church and Washington. David Hamilton, professor of cell biology and neuroanatomy, directed planning of the building and will be master of ceremonies. "Basic science is the heart and soul of the research university," Provost Cerra said, and the new building "is a symbol of what basic science means" to the U.

National teleconference on "Freedom of Speech in the Cyberspace University" will be Sept. 30, noon-1:30 p.m., 25 Law Building, followed by a Minnesota panel discussion moderated by Marcia Fluer, 1:30-2:30 p.m. RSVP by Sept. 26 via e-mail to hocki001@maroon.tc.umn.edu to ensure your space. Refreshments provided.

Faculty deaths and memorials: Helen Dahlstrom, retired professor of occupational therapy, died of cancer Aug. 19 at the age of 72. Memorials preferred to the Occupational Therapy Scholarship Endowment Fund, U Foundation. In memory of Professor Timothy Blade, the Department of Design, Housing, and Apparel will host a remembrance gathering Oct. 4, noon-1 p.m., 233 McNeal Hall.

Events: Campus Kick-Off Days events include Paint the Bridge Sept. 26-27 on the Washington Ave. bridge and Lunch with Leaders Oct. 2 (with faculty, staff, and community leaders serving students a free lunch) on both the Minneapolis and St. Paul campuses. Employee Career Enrichment Program fall workshops still have openings. Call (612) 627-4033 or visit Web page at <http://www.umn.edu/ohr/ecep>. Office of Admissions will host 3 Saturday open houses for prospective students and their parents Oct. 12 and 26 and Nov. 2, 9 a.m.-3 p.m. For information, call the VISITLINE at 625-0000.

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## UNIVERSITY OF MINNESOTA



A weekly internal bulletin serving all campuses

Vol. XXVI No. 32 Oct. 2, 1996  
<http://www.umn.edu/urelate/brief/1996-10-02.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801**State of the University address** by President Hasselmo will be Oct. 16, 3 p.m., Proscenium Theater, Rarig Center, TC campus. Question and answer period will follow the speech. Watch for more information.**Bureau of Mediation Services** held its first hearing Sept. 25 on the upcoming collective bargaining election on the TC campus and on what can happen under the maintenance of status quo order. All questions were taken under advisement; next meeting will be Oct. 9. The U and the U Faculty Association (UFA) were the 2 parties at the hearing and were represented by lawyers and leaders. Interested parties with representatives present were the AAUP, the Law Faculty Association, the Carlson School faculty, and the Faculty Consultative Committee (FCC). Fred Morrison, who represented the FCC and reported at a meeting Sept. 26, said it was not clear whether the U lawyers represented the regents, the administration, or both.

The U presented a list of 1,552 people in the bargaining unit, with all deans and department heads and chairs excluded. In the last election, department heads were in and deans were out. FCC members said department heads and chairs have generally seen themselves as faculty. Morrison said the U representatives stressed that in producing the list they were not taking a position on whether other names should be added. Producing the list they presented may have been "the only way they could get it out of a computer in a hurry," he said.

Three unresolved questions are whether the Senate Committee on Faculty Affairs (SCFA) can conduct any business, whether the intellectual property policy can move forward, and whether consultation on tenure can continue. The U through its representatives expressed its wish to continue consultation on tenure; Morrison said his understanding is that the UFA does not want consultation until after the election, at which time they would negotiate if elected. As for SCFA business, Virginia Gray said the group has a full agenda and would like to move forward with some of it, including a look at the growing use of part-time and temporary faculty.

The U has said it wants an election as soon as possible, Morrison said. If the process is expedited and there are no legal challenges, he said, an election could be as soon as early December.

**Discussion with VP Swain** was also on the FCC agenda Oct. 26. Swain said his primary assignment is to work for the success of the legislative request. Also, with his contacts in the business community, he hopes "to reach out into certain centers of influence and organize some positive help."

Public relations is a matter of "doing good and getting credit," Swain said, and "here is an institution that overwhelmingly does good." On getting the news out, he pointed to the extensive coverage recently in newspapers and on TV on computerized registration and other improvements in the undergraduate experience.

Swain said it "perplexes" him that faculty do not make their voices heard more, in talking to legislators and writing letters to the editor, not just on matters of specific concern to faculty but in support of the U as a whole. Vic Bloomfield agreed on the need for this and added that it has always bothered him that faculty don't do more to "make common cause with other employees" of the U. FCC members agreed that a call should go out to faculty and staff urging them to talk to their legislators to ask them where they stand on supporting the U.

Sara Evans said the U has a legacy of a time when it "didn't reach out very effectively to its alums." Swain acknowledged this and said good work is being done now to build relationships with alumni. Evans said she has enjoyed talking with alumni groups and said faculty respond to calls for help when asked.

**Program Improvement Grants** that strengthen the summer curriculum will be available for the 1997 summer session. Faculty from the TC, Duluth, and Morris campuses are invited to submit proposals for up to \$3,000 to help launch new courses or enhance existing ones. Application deadline is Oct. 25. For more information, contact the Summer Session Office at (612) 626-2209.**The U signed a contract** Sept. 21 with PeopleSoft to buy software for a new HRPS (Human Resources/Payroll System) and Student Systems. Negotiations resulted in favorable financial, support, and training terms for U.**CROOKSTON**--UMC Homecoming and outstanding alumni brunch will be Oct. 5. Schedule includes 9 a.m. registration in Conference Center, 10 a.m. outstanding alumni reception and champagne brunch in Brown Dining Room, noon tailgate party, 1:30 p.m. football game, and 5 p.m. alumni postgame social at the Crookston VFW.

Regent Stanley Sahlstrom and Mil Sahlstrom will be honored at their 50th wedding anniversary reception Oct. 6, 3-5 p.m., in Brown Dining Room at UMC. In lieu of personal gifts, the Sahlstroms have requested that contributions be made to the Stanley D. Sahlstrom Scholarship Endowed Fund. Gifts may be left at the reception or mailed to the Development Office, White House Alumni Center, U of Minnesota, Crookston, MN 56716. Disability accommodations will be provided on request. Call (218) 281-8537.

**DULUTH**--UMD School of Medicine All-Class Reunion will be Oct. 11-13. Events will take place both on campus and at the Duluth Entertainment and Convention Center. For information, call Alumni Affairs at (218) 726-8892.

Dedication was Sept. 27 for North Shore Business Enterprise Center, a \$1.3 million multi-use business incubation facility near Two Harbors. UMD's Center for Economic Development will provide an on-site business development specialist, with funding from UMD Small Business Development Center and Natural Resources Research Institute.

**MORRIS**--Public exhibit of works from CIRCA Gallery, Minneapolis, and selections from the UMM Graphic Studio collection opened Sept. 30 and will continue through Oct. 27 in Humanities Fine Arts gallery. CIRCA Gallery founder and director Wanda Schackmann Flechsig is a UMM alumna ('79).

Media Services technician Ron Kubik will receive Breaking the Silence Award during the 1996 Coming Out Ball Oct. 8. Award is presented to Kubik "for confronting discrimination based on sexual orientation or gender identification." Event celebrates National Coming Out Day and 3rd anniversary of creation of GLBT Programs Office.

Women's cross-country team made their debut as a varsity sport Sept. 20 at the UND Invitational.

**TWIN CITIES**--On Thursday, Sept. 26, the first day of the 1996-97 school year, President Hasselmo joined students for coffee at Newman Center's coffee cart, rode the campus connector bus from Minneapolis to St. Paul, and welcomed students in a family social science class in McNeal Hall.

Ceremony dedicating Health Sciences Unit F as Weaver-Densford Hall will be Oct. 4 in 2-690 Moos Tower; reception 1-3 p.m., program 1:30 p.m. Hosts are Board of Regents, College of Pharmacy, and School of Nursing.

Program administrators are invited to the first meeting of a monthly support group for new administrators Oct. 9, noon-1 p.m., in 215 Donhowe, 319 15th Ave. S.E. Discussion agenda will be set by the group; likely topics are adjusting to being an administrator, managing change, encouraging creativity, team building, and dealing with difficult people. Group will be led by a counselor from the Office of Human Resources. Contact Lynne Ackerberg at (612) 624-5838 or e-mail to acker005@maroon.tc.umn.edu.

Walter Mosley, author of *Devil in a Blue Dress* and creator of the fictional character Easy Rawlins, will join other black mystery writers at the first-ever Black Mystery Writers Symposium Oct. 10-11. Fee is \$10. Events: talk by author Paula Woods Thursday at 8:30 a.m. at St. Paul Radisson Hotel; fund-raiser for Givens Collection of African-American literature Thursday at 5:30 p.m. at Landmark Center, followed by Mosley's free public lecture at 8 p.m.; writers' panel at Mississippi Room, Coffman Union, 11 a.m. Friday, free. For information call (612) 625-3850.Announcements: *Monthly Listing and Weekly Update* information on current academic job openings was eliminated Sept. 30, along with paper postings on bulletin boards and distribution of paper copies. Information on openings will be updated weekly and available electronically on the Internet (<http://www.umn.edu/ohr>) and Gopher (<gopher://mailbox.mail.umn.edu:70/11>). Information is available in an alternative format by calling Human Resources at (612) 625-2000, then pressing 2. Free screenings for depression during National Depression Screening Day Oct. 10 are offered by mental health professionals in Eddy Hall, 11 a.m.-1 p.m. and 2:30-4:30 p.m.Lectures and events: "Doctors Have Styles--And They Matter" by Charles Phelps, Oct. 4, 1-2:30 p.m., 2-620 Moos Tower, free. For information call (612) 624-6151. "Critiquing the Culture of Design" by Thomas Fisher (lecture and reception), Oct. 4, 4 p.m., Architecture courtyard; for reservations call 626-1000 by Oct. 3. "Voices of Ethnic Communities?: Italian American Newspaper and Radio Media in Historical Perspective" by Béatrice Deschamps, Oct. 8, 5 p.m., Immigration History Research Center; RSVP to 627-4208 by Oct. 7. Weeklong series of events to celebrate National Coming Out Week will be Oct. 7-11. Northrop Auditorium's dance season begins Oct. 8-9. American Ballet Theatre will open each evening with Balanchine's *Apollo*, followed by deMille's *Rodeo*. Performance time is 7:30 p.m., with free preview at 6:45 p.m. each evening in Northrop Studio 4. Tickets at \$36.50, \$29.50, and \$21.50 available by calling 624-2345; inquire about staff and faculty discounts. "Beauty and Democracy" by David Hickey (first in a series of lectures called "What About Beauty?"), Oct. 10, 7 p.m., Willey Hall, with a roundtable discussion Oct. 11 at 1 p.m. in West Bank Union Auditorium, both free. Call 625-3850.Go to the [U of M home page](#)

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## UNIVERSITY OF MINNESOTA



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<http://www.umn.edu/urelate/brief/1996-10-09.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

**President Hasselmo's State of the U address** is Oct. 16, 3 p.m., Proscenium Theater, Rarig Center, followed by a reception in the lower lobby. Other sites: Conference Center AB, Crookston; 90 Bohannon Hall, Duluth; Science Auditorium, Morris; commuter lounge, Coffman Union; theater, St. Paul Student Center. Program can be picked up on campus cable channel 33. Satellite coordinates: format: C-Band, satellite: Galaxy 6, transponder: 02, downlink: 3740 MHz (H).

**Regents met in closed session** Oct. 3 and Oct. 4, under attorney-client privilege, reportedly to discuss what they could legally do about their tenure proposal under the maintenance of status quo order. In a news release issued after the Thursday meeting, Regent Reagan said the discussions had been "fruitful and positive."

Regent Keffeler sent a letter to the other regents Oct. 1, attaching a copy of a letter she wrote to Reagan Sept. 18 about the tenure proposal put forward at the Morris meeting. She asked that other regents join her in "seriously considering withdrawing the Morris document from our deliberations." Keffeler expressed concern that "a badly managed process, in combination with an extremely sensitive subject, has created wrong and harmful impressions" and has led to "an unnecessarily divisive conflict" with the faculty.

**Gov. Carlson** said Oct. 2 that he will form a 3-member panel to try to resolve the conflicts between the faculty and the regents. After a 60-day fact-finding period, the panel would prepare an analysis and try to reach resolution by March. Members of the panel will be chosen by Wayne Simoneau, commissioner of employee relations. Regent Reagan issued a statement welcoming the governor's interest. "But what needs to be known is that the Board of Regents, the administration, and the faculty are actively looking for ways to engage in productive discussion about tenure," he said. "Frankly, the Board of Regents is hopeful that the differences with the faculty can be worked out a lot sooner than the governor's proposed deadline of March."

**Cards from Academic Health Center (AHC) faculty** were turned in to the Bureau of Mediation Services (BMS) Oct. 2 at 10 a.m., and at 3 p.m. the BMS issued a maintenance of status quo order for all of the AHC including the Duluth Medical School. With cards in from at least 30% of the faculty, an election will be held in November on whether to join the larger unit of TC campus faculty.

On the TC campus, only the Law School faculty have not yet signed any cards. "We see no reason to act with rapidity," Fred Morrison said Oct. 3. With a faculty of 35 and probably only 33 eligible, he said, it would take 10 cards to call for an election and "we can collect 10 cards at lunch if we decide we want to do it."

**American Association of University Professors (AAUP)** voted 41-0 Sept. 30, and University Faculty Alliance (UFA) voted 42-0 Oct. 2, to join forces in their efforts to organize the faculty and achieve collective bargaining rights. Only one name will be on the ballot, and that name will be AAUP, Paula Rabinowitz of UFA said. "This is a historic day for faculty at the University of Minnesota," said AAUP president Rama Murthy, who urged members of the 2 groups to put past differences behind them and "fight for the future."

Decision to align with AAUP was based on a strategic judgment that faculty would be more likely to vote for a professional organization they know for its commitment to academic freedom, Rabinowitz said, plus the fact that the national AAUP came forward and offered resources. Jack Nightingale, an AAUP organizer from the national office, has arrived in town and said he is ready to stay through the winter.

Objective is to achieve bargaining rights, AAUP lawyer Steve Gordon said, and that can be done either through an election or through voluntary recognition based on a "card check," if at least 51% of eligible faculty sign cards. If the card check alternative is chosen, faculty will be asked to sign new cards so that the only cards that are counted are cards from faculty who sign because they support a union.

The U has shown a strong interest in quick resolution, Gordon said, and that is also in the best interest of the AAUP-UFA. "The longer a campaign lasts, the less steam it has." One possible sticking point is whether department chairs are in or out of the unit; the faculty group wants them in, and the U has seemed to want them out. Some department chairs have been active in campaigning for the union, Rabinowitz said. "The reason you want them inside is that it diminishes the administration's ability to control the faculty," Fennell Evans said.

**History of the tenure crisis** and choices for the future were the 2 topics at a faculty forum Oct. 3. Mary Dempsey, chair of the Tenure Committee, said that when faculty expressed fears last year she "always tried to calm their fears. I know now that they were right and I was wrong." The Washington lawyer who drafted the proposed tenure revisions for the regents was the same lawyer hired earlier by then-Provost Brody, she said, and the revisions were "radical and out of the mainstream."

Fred Morrison recounted how faculty leaders repeatedly requested copies of the revisions and were refused, even for copies to follow along with the discussion in Morris. He said there was "a substantial disconnect" between the discussion in Morris and the cover letter, and the actual document. One example: the lawyer said in Morris that salary reductions could not be targeted at individuals, but the document gives no such protection. Morrison urged faculty not to "go out of this room thinking there are 12 regents united in battle against the faculty." Probably 4 are strong advocates of the tenure proposals, 4 are strong opponents, and 4 are in the middle, he said.

Faculty were divided on whether to leave the door open for discussion with the regents. Some faculty hope, and some who advocate a union fear, that the regents might withdraw their tenure proposals; the question then is what the regents could do to regain faculty trust. Ed Fogelman said under current circumstances the faculty would have to vote for a union, but he would like to leave open the possibility for another resolution.

**CROOKSTON**--UMC alumni honored at the 1996 Outstanding Alumni Brunch Oct. 5 were Douglas Busselman '78 from Reno, Nev., Peter Kappes '77 from Ada, Minn., and Brian Winter '78 from Glyndon, Minn.

**DULUTH**--Homecoming is Oct. 19 with the game against Winona State at 1:30 p.m. at Griggs Field.

Events: UMD Center for Ethics and Policy will hold a panel discussion and open forum on "Tenure, Truth, and Teachers" Oct. 10, with community professionals and UMD faculty discussing job security, freedom of speech, and education. "When the U.S. Provokes Its Best Trading Partner" by Robert Dery, Canadian consul general, Oct. 17, 7:30 p.m., 80 Montague Hall, sponsored by Royal D. Alworth, Jr., Institute for International Studies.

**MORRIS**--Work on a state-of-the-art Language Teaching Center will begin this fall. Existing language lab will be renovated and equipped with 15 Power Mac 7500 stations and will allow faculty to integrate CD-ROM programs, World Wide Web, and other multimedia programs into their teaching.

Events: Presenters from the Anti-Defamation League's World of Difference are coordinating 5 diversity education workshops on campus through Oct. 10. "The Golden Ages of Television" by Robert Thompson (O. Truman Driggs Distinguished Lecture), Oct. 14, 8:15 p.m., Humanities Fine Arts recital hall.

**TWIN CITIES**--Roy Wilkins Hall will be dedicated Oct. 10, noon, on the back lawn of the hall, at 1212 University Ave. S.E. (across the street from Pizza Hut). Civil rights leader Roy Wilkins was a 1923 graduate of the U.

James O'Leary, associate professor of laboratory medicine and pathology, died Sept. 19. He joined the faculty in 1979. A symposium recognizing his career will be held in late spring 1997.

Grants: Program in Human Sexuality has received \$1 million from the Centers for Disease Control and Prevention to study the effects of HIV prevention programs targeted at women of color and men who have sex with men. McKnight Foundation has awarded the Center for Urban and Regional Affairs \$117,000 providing research and technical assistance support for strengthening Minneapolis and St. Paul neighborhoods' capacity to deal with the problems and issues they face.

Lectures: "Prescription for Success: The Navy, Computers, and Minnesota" by David Boslaugh, Oct. 10, 7 p.m., free, auditorium, Science Museum of Minnesota in St. Paul, sponsored by Charles Babbage Institute; call (612) 624-5050. "A Time of Harvest" by Harriet Bart (talk and outdoor tour), Oct. 16, 12:15 p.m., Weisman Art Museum. "Science Teacher Preparation Through Undergraduate Science Course Improvement: NSF Collaboratives for Teacher Education and the National Science Education Standards" by Frances Lawrence (Mary Lynn Cowan Memorial Lecture), Oct. 16, 4 p.m., 495 Hodson Hall. "An Evening with Daniel Berrigan," Oct. 16, 8 p.m., Willey Hall, sponsored by Program in Human Rights and Medicine, \$12 (\$7 for students); call Ticketmaster at 989-5151. Vice Admiral Richard Truly (U.S. Navy, ret.), will give a lecture on the space shuttle program Oct. 17 at 1:30 p.m. in 150 Physics. Truly was an astronaut for many years and led the investigation of the Challenger accident.

"Health Talk & You" began its 10th season Oct. 1, with Dr. Gregory Vercellotti as its new host. All programs air on Tuesdays at 7 p.m. on KTCI-TV, channel 17. Next topic (Oct. 15): breast cancer treatment.

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## UNIVERSITY OF MINNESOTA



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**Regents voted Friday** to send a "modified revised" tenure proposal, applicable to the Law School, to the Faculty Senate for review, along with some compromise language proposed by Dean Sullivan of the Law School. Law School is the only remaining unit not covered by a maintenance of status quo order.

Regent Reagan opened with impassioned comments defending the board against suggestions that it is "an enemy of tenure" or "a force for destroying academic freedom." He said the regents wanted to look at "the modernizing of tenure" because "the current code just doesn't give the University the flexibility it needs."

Regent Spence presented the new proposal, which drops some of the language faculty had found most objectionable in the September draft but still differs in significant ways from the Faculty Senate proposal. The "proper attitude" phrase, which Spence said was never intended to be grounds for discipline, is deleted. Tenured faculty could be laid off when a program is discontinued but not because of restructuring. Spence said the layoff proposal is consistent with language from the American Association of University Professors.

**President Hasselmo** said the issue is not just rules and regulations on paper but "fundamentally an issue of trust and respect," and how faculty trust can be restored. Best solution would be to adopt the Faculty Senate tenure proposal "for whatever unit is still available," he said. Hasselmo requested that Dean Sullivan be allowed to speak, and after some deliberation and consultation on protocol, Reagan ruled that he could.

"I think we all agree that there is a need to get beyond the present impasse and avoid brinksmanship," Sullivan said. "With the October 9th proposal there is reason to believe that the positions of the parties are coming closer together. Clearly, this is an issue where more common sense must prevail."

Compromise suggested by Sullivan includes "sharing of the risk" of programmatic change (the faculty member would accept the obligation to perform other tasks or accept a severance package, while the U would have the ability to recoup part of the faculty member's salary) and a potential for U-wide (or possibly collegewide) pay cuts in cases of "financial stringency" that do not amount to a financial emergency under the policy. Regents' revised proposal does, and Sullivan proposal does not, include provision for layoffs.

**Faculty Consultative Committee** held a news conference Thursday (Oct. 10) to comment on the new regents' document. Virginia Gray said it "represents progress" but still does not adequately ensure due process or protect academic freedom. For one thing, she said, layoffs are allowed when a program is discontinued, and "program" is not defined and could be one or two people.

**Morris and Crookston faculty** filed petitions last week to hold elections on whether to join the University Education Association (UEA), which represents Duluth faculty, and the Bureau of Mediation Services issued maintenance of status quo orders. If they vote to join UEA, they will be brought into the existing contract.

Next issue that needs to be resolved is whether the Duluth Medical School will be in the Academic Health Center (AHC) or the UEA. AHC will vote in November on whether to join the larger unit of TC campus faculty.

**Legislative request** was unanimously approved by the regents. VP Marshak said the overall goal is to improve excellence and access. He said Gov. Carlson has formed a study group to look at the U's request, and this may signal that investment in the U is "a big part of the legacy he intends to leave." Regent Keffeler said she would support the request, but more work is needed on priorities. Regent Anderson said it was important for the regents to unite behind the request, because "we need a bigger piece of the pie."

**Presidential search** is "progressing very well," Regent Reagan reported. Pool of applicants and nominees is over 200, and 78 (or nearly 40%) are current or former presidents and chancellors, many from major flagship and land-grant institutions, 55 (or 25%) are women, and about 34 are persons of color. Search consultant Bill Funk has called the pool "one of the strongest he has seen in recent years."

**External sales policy** was presented to regents. Units are encouraged to earn income from customers outside the U as long as the sales are consistent with the U's mission. With the exception of transactions handled by the Office of Research and Technology Transfer Administration, all external sales of U property or services must be approved by central administration. External sales revenue for fiscal year 1996 totaled \$212 million.

**Policy on service delivery alternatives**, or outsourcing, was presented to the regents for information, with a vote scheduled for November. Guidelines for outsourcing would take into account the U's strategic mission and culture, fiscal accountability, quality control, and human resource concerns such as compliance with bargaining unit contracts. Staff and faculty will be part of the decision-making process.

**Open enrollment** for medical insurance, long-term disability, and health care and dependent care reimbursement accounts is Oct. 16-Nov. 15. All eligible faculty and staff should receive packets this week that include 1997 premium rates. If you haven't received a packet by Oct. 22, contact Employee Benefits.

Provider directories for the medical plans have been sent to departments and will also be available at the Employee Health and Benefits Fair Oct. 29 at the Student Center in St. Paul and Oct. 30 at Coffman Union in Minneapolis. Details about the fair are in the open enrollment packet.

**McKnight Land-Grant Professor** nominations are due at the Graduate School, 321 Johnston Hall, by noon Friday, Oct. 25. Call (612) 625-7579 with questions.

**Responsibility Center Management Steering Committee** released its report, "Incentives for Managed Growth," Sept. 23. Report is available on the Office of Planning and Analysis Website at <http://www.opa.pres.umn.edu/specproj/ rcm/rcmfinal.htm>. If you would like a presentation on RCM, or information, call Susan Nemitz, (612) 624-6327.

**Distance Education Council** invites grant proposals from faculty and staff who wish to initiate or improve distance education offerings at the U. Individual grants will be awarded up to \$5,000, and larger unit grants up to \$25,000. Applications are due Nov. 1. For information call (612) 624-8273 or 626-7970.

**CROOKSTON**--UMC will collaborate with IBM as a charter member of the IBM Global Campus, a breakthrough framework that helps colleges and universities redesign learning, teaching, and administrative functions.

Events: "University Animal Use and Care" by Richard Bianco, Oct. 18, 10 a.m., 30 University Teaching and Outreach Center. Flu shot clinic offered by Polk County Nursing, Oct. 21, 1-4 p.m., 131 Conference Center, free for students, \$7 for faculty and staff.

**DULUTH**--UMD will host Graduate and Professional School Day Oct. 17, with representatives of graduate and professional schools from throughout the U.S. UMD Career Services is cosponsoring the event with U of Wisconsin, Superior, and College of St. Scholastica.

Second in a series of community breakfasts titled **UMD Today!** will be Oct. 24. Michael Lalich will talk on "Natural Resources Research Institute: Contributing to Minnesota's Business and Environment."

**MORRIS**--A segment on UMM's minority enrollment, retention, and graduation rate was featured on KTCA-TV Oct. 15 as part of a series on the U, shown in conjunction with President Hasselmo's State of the U address.

Events: Dairy scientist Dennis Johnson will speak on "What Now, Brown Cow?" at faculty seminar at West Central Experiment Station Oct. 18, 11 a.m. Tickets for the Oct. 26 Cougar Hall of Fame banquet and ceremony are available for \$10 in the athletic department office. The 1970 NIC Cougar championship football team will be inducted, the first team induction.

**TWIN CITIES**--Law School has received a \$10 million grant from the New York-based Edna McConnell Clark Foundation to establish an Institute on Criminal Justice for research and education on criminal justice policies.

Dr. Fatih Uckun, director of the Biotherapy Institute in the Academic Health Center, was named first holder of the Hughes Chair in Biotherapy.

Lectures and events: Northrop Auditorium will feature the choreography of Twyla Tharp Oct. 18-19, 8 p.m., call (612) 624-2345, inquire about staff and faculty discounts. Five internationally known pianists will pay tribute to former School of Music professor Bernhard Weiser, in celebration of his 85th birthday, Oct. 20 at 7 p.m. at the Ted Mann Concert Hall. "Leadership and Change in the Food Service Industry" by Herman Cain of Godfather's Pizza, Oct. 22, 2-3:30 p.m., 32 Earle Brown Center, call 625-7019. Employee Career Enrichment Program still has openings in these workshops: "Getting There" (Oct. 22 and Nov. 13) and "Creating a Meaningful Worklife" (Nov. 22), call 627-4033. "Recent Projects" by Maya Lin, Cass Gilbert Visiting Professor, Oct. 24, 6 p.m., 175 Willey Hall, RSVP by calling 626-1000 by Oct. 17.

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**The state of the University of Minnesota** in this time of challenge and change is strong," President Hasselmo said in his Oct. 16 address. "We are well prepared for the opportunities and challenges of the 21st century, and we are providing an excellent return on the public's investment."

The U is being "tested by some difficulties," Hasselmo said, but "we can't let the difficulties obscure the achievements the people of this University community have made." He cited higher admission standards (and students "lining up at our doors to get in"), smaller classes, more first- and second-year courses taught by full professors, new facilities "ranging from biomedical engineering to new, comfortable dormitories," improved 4-year graduation rate, and research funded by outside grants at an all-time high.

First challenge is that "we must settle the tenure issue in a way that shows trust in and respect for the faculty," Hasselmo said. "With tenure structured as the Faculty Senate and the latest compromise proposal recommend, we will have an energized faculty that will lead change, not resist it. We must make this University a place that welcomes faculty members to invest their time, talent, and careers."

Hasselmo celebrated many individual achievements, illustrated with computer graphics and concentrating on how learning at all stages of the life cycle, from toddlers to elders, is "driven and sustained in fundamental ways" by the U. In response to a question from Jack Imholte in Morris, Hasselmo told what he is likely to do at 12:01 a.m. next July 1, right after he retires: "I'll probably raise a glass of aquavit and thank my good fortune to have had the most marvelous adventure of my life."

**Faculty Senate** will meet Oct. 24, 3:15-5 p.m., in 25 Law Building, to consider how to respond to 2 proposed drafts of amendments to the tenure code: a draft proposed by Regents Spence and Reagan and alternative amendments proposed by Dean Sullivan of the Law School. Amendments would be applicable only to the Law School. Senate Committee on Faculty Affairs and Tenure Subcommittee met Oct. 17, and Judicial Committee met Oct. 22, to discuss their response. Regents asked the Faculty Senate to consider both drafts.

Leaders of the American Association of University Professors (AAUP) and University Faculty Alliance (UFA) wrote to Virginia Gray, chair of the Faculty Consultative Committee, asking the Faculty Senate to reject the regents' request and not to consider the drafts. Regents are trying to "circumvent the status quo order by using the Law School as a vehicle to negotiate a University-wide tenure code," they said. Gray replied that the current faculty government has the right to be the government until a union is elected and that they have an opinion from general counsel Mark Rotenberg that what they are doing is legal.

**First faculty forum** on unionizing was Oct. 17. A year ago most faculty would not have favored collective bargaining, said Regents' Professor of Economics John Chipman, but then "a really bizarre tenure code was introduced," the faculty was "outraged," and a new version is "somewhat watered down" but "doesn't remove in the least bit the possibility of laying faculty off in a program, whatever program means." The result, he said, is that "many of us have come to believe that there's only one way to save academic freedom."

No university of the U's stature is unionized; the closest is Rutgers. "We will be doing something new under the sun, and we have to invent it," said history professor Sara Evans. Collective bargaining can be "a wonderful way of problem solving," said Ernst Benjamin of the national AAUP. It can enhance merit, does not have to introduce bureaucratic rigidity, and does not have to create adversarial relationships, he said. Several speakers said bargaining can be used to strengthen faculty governance.

**A randomly selected group of 16 Minnesotans** and their guests will tour the TC campus Nov. 12 and join President Hasselmo and regents for a dinner at Eastcliff. "I think there are folks in Minnesota who would like an opportunity to know more about this valued state institution, and we would like to share it more broadly," Regent Reagan said. Minnesota residents interested in participating should apply by calling (612) 624-6065, sending an e-mail to [regents@tc.umn.edu](mailto:regents@tc.umn.edu), or writing to the Board of Regents, 220 Morrill Hall, 100 Church St. S.E., Minneapolis, MN 55455, before noon Nov. 1. Include name, phone number, address, and congressional district.

**President Hasselmo** will visit 9 cities in 2 days Oct. 28-29 on a statewide "flyaround" to build support for the U. Cities are Duluth, Hibbing, Bemidji, Moorhead, Brainerd, Willmar, Marshall, Mankato, and Rochester.

**Distinguished Teaching Award winners** for U College for 1996 are William Brustein, sociology; Philip Colgan, Alcohol and Drug Counseling Education Program; In Ah Ha, Institute of Linguistics and Asian and Slavic Languages and Literatures; and Fred Schroeder, interdisciplinary program, UMD. Awards were presented at Oct. 14 ceremony.

**Dial-in access to the Internet** (from off campus) will be billed beginning in January 1997 at a monthly rate of: first 30 hours free, \$4 for each additional 30-hour increment. Charges will be billed to individuals for time spent connected to the SLIP modem pool. During October, November, and December, informational notices will be sent to individuals who would have been billed under the new pricing. This does not affect on-campus etherjack customers who continue to receive unlimited network access for \$10/month. For more information visit the Web site at <http://www.nts.umn.edu> or e-mail to [modem@nts.umn.edu](mailto:modem@nts.umn.edu).

**Nominations are now being accepted** for 1996-97 Horace T. Morse-Minnesota Alumni Association Awards for Outstanding Contributions to Undergraduate Education. Deadline for receipt of dossiers is Jan. 31. For nomination procedures, contact the deans' offices or call Karen Linquist at (612) 624-9817.

**Hill Visiting Professor nominations** for 1997-98 are due in the Graduate School, 321 Johnston Hall, at noon Friday, Nov. 1. Call (612) 625-7579 with questions.

**Employee Benefits Open Enrollment home page** includes links to the medical plans that have their provider directories on the World Wide Web. Address is <http://www.umn.edu/ohr/eb/oe1996.html>.

**Worker advocate** Jim Van Hoof, for the Dislocated Workers Program, has moved his office to B-20 Donhowe Building in Minneapolis. Mail to 200 Donhowe, new phone (612) 626-2027, fax 624-6037, office hours 8 a.m.-2 p.m.

**CROOKSTON**--UMC Student Activities is holding a mocktail party today (Oct. 23) in conjunction with National Collegiate Alcohol Awareness Week. Faculty, staff, and students will participate with a variety of talents.

Volunteers from UMC are serving as campaign captains for the campus for the Crookston United Way campaign. Dean McCleary, vice chancellor for finance, is coordinator.

**DULUTH**--Patricia Merrier has been named acting director of the UMD Department of Intercollegiate Athletics effective immediately. She was serving as interim director. Search committee will be established to begin a nationwide search for a permanent director.

The UMD U Relations office has produced a new edition of the "UMD Experts List," with the names and fields of expertise of 300 faculty and staff. List is made available to the media and the community at large as a resource for speakers and sources of expert information.

**MORRIS**--Homecoming events begin Oct 24. Saturday's events include tailgate party and parade before the football game against UMD at 1:30 p.m.

History professor Mariam Frenier has been named coordinator for the UMM Commission on Women for 1996-97.

Chancellor Johnson will host Chancellor's Advisory Council Oct. 25, with the focus on UMM's academic program.

**TWIN CITIES**--The role relationships play in the development of children will be discussed at the 30th Minnesota Symposium on Child Psychology Oct. 24-26, at the Weisman Art Museum. World's foremost scholars in the field of child psychology will take part. Institute of Child Development has been rated #1 in the field.

Lloyd Lofquist, former psychology professor and department chair, associate dean, and assistant VP, died Oct. 7 of lung failure in Hudson, Wis. He was 79.

Lectures and events: "India's Ephemeral Art--A Traditional Perspective" by Gita Kar Oct. 24, 7 p.m., West Bank Union Auditorium."The Biggest and the Brightest: Minnesota's Supercomputer Industry" by Chuck Murray, Oct. 24, 7 p.m., auditorium, Science Museum of Minnesota, call (612) 624-5050."Lady Day: A Woman of the Harlem Renaissance" by Robert Omeally, Oct. 30, 4 p.m., Weisman Art Museum.Tokyo's Sankai Juku performs at Northrop Auditorium Oct. 29 at 7:30 p.m. and Meryl Tankard Australian Dance Theatre Nov. 1 at 8 p.m. Tenor saxophonist Joe Lovano performs at Ted Mann Concert Hall Nov. 1, 8 p.m. Call 624-2345; staff and faculty receive a 40% discount.Volunteer open house for U staff, Oct. 30, 8-9 a.m., 345 Fraser Hall, information about local volunteer projects such as mentoring youth and tutoring refugees; call 626-2044."A New View of Human Origins--The Ecology of Early Humankind" by Richard Potts, Nov. 2, 2 p.m., downtown branch, Minneapolis Public Library.

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## UNIVERSITY OF MINNESOTA

# brief

A weekly internal bulletin serving all campuses

Vol. XXVI No. 36 Oct. 30, 1996

<http://www.umn.edu/urelate/brief/1996-10-30.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

**Pool of candidates for president** has been narrowed to 9-12, and confidential off-site interviews will be conducted in November, said Steven Bosacker, executive director of Board of Regents; search is "right on schedule." Public interviews on campus with 3-5 finalists will probably be scheduled for the 2nd or 3rd week of December.

**Faculty Senate voted 121-1** Oct. 24 for a resolution that "strongly recommends" that the regents take no action on any revisions of the tenure code to be applicable to the Law School until all collective bargaining elections have been completed and "an appropriate consultative process with faculty has been conducted."

Debate then centered on whether to take any stand on the 2 tenure proposals sent to the senate by the regents. Vic Bloomfield, biochemistry, said the regents had specifically requested a response, and it was important to make it clear that faculty oppose the Reagan-Spence proposal. If the senate refused to consult, he said, "we risk subjecting some faculty to arbitrary decisions without any faculty input."

Peter Robinson, French and Italian, said of the need to "protect our colleagues in the Law School" that "protection is in their own hands" if they sign cards for a union election. Naomi Scheman, philosophy, said the regents have "made it abundantly clear to us that they don't care what we think" and "the issue will be resolved only when the collective bargaining issue is resolved." Vote was 95-25 for a resolution that, if the regents insist on taking action, it should be to reject the Reagan-Spence proposal and adopt the Faculty Senate revisions.

Closest vote was 57-51 for a resolution asking the regents not to adopt the proposal from Dean Sullivan now because, "although it may provide the basis for a possible alternative solution, it has not undergone a comprehensive review, and this review would prolong the period of uncertainty, which is demonstrably harmful." Fred Morrison, law, who urged support of the resolution, said it was important that the faculty "not take a position of a stone wall" and not "remain at polar extremes with the regents." Ed Fogelman, political science, advocated a compromise stance "on the remote chance" that the regents "will act in a reasonable way."

**Several faculty groups** are pursuing the idea of a faculty member on the Board of Regents. The "gang of 19" (a group of concerned faculty) is interested, and leaders of the union group are talking about it, Virginia Gray told the Faculty Consultative Committee (FCC) Oct. 24. FCC members agreed that it is a good idea. Proposal would be for one of the at-large seats to be designated for a faculty person, as one seat is now designated for a student. Alumni Association is conducting a study of the idea. Vic Bloomfield said he favors the idea, but he said there would be tremendous pressure on any one faculty member who was trying to represent faculty.

**Faculty Committee on Public Understanding** is being formed. Virginia Gray said the group will communicate with the media and the general public on faculty roles, responsibilities, and contributions.

**Fall enrollment** is 48,690, an overall 1.2% increase from last year. Number of minority students increased from 5,309 a year ago to 5,445 this year. The TC campus units with the largest enrollment increases were the College of Biological Sciences, the Carlson School of Management, and the College of Education and Human Development. Enrollment by campus: Twin Cities 37,018, Crookston 2,201, Duluth 7,501, Morris 1,970.

**Planning for biological sciences reorganization** is moving forward, Provosts Shively, Cerra, and Allen said in an Oct. 9 memo to deans, directors, and department heads. Curiosity about how the status quo period affects the planning was heightened by a "wholly erroneous obituary" in the *Minnesota Daily*, they said. "Consideration of the biological sciences reorganization can proceed apace." Human resources staff and legal staff "have advised us that it is consistent with the status quo order," they said.

**New external sales policy** requires only those actions that carry a high degree of risk as defined by the policy to be approved by central administration, not all external sales as reported in the Oct. 16 *Brief*. The full policy "Selling to External Customers" is available at <http://www.fpd.finop.umn.edu>, or call (612) 625-0752.

**CROOKSTON**--Torch and Shield Award will be presented today (Oct. 30) to Bernadette Bettin, Crookston, UMC Teambackers; Steven Busse, Fargo business person; Raymond Ecklund, Crookston city manager; Michael Martin, dean of the College of Agricultural, Food, and Environmental Sciences; Donald Medal, UMC Computer Center director; and Collin Peterson, U.S. Representative.

Recognition will also be given to new members of the following U and UMC gift clubs: Trustees Society, Patrons Society, Presidents Club, Champions Club, Chancellors Club, and Associates Club. UMC's All-College Advisory Committee, Northwest Experiment Station Advisory Committee, Program Improvement Audit Committees, and other advisory committees are also meeting on the campus today and will be recognized at the evening banquet.

**DULUTH**--The musical "Do Patent Leather Shoes Really Reflect Up?" will be presented Oct. 24-27 and Oct. 30-Nov. 2 in the Mainstage Theatre at the Marshall Performing Arts Center.

Tweed Museum of Art presents 2 featured exhibits Oct. 29-Jan. 14: "Signs and Symbols: African American Quilts" and "African American Folk Arts," with quilts, paintings, sculptures, and mixed media forms.

**MORRIS**--Tom McRoberts, associate director and program adviser for U College/Continuing Education and Extension, is the recipient of Dean's Individual Achievement Award from U College. Award is given annually by Dean Miller to a UC staff member who has demonstrated extraordinary service to the college during the previous year.

Media Services received 2 Merit Awards for their part in producing public service announcements in collaboration with the Minnesota Chore Corps. Media Services director Roger Boleman and senior media resources producer Mike Cihak were honored by Chore Corps director and UMM alum Beth Nelson ('79).

**TWIN CITIES**--Daniel Mikos, 13, from Roscoe, Ill., became the first person to take oral insulin for the prevention of diabetes Sunday at the U's Masonic Cancer Center. Although taking insulin orally is not effective for treating established diabetes, studies in nondiabetic animals show it may prevent the immune system from destroying insulin-producing cells in the pancreas--the cause of type 1 diabetes. Diabetes Center is offering free screenings to anyone between the ages of 3 and 45 with a relative who has diabetes. For more information call (612) 625-8944.

Magicians, music, science, stories, and sports are planned for Children, Youth, & Family Consortium's 5th birthday celebration Nov. 16, 11 a.m.-2 p.m., on the St. Paul campus. Day of free family activities will begin with lunch at 11 a.m. in the foyer of McNeal Hall. Teddy Bear Band and youth vocal group CitySongs will provide music, members of the Minnesota Thunder soccer team will hold kids' clinics, and KARE-TV morning meteorologist Pat Evans will give science demonstrations. Families interested in attending must call (612) 625-7243 to reserve lunch.

New student services Web pages will be rolled out Nov. 4, allowing 24-hour access to registration, financial aid, scholarship, and other services. U and Twin Cities home pages have also been redesigned for easier access. During the cutover, the pages may be temporarily inaccessible. U home page is at <http://www.umn.edu>. TC page is at <http://www.umn.edu/tc>.

Lectures and events: U of M Symphony Orchestra, conducted by Keith Clark with special guest Lydia Artymiw, piano, performing Beethoven's Fifth Symphony and other works Nov. 2, 8 p.m., Ted Mann Concert Hall. Michael Dennis Browne, creative writing and English, reads a new piece on artists Edward and Nancy Keinholz, Nov. 5, 12:15-12:35 p.m., Weisman Art Museum. "Recent Work" by architect Steven Holl, Nov. 6, 5:30 p.m., Architecture courtyard; RSVP by calling (612) 626-1000. "Looking Backward, Looking Forward: 25 Years of Feminist Anthropology" by Louise Lamphere, Nov. 7, 4 p.m., 3111 Electrical Engineering/Computer Science. "An Artistic Quest" by California artist Cay Lang, Nov. 7, 7 p.m., West Bank Union Auditorium; for information call 625-3850. CLA, in cooperation with the Government of Finland and the Finlandia Foundation, host a scholarly conference on 100 Years of Finnish Studies in the USA Nov. 9-10, 8 a.m.-5 p.m. on Saturday and 8:30-noon on Sunday, Faculty Room, Radisson Metrodome Hotel. For information contact Courtney Jaren at 624-5291 or e-mail: [jaren001@tc.umn.edu](mailto:jaren001@tc.umn.edu).

Announcements: A new 1.5 mile bikepath on the Transitway opened yesterday (Oct. 29) at a grand opening ribbon-cutting ceremony. The path provides a direct, exclusive link between Oak and 6th Streets S.E. to Energy Park Drive alongside the Transitway and serves as an alternate route to University and Como Avenues for bicyclists. An extension from Energy Park Drive to Como Ave., where it would connect to the city of St. Paul's Como Ave. bike route to downtown St. Paul, is planned for 1998. Nursing mothers' room is available to students, staff, and faculty in 4-144 Weaver-Densford Hall. Contact Laura Duckett or Joan Dodgson at (612) 624-6964 or [ducke001@maroon.tc.umn.edu](mailto:ducke001@maroon.tc.umn.edu) to arrange a brief orientation and obtain a key. Faculty-staff discounts for tickets to Northrop events vary depending on the show and are never as high as 40%, the student discount rate; incorrect information was given to *Brief* last week. Employee Career Enrichment Program still has openings in these workshops: "Getting There" (Nov. 13) and "Creating a Meaningful Worklife" (Nov. 22). Call 627-4033.

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## UNIVERSITY OF MINNESOTA



A weekly internal bulletin serving all campuses

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<http://www.umn.edu/urelate/brief/1996-11-06.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

**Regent Jean Keffeler** announced Oct. 31 that she will step down from the board Dec. 1 or when a successor is named. "Unfortunately, the values I hold as an individual and the beliefs I hold about responsible governance are inconsistent with the situation that has developed at the University, a situation of which the current tenure crisis is symptomatic," she said. Gov. Carlson will name a successor to serve until the end of the 1997 legislative session. Keffeler's announcement apparently took everyone at the U by surprise.

Keffeler had been viewed as the leader of the move to change tenure, although she recently pulled back from that position and Regents Reagan and Spence have taken the lead. Some regents expressed sadness at Keffeler's resignation, and some faculty members expressed relief.

**A group of Law School faculty** filed cards with the Bureau of Mediation Services (BMS) Oct. 31, and the BMS issued a maintenance of status quo order. Faculty in both the Law School and the Academic Health Center will vote this month on whether to join the larger group of TC campus faculty as a bargaining unit. After the unit is determined, faculty will vote on whether to be represented by a union. Morris, Crookston, and Duluth Medical School faculty will vote this month on whether to join the Duluth unit.

With all faculty groups apparently now covered by a status quo order or a contract, the regents presumably will not be able to take any action on tenure at their meeting this week. If any faculty group in any of the elections this month votes not to join a bargaining unit, a window might open again for some kind of resolution.

**President Hasselmo**, in an Oct. 31 letter to regents that he wrote before the day's later events, recommended that the Faculty Senate's tenure proposal as modified by the revised Sullivan proposal be adopted for the Law School and that the board "publicly declare a moratorium of at least two years in regard to further revisions in the Law School's tenure code."

**Gov. Carlson** said at a luncheon speech Oct. 29 that the tenure fight at the U is "a civil war" that is hurting the U and the state, and he asked for a cooling-off period so that an ongoing battle does not hurt the U in its search for a new president and its legislative appropriation. Carlson said his dream is for the U to become one of the top 10 research universities in the country. (Editor's note: The Maureen Smith who is a staff writer for the *Star Tribune* and whose byline was on a front-page story Oct. 31 on Carlson's statements is not the same person as the Maureen Smith who is the editor of *Brief*.)

**VP Marshak** met with the Faculty Consultative Committee (FCC) Oct. 31 and expressed optimism about the legislative request, in light of the governor's interest and the fact that "the Minnesota economy is in fantastic shape." Marshak said he and state relations director Donna Peterson have been making the case to legislators that, to keep the economy strong, the state cannot afford to let the U's quality decline.

Some legislative leaders believe there is "a golden egg"--a big pot of money-- somewhere at the U that can be recovered by closing some unit and giving the money to the rest of the U. In fact, he said, the largest amount of money is in the Medical School, and nobody wants to close the Medical School. The 2nd largest amount is in IT, and nobody wants to close IT. The 3rd largest amount is in CLA, and nobody wants to close CLA. "The golden egg isn't sitting out wherever they think it is in some peripheral unit that nobody wants."

Goal of the legislative request is to improve quality without reducing access, Marshak said. Other universities that are as good as the U are more selective in their admissions, and the U can never rank at the top in *U.S. News & World Report* rankings because one big criterion is the fraction of students from the top 10% of their high school class. "If we arrayed universities by selectivity, we'd be at the bottom," Virginia Gray said. "If you call it access, we're at the top," Vic Bloomfield said. Marshak said Minnesota is not as hierarchical as most states and has benefited from reaching further into the population with a high quality education.

Six universities should be benchmarks for the U, Marshak said: Berkeley, Michigan, Wisconsin, Illinois, Texas, and Washington. All are public universities that are equal to or better than the U.

**Provost Shively** also met with the FCC and expressed optimism, despite the current "storm." When he talks with faculty who are considering offers from other schools, he said, he tells them that many good things are happening at the same time as "some very dangerous things," and he urges them, "Why don't you hang around and see how it turns out?" In the cases he has worked on, he said, the U lost 2 and kept 2, and in all of them "other things were going on" besides tenure. "There is not a big crash going on here," he said, but there is cause for concern.

Shrinking the faculty should not be the goal, Shively said; tenure-line faculty represent only 23% of the payroll on the TC campus. The 29 faculty searches going on right now in CLA are many more than in any recent year, he said. In a time of heavy faculty recruiting because of retirements, salaries must be brought up from "near the bottom."

**International travel grants** funded by the Institute of International Studies and Programs, China Center, Midwest Universities Consortium for International Activities, and McKnight Arts and Humanities Fund have a common application and deadline of Nov. 15 for activities beginning Jan. 1-March 31. Call (612) 624-5580, or 624-1002 for China travel. Guidelines are also available on the Web at <http://www.isp.umn.edu/>.

**Updates to U-Wide Policy Library** were made in October. Home page is <http://www.fpd.finop.umn.edu/>. New policies are on Selling to External Customers, Processing Internal Accounting Transactions, and Charging Direct and Indirect Costs. Paper index, including how to get WWW access, is available by calling Alex at (612) 624-1611.

**CROOKSTON**--"New-Wave Cooperatives: Putting Theory into Practice" will be Nov. 12-14 at the Northland Inn in Crookston. Session provides participants with technical expertise needed to turn value-added co-op into reality. Conference is sponsored by UMC, Agricultural Utilization Research Institute, Northwest Minnesota Initiative Fund, and the Quentin Burdick Center for Cooperatives.

**DULUTH**--William Glasser, founder of reality therapy, will present a workshop "Changing Negative Behavior/ Maximizing Learning" Nov. 15, 8 a.m.-4 p.m., at the Duluth Entertainment and Convention Center.

The UMD U Relations office has instituted a 24-hour Snow Advisory Hotline at 726-SNOW to advise students and staff of any weather-related school closings.

**MORRIS**--Minnesota Opera production of *Carmen* will be performed in Edson Auditorium Nov. 9 at 8:15 p.m. Company will hold a residency with elementary school children and vocal and acting master classes Nov. 7-8.

Susan Bernardin, assistant professor of English, recently received the Western Literature Association's Don D. Walker Award for Best Essay in American Literature.

**TWIN CITIES**--Food technology, manufacturing, distribution, and retailing are among the subjects of study at a newly established Retail Food Industry Center. The center, directed by applied economics professor Jean Kinsey and located in the applied economics department, will draw on a variety of academic units.

1996-97 Student-Staff Directory delivery begins this week; allow 2 weeks for delivery. Directories are shrink-wrapped with advertising inserts. (Advertising pays for all aspects of the directory.) The disk insert can be reformatted and reused. Old books will be recycled in January.

Robert Hexter, former professor and chair of the chemistry department, died Oct. 26 after a long battle with Parkinson's disease. He was 71. He came to the U to chair the department in 1969.

Announcements: Civil service preretirement seminar will be Nov. 26 and Dec. 3, 2-4 p.m. and 5-7 p.m.; plan to attend both weeks. Topics Nov. 26: MSRS, Social Security, and Medicare. Topics Dec. 3: health insurance continuation, life insurance, and Optional Retirement Plan. Register at (612) 624-9090 (press option 4). Spouses or significant others welcome. Weisman Art Museum Store will have a holiday shopping extravaganza for faculty and staff Nov. 18-20, with 20% off all merchandise with a U of M ID. Compleat and Practical Scholar Programs invite faculty, postdocs, staff, and advanced graduate students to submit proposals for 1997-98 noncredit courses. Deadlines are Dec. 2 for summer 1997 proposals, Dec. 20 for next academic year. Call 624-8880.

Lectures and events: Reception for international faculty, staff, and scholars is today (Nov. 6), 5-6:30 p.m., Dolly Fiterman Riverview Gallery, Weisman Art Museum. Faculty mentors and departmental sponsors and spouses are encouraged to attend. "As Ancient as PLATO: Computer-based Education from Minnesota" by Ken Brumbaugh, Nov. 7, 7 p.m., auditorium, Science Museum of Minnesota. Artists Charles and Debbie Carrillo, who have helped preserve and revive the Mexicano/Hispano traditions of northern New Mexico, will be at the Weisman Art Museum Nov. 10, 4:30 p.m. "Negotiating Ethnic Identities Through Folklore: The Evolution of Pittsburgh's 'Hunk' Steelworker, Joe Magarac" by Lisa Kellmeyer, Nov. 11, 5 p.m., Immigration History Research Center; RSVP by calling (612) 627-4208. Panel discussion on "Homicide: Clinical, Legal, and Philosophical Perspectives" with faculty members Carl Malmquist, John Dolan, and Michael Tonry will be Nov. 14, 7 p.m., 2-690 Moos Tower.

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## UNIVERSITY OF MINNESOTA



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<http://www.umn.edu/urelate/brief/1996-11-13.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

**Regents voted unanimously** Nov. 7 to adopt a revised tenure code (known as "Sullivan II") for the Law School. Action was taken at an emergency 9 a.m. meeting, which was called after the Bureau of Mediation Services (BMS) lifted a maintenance of status quo order for the Law School faculty Nov. 6. Regents had challenged the order, and the BMS ruled that the 10 cards filed by Law School faculty were one short of the needed number.

New tenure code for the Law School makes it clearer than in the current U code what happens when programs are closed. Faculty can be reassigned or offered retraining; they can be given other assignments only if teaching in their discipline is not feasible. They cannot be laid off unless they refuse reassignment (or unless there is a financial emergency, as covered in the current U code). Code allows temporary across-the-board salary cuts in a time of "financial stringency," if faculty agree. Code includes systematic posttenure review, and the possibility of pay cuts for poor performance, as spelled out in the tenure revisions approved by the Faculty Senate in June. More information, including an analysis by Law School professor Fred Morrison, can be found on the World Wide Web at <http://www.umn.edu/urelate/news.html>. Under the "Hot Issues" heading, click on "Tenure."

Regents also directed the administration to prepare an analysis of projected faculty retirements to show whether attrition will provide "the flexibility necessary to strategically reshape the University of Minnesota." Analysis is to be presented to the new president, and the administration will then be given a year to decide whether to recommend any policy changes.

**Regent Reagan** said at a news conference that the regents were in "a conciliatory, compromising mood" for some time but could not take any action because of status quo orders. When asked how faculty can be assured that the regents will not make further changes in tenure, he said it is "the sense of this board, as I see it, that we will not be revisiting the tenure code for at least a year and a half--and probably never."

President Hasselmo, who had earlier asked the board to declare a 2-year moratorium on further changes, said he is satisfied with the actions taken by the board. New administration will have a year to assess the attrition study, he said. "That's a year from July 1. That's about 20 months from now."

**Regent Keffeler**, at her last regents' meeting, said she was "fully prepared to support the resolution," but she voiced a number of concerns. Faculty have feared that the board "may take action faculty oppose through some technicality," she said. "Will voting on a tenure code today confirm that fear?" Several faculty members in the audience shouted, "Yes!" Keffeler has resigned effective Dec. 1 or when a successor is named.

Reagan was asked at the news conference to comment on Keffeler's resignation. He was saddened, he said, but he understood. "She had become a flashpoint, whether deserved or not," he said, and he is sure she believed her resignation would serve the U. When asked if he had considered resigning, he said, "Absolutely not." Keffeler was faced with pressures "others of us have not had to live with," he said.

**Faculty response** to the regents' action was mixed. Virginia Gray, chair of the Faculty Consultative Committee, said she welcomed it. "I assume the regents are not going to write a different code for every 35 people," she said. "For myself, I assume this is the code that they've arrived at that they think will be good for the University." Fred Morrison said the code protects academic freedom, provides due process, and can be "a positive step for pulling the University community back together."

American Association of University Professors-University Faculty Alliance (AAUP-UFA) said in an e-mail news release that the action "continues a long tradition of regent action without open or substantive discussion of the issues or input from constituency groups, including the faculty." News release added that there is "no guarantee that discussion of the tenure code is over," noting the absence of the 2-year moratorium.

**AAUP-UFA sent a proposal** to the regents Nov. 6, hours before the BMS lifted the status quo order for the Law School, offering to waive the status quo order for all faculty if the regents would agree to negotiate on tenure with a representative group of faculty selected by the AAUP-UFA. Proposal said the negotiators would include representatives from every college, representatives from the FCC including chair Virginia Gray, and representatives from the UFA and AAUP. Any agreement would have to be submitted for approval to a facultywide vote, including department heads, department chairs, program directors, directors, assistant deans, and associate deans.

**Second-best year in fund-raising history** was reported to regents. Gifts received for the fiscal year that ended in June totaled \$72 million, almost equal to the prior year's record-breaking \$72.5 million, which included the U's largest bequest of \$13 million. Report was presented by U Foundation director Gerald Fischer.

**Faculty loyalty to the U** was the theme of Virginia Gray's report to the regents. Administrators and regents tend to come and go, she said, and faculty "tend to be here the longest." The U benefits from this long-term commitment in many ways, she said; for example, students who return to visit are typically coming back to see their old professors. Even the recent faculty protests on tenure have been evidence of loyalty and "great attachment" to the U, she said.

Action taken at the top can build or diminish loyalty, Gray said. "If the emphasis is on getting rid of faculty, that doesn't help on the loyalty side." Recognition events and other signs of appreciation do help. Loyalty cannot ever be taken for granted but must be nourished and cherished, she said. Regents Hogan and Reagan said they want to work to rebuild trust. Gray said the FCC met the day before, and "that's the first thing we want to work on."

**Regents agreed to begin a joint search** with the Minnesota State Colleges and Universities (MnSCU) for the first provost of the University Center Rochester (UCR). Decision by the U and MnSCU to jointly fund the new position represents an increased commitment to UCR by the 2 institutions.

**Benefits open enrollment** ends Nov. 15. Changes to medical coverage (changing plans or adding dependent coverage) and long-term disability insurance must be submitted by that date. Deadline is also Nov. 15 to enroll in a health care or dependent care reimbursement account for 1997. Employee Benefits will accept enrollment forms received by 4:30 p.m. Nov. 15 or postmarked on that date.

**CROOKSTON**--Northwest Minnesota Civic Health Conference will be at UMC Nov. 15. Conference is a bipartisan, grass-roots outgrowth of several months of planning by Minnesota Extension Service and UMC Office of Outreach and Continuing Education, along with community focus group members.

**DULUTH**--UMD Medical School dean Ron Franks will be the featured speaker at UMD Today, the final program in a series of community breakfasts, Nov. 21 at 7:30 a.m. at the Holiday Inn. Topic is "The UMD School of Medicine: Reaching Out to the Community." Everyone is invited.

Gloria DeFillips Brush, acting dean of the UMD School of Fine Arts, has a work in the exhibition "A History of Women Photographers 1850-1975" in the Grottesman Exhibition Hall at the New York Public Library.

**MORRIS**--Select Band of nearly 80 members from west central Minnesota high schools will perform with the UMM Concert Band at the 18th annual UMM West Central Concert Band Festival Nov. 18.

Seventh annual Parents' Day is set for Nov. 16. Sessions on a variety of topics about UMM will be offered following a welcome by Chancellor Johnson.

**TWIN CITIES**--Susan Klaseus joined the Carlson School of Management Oct. 28 as associate dean for external affairs. Her experience includes 20 years in the financial services industry, most recently as senior VP for Piper Capital Management, a division of Piper Jaffray Companies.

Announcements: College of Agricultural, Food, and Environmental Sciences awarded the \$150,000 1996 Siehl Prize for Excellence in Agriculture to Bob Bergland, former secretary of agriculture; Professor Donald Rasmussen, U agronomist and plant geneticist; and the Bailey Nurseries, Inc. Award reception is Nov. 14, 3-5 p.m., in the Weisman Art Museum. St. Paul Student Center's annual ski swap is this week, with public sale Nov. 14-16, 9 a.m.-8 p.m. Th-F and 9 a.m.-5 p.m. Sa. Call (612) 625-0251 or 625-8790. Fleet Services annual auction of U vehicles will be Nov. 16 at 11 a.m. in the Holman Building. Call 625-3033 for details. Supercomputer Institute offers an undergraduate internship program in biophysical computing and computational dynamics for summer 1997. Stipend is \$3,750 for 10 weeks. For more information call 626-7620. Deadline is Feb. 28, 1997.

Lectures and events: "On the Initial Photochemical Event in Photosynthesis: A Theorist's View" by Michael Zerner, Nov. 20, 1:15 p.m., E-200 Supercomputer Institute. "The Physics of Star Trek" by Lawrence Krauss, free public lecture, Northrop Auditorium, Nov. 20, 7 p.m., doors open at 6 p.m. "Heroes, Hopes, and Level Playing Fields: Nurturing and Empowering Women Through Sports" by Judy Mahle Lutter, Coffman Union Mississippi Room, Nov. 20, 7 p.m. Disability Services will present a training session on policies, procedures, and resources Nov. 22 in 307 Coffman Union. Student issues will be covered 10-11 a.m. and employee issues 11 a.m.-noon. Call Jeanine at 626-9638 (v/tty) by Nov. 20.

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## UNIVERSITY OF MINNESOTA

# brief

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<http://www.umn.edu/urelate/brief/1996-11-20.html>[Other issues](#)Editor: [Maureen Smith](#) (612) 624-2801

**Names of the 3 candidates for president** who were recommended by the search advisory committee were revealed over the weekend: William Muse, president of Auburn U in Alabama; Judith Ramaley, president of Portland State U in Oregon; and Mark Yudof, provost and executive VP of the U of Texas at Austin. Names were apparently leaked to reporters; public identification of finalists had not been planned until early December. Despite the leak, all 3 candidates have indicated a willingness to continue with the process. Other names might still be added. New president will probably be named in mid-December.

**Michael O'Keefe**, executive VP of the McKnight Foundation, was named by Gov. Carlson Monday as the new regent to replace Regent Keffeler. He is a member of the Governor's Roundtable on Economic Development and Higher Education. O'Keefe said his priorities include selecting "an absolutely outstanding president" and setting a vision for the future of the U to clarify "what it will be in the 21st century."

**Tenure and faculty unionization** were 2 topics at President Hasselmo's news conference Nov. 15. "On tenure, I think we took a major step toward resolution" when the regents unanimously passed a revised tenure code for the Law School, he said. The code, known as Sullivan II, is "based on the Faculty Senate's recommendations, with some further refinements that are quite acceptable to the faculty leadership," he said.

The U as an institution is not campaigning for or against unionization, Hasselmo said, but individuals can state their views, and his own views are well known. "I don't believe unionization is an appropriate mode of organization for faculty of a research institution," he said. "Traditional collegial governance has served us well" and is more productive than "the rigidities of collective bargaining," he said. When pressed by reporters, he declined to be more specific. "The faculty has to decide. The faculty has the right to decide," he said.

**Votes by faculty** Nov. 20 and 21 will determine whether the Academic Health Center (AHC) joins the TC instructional unit and whether Morris, Crookston, and Duluth School of Medicine faculty join the "outstate" unit. TC faculty, with or without the AHC, will then vote, at a date that has not been determined, on whether to unionize. Any campus that votes to join the outstate unit will be taken into the existing Duluth contract.

**Faculty Consultative Committee** (FCC) issued a statement Nov. 8 commending regents for adopting a tenure code for the Law School that protects academic freedom and provides due process, thanking "citizens of Minnesota, alumni, and faculty colleagues across the nation for their concern and support," and extending appreciation to Dean Sullivan "for his willingness to step forward" with helpful proposals and President Hasselmo "for his staunch support of academic freedom and for working tirelessly to find a solution to the crisis." The statement adds, "We now urge that attention be turned to repairing the tattered relationships at the University."

**Regent Wendell Anderson** announced last week that he will not seek a 3rd term on the board. Regent Stanley Sahlstrom made a similar announcement in October.

**Gopher football coach Jim Wacker** announced his resignation Nov. 12, effective at the end of the season. The team's 3-6 record at the time (now 4-6) meant a 5th losing season. "We didn't get it done," Wacker said. Men's athletic director Mark Dienhart expressed his "respect and admiration" for Wacker and said, "he leaves us much the better for having been here." Dienhart will conduct the search for a new coach.

Gov. Carlson said it might take \$1 million to attract the right coach. When asked about that at the Nov. 15 news conference, Hasselmo said, "They could hire 5 presidents for that." But he said, "We are going to hire the best coach in the country. We want to go to the Rose Bowl." Men's athletic program is self-financing, he added, and the coach will not be paid with taxpayer money.

**U delegation led by President Hasselmo** left yesterday (Nov. 19) on a 2-week trip to 3 Asian countries: Taiwan Nov. 20-23, the People's Republic of China Nov. 23-30, and the Republic of Korea Nov. 30-Dec. 4. Goals include connecting with thousands of alumni in those countries and with donor prospects.

**Kim Young Sam**, president of the Republic of Korea, will receive an honorary doctor of laws degree from the U in a ceremony in the Blue House in Seoul Dec. 3. Kim, the first civilian president of Korea in 32 years, is a longtime advocate of civil rights and democracy in his homeland. He was elected in 1992. An honorary degree will also be presented to Tong Peisong, academician and the father of plant genetics in the People's Republic of China, and Outstanding Achievement Awards will be presented to several alumni. Exchange agreements will be signed with universities in all 3 countries and with the Chinese Academy of Sciences.

**Nominations for the Distinguished McKnight University Professorship** are due in the Graduate School, 321 Johnston Hall, by noon Friday, Dec. 13. Tenure-home departments may nominate one faculty member (full professor) for this midcareer award. See Dean Brenner's June 3 letter to department heads for complete nominating instructions, or call the Graduate School at (612) 625-7579.

**Graduate student research awards** are available from the Center on Aging for research in any field that has implications for policy or programs relevant to older Minnesotans. Funds range from \$500 to \$5,000. Up to \$12,000 will be awarded; made possible by the Center for Urban and Regional Affairs. Deadline is Dec. 9. For guidelines call (612) 624-3904 or e-mail [colbe002@tc.umn.edu](mailto:colbe002@tc.umn.edu).

**CROOKSTON**--UMC intercollegiate horse show hunt seat team traveled to Purdue for competition Nov. 8-9 and placed in open fences, open flat, novice flat, novice fences, advanced walk-trot-canter, beginning walk-trot-canter, and intermediate flat. Team is coached by Melissa Hower.

**DULUTH**--Fall commencement for 376 graduates is set for Nov. 23 at 2 p.m. in Romano Gymnasium. Speakers will be Marsha and David Karpeles, owners of the world's largest private collection of historical documents. To share their collection of more than 1 million documents, they have opened 7 public museums across the country and have vowed never to charge admission. One of their museums, the Karpeles Manuscript Library Museum, is in Duluth. David Karpeles grew up in Duluth and is a 1956 UMD graduate in mathematics. They live in Santa Barbara, CA.

**MORRIS**--Women's basketball team has its own "sister act," with 3 sets of sisters on this year's squad.

Jane Elliott, developer of the discrimination exercise, "Blue Eyes, Brown Eyes," is the next lecture series speaker Nov. 21 at 6:30 p.m. in Edson Auditorium.

Tickets for the annual Carol Concerts, to be performed Dec. 5-8, are on sale. Theme for this year's concert is "La Navidad, a Hispanic Look at the Season." Stories, poems, carols, la posada, and a fiesta meal are planned.

**TWIN CITIES**--Gift to create a \$2 million endowment for a faculty position in Jewish studies and Hebrew bible has been made by alumnus Lyle Berman, chair and chief executive officer of Grand Casinos, Inc., his wife, Janis, and his parents, Nathan and Teresa Berman, also U alumni. Endowed chair, the first position in the field, will enable the U to create a program in Jewish studies within CLA and enhance the curriculum in rabbinical literature, the Dead Sea Scrolls, biblical archaeology, and the ancient Near East. "We are thrilled with this wonderful gift and indebted to the Berman family for their generosity, vision, and foresight in establishing this chair," Dean Rosenstone said. CLA has begun fund-raising for a parallel endowed chair in New Testament and Christian studies.

Center for Transportation Studies (CTS) celebrated its 10th anniversary with a luncheon and tours Nov. 12. Gerald McCullough, the new CTS director, spoke on the Staggers Rail Act of 1980, which deregulated railroads.

Student Parent HELP Center is changing its gift focus away from the Wish Tree program and is asking for cash donations or gift certificates that can be used by undergraduate students who are parents to buy food, clothing, household items, or gifts. Because of policy changes for low income families, student parents are experiencing unusual needs. Donations may be made by contacting Diane, Bev, Stacy, or Tonya at (612) 625-0825 or 625-1330.

Program in Human Rights and Medicine announces a human rights internship competition; \$3,000 internships will be awarded to full-time graduate or undergraduate students for projects with organizations whose work focuses on persons at risk of unfair treatment under our health care system. Call (612) 626-6559 or visit <http://www.umn.edu/phrm>. Deadline is Jan. 31, 1997.

Lectures and events: "The Meaning of the Million Man March for Women and Children in Policy Implications" by Robert Allen, Nov. 20, 3 p.m., 42 Earle Brown Center. "The Machine Is the Metaphor: The Digital Computer and Minnesota Culture" by Pat Hemmis, Nov. 21, 7 p.m., free, 3M Auditorium, Minnesota History Center, call (612) 624-5050. Assertiveness and esteem workshop, sponsored by Progressive Hmong Women Association, Nov. 26, 4:30-6:30 p.m., President's Room, Coffman Union.

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## UNIVERSITY OF MINNESOTA



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**Regents officially approved 3 finalists** for president in a short meeting Nov. 27. The names are the same as those that had been leaked to the press and reported in Nov. 20 *Brief*: William Muse, president of Auburn U in Alabama; Judith Ramaley, president of Portland State U in Oregon; and Mark Yudof, provost and executive VP of the U of Texas at Austin. Regent Reagan said that in his talks with the finalists he asked them why they wanted the job, and "all 3 of them said it's because they know it's a world-class organization."

**Public forums with finalists** will be Dec. 9 (Judith Ramaley), 10 (William Muse), and 11 (Mark Yudof), 11 a.m.-noon, Great Hall, Coffman Union. Each finalist will give a brief presentation and then respond to questions. Forums will be broadcast on the TC campus cable system and to Crookston, Duluth, Morris, and Rochester.

**Winston Wallin**, retired CEO of Medtronic and a member of the presidential advisory search committee, said earlier in the week that the regents should reject the slate, name an interim president, lobby to change the open meeting law, and start the presidential search over. Wallin said some good candidates were not willing to risk being publicly identified as finalists and then not chosen. Other members of the advisory search committee, including all 3 faculty members, strongly defended the process and the candidates they recommended.

Len Kuhi, and Jack Imholte by phone from Morris, talked about the search with the Faculty Consultative Committee Nov. 21, and Patrice Morrow was quoted in the *Pioneer Press* Nov. 26 and the *Star Tribune* Nov. 27. Morrow was on the last presidential search, has been on other big searches, and said, "This is the best search committee I have ever been on, and this is a really good group of candidates." Kuhi said all 3 of the candidates were impressive because of their experience in dealing successfully with tough issues. Imholte said one of his criteria was whether he would trust the candidates, and all 3 of the finalists passed his trust test.

**Sullivan II tenure code** for units that voted against collective bargaining is on the regents docket for Dec. 13. At its Oct. 24 meeting, before Sullivan II had been written and then adopted for the Law School, and before any units had voted against collective bargaining, the Faculty Senate voted 121-1 to request that the regents take no action on tenure until all collective bargaining elections had been held. Senate will be asked Dec. 5 whether it wants to consider tenure again, either to reaffirm its Oct. 24 resolution or to ask committees to review Sullivan II and make recommendations to the senate at a special meeting that would be called for Dec. 12.

Regents have terminated their contracts with their tenure consultants Richard Chait and the Washington, D.C., law firm of Hogan and Hartson.

**Faculty in the Academic Health Center (AHC)** and the Duluth School of Medicine voted 478-299 Nov. 21 against joining the TC instructional unit for a collective bargaining election. In effect, the vote was against unionizing. Provost Cerra said that "what it says is that we've got to move on and work together and meet the challenges in front of us to become a top 10 academic health center for the 21st century."

Tom Walsh, co-coordinator of University Faculty Alliance (UFA), said the UFA might contest the results and charge the AHC administration with unfair labor practices. They ran "a very negative campaign" against unionizing and made threats and promises, he said. Cerra said the AHC administration maintained neutrality.

**Faculty at Morris** voted 69-37 against joining the Duluth unit. Vote at Crookston was 16-16. A tie vote is a decision against unionizing, but some issues of who was eligible to vote still need to be resolved.

"We are pleased with this outcome," VP Marshak said. "The University has prospered under the current faculty governance system in the past, and I believe that the University will continue to do so.... Now is a time to build trust between the faculty, administration, and the regents. I firmly believe this is a vote by our faculty in support of academic quality at the University of Minnesota."

**Faculty Consultative Committee (FCC)** passed a resolution Nov. 21 objecting to the position taken by the administration and regents that department heads and chairs are not part of the faculty for purposes of voting in the current collective bargaining elections. "This objection does not depart from the FCC's neutrality on the topic of collective bargaining," the resolution says. Reasons for objecting: department heads and chairs were viewed as faculty in previous collective bargaining elections, are chosen from the ranks of faculty and generally will return, are usually expected to have teaching and research duties, are viewed by their faculty colleagues as faculty members, and are eligible for election as voting faculty members of the U Senate.

**FCC met with 3 leaders** of the unionizing effort: Tom Walsh and Paula Rabinowitz of UFA and Rama Murthy of AAUP. Topics included how a union and the governance system might work together if faculty unionize and how faculty can create a united front in the time before the election. Walsh said his view is that a union would "give our existing governance some teeth." FCC chair Virginia Gray said she has heard from faculty in unionized schools that it works best when only a few items are bargained; Walsh said he agrees.

One topic was how to give a faculty response to the Sullivan II tenure code for the units not under a status quo order (the AHC, Morris, maybe Crookston). AAUP-UFA had offered to waive the status quo order for all faculty if the regents agreed to negotiate on tenure, FCC countered with a proposal that called for different composition of the faculty negotiating group and a different process, and AAUP-UFA offered a counterproposal to the counterproposal. After learning the next day that the AHC voted against unionizing and learning that Sullivan II was on the regents docket for December, the FCC decided to take the issue to the Faculty Senate.

**FCC has proposed** that the chairs of appropriate senate committees serve as ex officio, nonvoting members of regents committees. Rationale includes making sure that a faculty voice is heard and helping to heal the rift that has developed between the faculty, administration, and regents.

**CROOKSTON--**Ag Activities Day will be Dec. 6. Area high school students compete in agricultural contests throughout the day. Awards ceremony at 1 p.m. includes activities scholarships to attend UMC. High individual in each contest receives \$750, 2nd high \$600, 3rd high \$450.

Larry Bjorklund, director of student affairs and admissions for the College of Veterinary Medicine, will speak over lunch at noon Dec. 11 in Conference Center AB and at 6 p.m. in Conference Center 131. He will present a seminar about the D.V.M. program, including information about the preveterinary program and available career options.

**DULUTH--**Department of Psychology has received national accreditation from the Council for Accreditation of Counseling and Related Educational Programs (CACREP) for the community counseling and school counseling programs. Approximately 100 of more than 300 counseling education programs in the U.S. are accredited by CACREP.

**MORRIS--**State Sen. Roger Moe was on campus Nov. 21, at the invitation of his niece, UMM student Linda Rasmussen. Moe spoke to 2 political science classes taught by instructor Paula O'Loughlin, toured campus facilities, and attended an informal open meeting with the campus community.

A kiosk with touch-screen visitor information and an emergency telephone will soon be added to the campus north parking lot.

**TWIN CITIES--**Researchers at the Institute of Human Genetics have begun the world's first gene therapy trial for Hunter syndrome, a rare, inherited disorder caused by the lack of an enzyme necessary to break down complex carbohydrates in cells. The first patient enrolled is an adult with a mild form of the disease, who has asked to remain anonymous. Chet Whitley, associate professor of pediatrics, is the lead investigator.

The U has received the largest gift ever designated to support the development of gay, lesbian, bisexual, and transgender (GLBT) studies. Steven Schochet, a 1959 U graduate, has pledged nearly \$500,000. Schochet, a retired computer systems consultant, said he is giving the gift as an acknowledgment of the changes that have occurred at the U since he was an undergraduate and to encourage further institutional growth and development.

Lectures and events: "Search for Past Life on Mars" by David McKay, Dec. 4, 4 p.m., 100 Smith Hall. Hebrew Studies Film Club will present an Israeli film *The Cherry Season* Dec. 4 at 7 p.m., 46 Folwell Hall, followed by discussion. *Harlem Nutcracker* at Northrop is Dec. 4, 7:30 p.m.; Dec. 6, 8 p.m., and Dec. 7, 2 p.m. Tickets \$31.50, \$27.50, \$19.50. Call (612) 624-2345 and ask about discounts and group rates. McKnight summer fellows presentation Dec. 5, 3:30-5 p.m., Dale Shephard Room, Campus Club. Speakers will be Philip Selew and Andre Lardinois, both of classical and Near Eastern studies. "Russia in 1997" by Melor Sturua, Dec. 5, 5 p.m. reception, 5:30 p.m. program, Cowles Auditorium, Humphrey Center; free and open to the public, but call 625-3471 to reserve a seat. "Health Care and Politics in Chiapas, Mexico" by Jonathan Kirsch (about a medical mission undertaken by health care students and professionals), Dec. 7, 10:30-noon, Resource Center of the Americas, 317-17th Ave. S.E., \$4, call 627-9445. Dazzling Holiday Dessert Concert with new age/jazz pianist George Mauer Dec. 7, 8 p.m., Great Hall, Coffman Union; dessert and beverage will be served immediately following the concert. Tickets \$4 for students and staff, \$8 for general public, at Coffman's Information Center or 625-1157.

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**Two candidates** for U president withdrew last week. The remaining candidate, VP Mark Yudof from the U of Texas, is at the U this week. He said he wishes the other 2 candidates had stayed in the race, but "I think I was a strong candidate, and I remain a strong candidate." Yudof arrived Monday night and added a day to his schedule to include visits to Crookston and Duluth and a meeting with student leaders Tuesday.

Gov. Carlson called for a halt to the search and said the U needs to define its mission before naming a new leader. Regent Reagan rejected that suggestion and said, "We have a mission; we have a plan. It's called University 2000." Reagan said Yudof's candidacy was not diminished because 2 others pulled out. Yudof said he would "most likely" accept the job if it is offered. A meeting with Carlson is on Yudof's schedule. Earlier last week, the regents added open interviews with the board to the schedules of the finalists.

**William Muse**, president of Auburn U, announced Dec. 5 that he has accepted a 5-year contract extension. Muse was given what he called a "don't-go-away party" that was "just overwhelming" and an offer too good to refuse. "This decision should not be seen as a negative reflection on the University of Minnesota," he said. "To the contrary, it is one of the great universities in this country," he said, but "my heart is in Auburn."

**Judith Ramaley**, president of Portland State U, withdrew the next day. She said the U had "mixed expectations" about its future and the president's role, and with only 2 candidates remaining "the search process will not set up conditions that begin to rebuild the sense of trust and communication that will be necessary." She said she was withdrawing to let people in Minnesota "reflect on their visions of the president's role."

**Roger Paschke**, treasurer and associate VP for finance, has resigned to become senior VP and chief financial officer for the O.I.L. Insurance Co. in Bermuda. He expects to leave in mid-January. Paschke received bachelor's degrees in political science and criminal justice studies from the U in 1975, and in 1978 he became an investment analyst at the U. He rose to associate director of investments (1980), director of asset management (1985) and treasurer (1990) before assuming his current post in 1992. He also served as acting senior VP for finance and operations from July to December 1995, until JoAnne Jackson was appointed.

In his resignation letter to Jackson, Paschke expressed admiration for his U colleagues and told her that they would always be welcome to visit him. "Just don't all come at once," he said.

**Faculty Senate voted 47-37** Dec. 5 to request the Tenure Subcommittee, Faculty Affairs Committee, and Judicial Committee to review the Sullivan II tenure code proposal as it pertains to the Morris campus and the Academic Health Center (AHC) and to report their recommendations by Dec. 12.

Faculty Consultative Committee (FCC) chair Virginia Gray, who presented the motion, said it was part of a 2-track strategy in order to give a faculty response to Sullivan II for those faculty who have voted against collective bargaining. For the others, she said, the FCC was discussing details of a proposal from the University Faculty Alliance (UFA) and American Association of University Professors (AAUP) to waive the status quo order and negotiate with the regents on tenure.

Debate was extensive. All 3 speakers from Morris and several but not all speakers from AHC said they wanted the governance committees to evaluate Sullivan II. The units that have decided against collective bargaining represent 40% of the faculty, and "they have you as their representatives," Carole Bland said. Other speakers urged defeat of the motion. Naomi Scheman, a member of both the Tenure Subcommittee and the UFA, said a week was not long enough to give serious attention to Sullivan II, and any action on a tenure code now with a union election pending would violate the spirit if not the letter of the status quo order and the law.

Tom Walsh of UFA opposed the motion but said the UFA-AAUP welcomes the opportunity to work together with governance leaders to try to make a joint proposal to the regents for the faculty who are under a status quo order. "We think we can in fact come up with something that's acceptable" to both groups, he said.

**One big concern** voiced by faculty is whether the regents will return to tenure and make further changes in another year or two. Tom Walsh said one of the bottom-line issues for the UFA-AAUP is that "we have got to have a moratorium." Judicial Committee chair Ed Fogelman said he, too, favors a "demand for a moratorium."

VP Marshak, meeting earlier in the day with the FCC, said one reason regents want to act now on Sullivan II is to lay to rest fears that they have some other dire plan in mind for AHC. Some faculty have claimed the regents were willing to approve Sullivan II for the Law School, where they had no plans for radical change, but "they were going to do something drastic" in AHC, he said. The regents "are eager to show they have no such ideas."

President Hasselmo told the senate that he has had "no indication from any board member that they intend to take [tenure] up in the foreseeable future. The matter is settled. If you can see your way to getting that message across to your colleagues, and colleagues nationally," he said, it would be very helpful.

**East Asia** offers "some truly outstanding opportunities" for the U, especially because of the alumni who have "a love and appreciation for the University of Minnesota that is quite moving," Hasselmo said in a report on his recent trip. Most emotional experience, he said, was awarding an honorary degree in a hospital to Professor Tong Peisong, 94, father of plant physiology in China and "one of the national treasures."

**A 50-minute hour** in the new semester system has been unanimously recommended by the Senate Committee on Educational Policy (SCEP), chair Laura Koch told the senate. After recommending a 55-minute hour earlier, SCEP voted to go back to the 50-minute hour for several reasons, including concerns about the length of the day for students and workload for faculty. "I'm not going to say this is going to happen, because I don't want to tell you how you are going to vote," Koch said, but the proposal will be brought to the next senate meeting for a vote.

**Terrence O'Connor**, retired director of finance at GTC Corp. has been named controller at the U. He began Dec. 2. A graduate of DePaul U and a CPA, he has more than 27 years of experience in financial management.

**CROOKSTON**--Andrew Svec is UMC's first full-time Webmaster. He was previously assistant director of residential life and most recently assistant director of enrollment management. The Webmaster is responsible for working with faculty, staff, and students in all aspects of developing and maintaining the campus World Wide Web site.

Jerry Knutson, associate professor of biology, received a Campus Compact Grant for incorporating service learning in his zoology class (Biology 1106) for spring quarter. Project title is "Deformed frogs: zoology students share awareness and concern with elementary children." Grant will fund special speakers and field trip expenses to allow students experiential learning and the opportunity to share their findings with the community.

**DULUTH**--At a Dec. 10 awards ceremony and reception, 16 civil service and academic/professional staff members were given Outstanding Service Awards. They were nominated by their peers for consistent exemplary performance.

English professor Joseph Maiolo will present a reading of Truman Capote's *A Christmas Memory* Dec. 20 at 1 p.m. in the Marshall Performing Arts Center. Free and open to the public.

**MORRIS**--Interactive voice response on touchtone telephones is a new way for UMM students to receive grades and other information from the student database. Grades will continue to be available via computer through the student access system, but transcripts on paper will no longer be distributed at the end of each quarter.

Functions and Awards Committee is accepting nominations for the first UMM Alumni Association Teaching Award through Dec. 31, 1996.

**TWIN CITIES**--Jeffery von Munkwitz-Smith, assistant registrar for systems, has left the U to become the registrar at the U of Connecticut. He worked in the Office of the Registrar for 22 years. He started working in the records area hand writing grades on paper transcripts, and over the years became an expert on student records and registration systems. His last day at the U was Dec. 6.

An informal lunchtime discussion group for those with program administration responsibilities has been meeting periodically to talk about problems and strategies related to their management challenges. Recent topics have included leadership skills, effective delegation, difficult employees. For information contact Jim Meland of Human Resources, (612) 627-4037, melan001@maroon.tc.umn.edu.

Minnesota Student Project for Amity Among Nations (SPAN) seeks 4 advisers for summer 1998. Desired experience is a Ph.D. and international experience. Advisers recruit students, lead country group meetings, assist in individual research projects, spend 8 weeks in host country of their choice during summer 1998, and grade completed projects. Two-year, paid part-time position. Contact Jennifer Blatz, (612) 626-1083, span@gold.tc.umn.edu for application. Application must be postmarked by Jan. 10, 1997.

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**Mark Yudof**, executive VP and provost of the U of Texas, was named Friday as the 14th president of the U by a unanimous vote of the regents. Regent Reagan called it "a great day" for the U. Mood was celebratory, with standing ovations, cake, and balloons. "Nobody has been more scrutinized than this man, and he still came out looking good," Reagan said. "I'll do all within my power not to disappoint you," Yudof said. He was "genuinely amazed" by all the attention, he said, but he knew it wasn't for him but for the U. "People care passionately."

Yudof will assume the post July 1, 1997, upon the retirement of President Hasselmo. His salary will be \$225,000. Currently, Hasselmo receives \$183,000 and Yudof \$205,000 in his Texas post. Yudof said he will talk with Hasselmo about what role he will play during the transition. "I will be flying up from Austin periodically," he said. He is not sure how much time he will spend with the legislature, but "I would like to be down there from time to time and say what presidents usually say. 'We need more money.'"

"I have felt that he was the strongest candidate for some time," Regent Reagan said Wednesday. Thursday the regents heard rave reviews from representatives of almost all groups: Faculty Consultative Committee (FCC), Regents' Professors, civil service staff, P&A staff, deans, executive council, alumni, U Foundation, Minnesota Medical Foundation. The one lukewarm report was from Helen Phin, representing students. Reagan said Yudof knew he had been "flat and tired" at the meeting with student leaders Tuesday, after trips to Crookston and Duluth, and he felt bad about that. Meeting with FCC Wednesday was a key event, Yudof said at a news conference Friday, because faculty support was "absolutely critical" to him. "From there I felt very good about it."

Yudof passed his last test Thursday when he won a strong endorsement from Gov. Carlson. "I was a little concerned. I wanted the governor on my side," Yudof said. "I was just jubilant when I had my meeting with him and we hit it off well." He said he knew it was a good sign when he walked into Carlson's office and saw that the governor had copies of all his books, although "I was a little disappointed that he checked them out of the library rather than purchase them." Carlson called Yudof "exactly the kind of president" that the U needs.

Judy Yudof said she expects to be "involved in the community as an ambassador" for the U. She knows she has "many people to meet," she said, and her immediate agenda is to "find out who they are." Mark Yudof said his one fear during the week was that "you would discover my dark secret and offer her the job."

Yudof said his first priority will be to "take advantage of the honeymoon period" to bring people together after a period of "some acrimony." Others will be to look at the administrative structure, particularly on the TC campus, and "make sure it's compatible with my style" and "take a careful look" at U2000 and make suggestions to "make it even more operational."

**Glen Mason**, football coach at Kansas for the last 9 years, was named Gopher football coach. He took over a program that had lost 15 straight conference games and within 4 years had a winning season. In 1995 the Jayhawks were 10-2 and ranked in the nation's top 10, but they fell to a disappointing 4-7 in 1996. Mason said he is proud of being a "fix-it" coach, but he is "not a rebuilding coach" and wants to make contact as fast as he can with the current team and tell them "we're going to be as good and as competitive as we can possibly be right now." Mason agreed to a 7-year contract at \$500,000 a year, potentially \$600,000 with incentives.

**Bureau of Mediation Services** issued a stay of election results Dec. 12 for the Academic Health Center (AHC) and reinstated a maintenance of status quo order. University Education Association in Duluth and "certain employees" of the AHC filed charges of unfair election practices and improper election conduct, and the charges were "deemed to have sufficient merit to warrant conduct of an investigation."

Faculty Senate voted unanimously later that day to ask the regents to defer action on a new tenure code (previously called Sullivan II) for the Morris campus at least until February. Senate began discussion of some proposed changes in the code from the governance committees, and the committees said they needed more time. Regents approved the new code for Morris, but Reagan said they would welcome further consultation with the faculty and would consider proposed amendments when the Faculty Senate completes its review.

**Regents heard a progress report** on the deal with Fairview and passed a resolution affirming the delegation of authority to the senior officers of the U to consummate the transaction. Estimate now is that the U will come out of the deal with \$64.1 million in unencumbered cash.

Associate VP Carol Carrier reported "fairly good progress" on the human resources issues. Work has been completed on a transition package for the 3,000 nonunion employees, to "bridge the first year" and make up any differences in base salary and health insurance premiums. Anyone who is laid off from Fairview through 1998 will be allowed to go on the U's layoff list. Tentative agreement has been reached with the Teamsters pending resolution on one grievance. AFSCME has filed a grievance and a lawsuit, and impact bargaining continues.

**The U filed a lawsuit** Friday against the U.S. Department of Justice, after receiving notification that the year-long negotiations between the U and the federal government over alleged fund abuses in the Department of Surgery have reached an impasse and that the government intends to file suit against the U on or before Dec. 20. At a news conference Monday, Regent Reagan, President Hasselmo, Provost Cerra, and VP Brenner all gave reasons for the lawsuit and expressed anger with the Justice Department. They said they still hope a settlement can be reached.

Claims could amount to more than \$100 million, Reagan said, and it is ironic that last January in open court the federal government called the U a victim of the same conduct "for which it now demands outrageous amounts of the University's--and the taxpayers'--money." The federal government "should not be in the business of punishing a great university that has tried to put its house in order," Hasselmo said; "it is sending a dangerous message to all research institutions to be careful when trying to self-police, self-report, and self-correct."

Brenner said he was personally assured by officials from the National Institutes of Health (NIH) that "we could work together" to solve problems and "create a model oversight system." Now the negative label "exceptional organization" has been linked to "unfair and outrageous claims" against the U. "I consider it blackmail and out-right betrayal," Brenner said. Fight is with the Justice Department, not the NIH, he said.

Cerra said there were past wrongdoings and it is appropriate to negotiate for a fair settlement, but it is unfair to be subjected to punitive actions. "It's wrong, and it's cause for righteous anger, and that's what you're hearing." A reasonable settlement would be "a small fraction" of the amounts being talked about, Hasselmo said.

**Civil Service Committee** will meet Dec. 19, 12:15 p.m., 238 Morrill Hall. Agenda includes visit by President Hasselmo, review of presidential search, review of 1995-97 salary principles. Open to the public.

**Year 2000 problem** will require an inventory of all computer systems in order to ensure continuation of U business into the year 2000 and beyond. Memo from VPs Jackson and Marshak to deans, directors, and department heads asks that departments fill out a questionnaire and return it electronically no later than Jan. 6. Questionnaire is available on the World Wide Web at <http://year2000.oit.umn.edu/main.html>.

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**CROOKSTON**--UMC/Northwest Experiment Station/Agricultural Utilization Research Institute United Way pledges received are at 105% of the 1997 goals that were established by the United Way office. Dean McCleary, vice chancellor for finance, coordinated the campus drive.

**DULUTH**--UMD recreational sports department will hold its 5th annual New Year's Eve "Let's Have a Ball" in the Sports and Health Center beginning at 5:30 p.m. Dec. 31. The very popular event provides family-centered activities for UMD and Duluth area families.

Kathleen Nuccio, associate professor of social work, was one of 11 scholars in the U.S. awarded a Child Welfare Fellowship sponsored by the U.S. Children's Bureau and the U of California at Berkeley. Her study focuses on placement patterns of American Indian children in St. Louis County.

**MORRIS**--Rep. Hilda Bettermann (IR-Brandon) met Dec. 12 with administrators, faculty, and students to learn more about issues she sees facing the legislature and to receive an update on UMM.

**TWIN CITIES**--Off-peak parking hours will be expanded effective Jan. 2, 1997. East River Road Ramp, level 3, will now accept early bird parking until 7:45 a.m. for \$3 a day. Levels 4 and 5 have also been extended to this 7:45 a.m. off-peak time. Fourth Street Ramp off-peak hours will be expanded to 9 a.m. to accommodate those arriving at campus later in the morning. For more information call (612) 626-7275.

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