



UNIVERSITY OF MINNESOTA

University Senate Consultative Committee
614 Social Sciences
267 19th Avenue South
Minneapolis, Minnesota 55455
Telephone (612)373-3226

SENATE CONSULTATIVE COMMITTEE

Tuesday, August 23, 1983
Regents Room, Morrill Hall
1:30 - 4:30

AGENDA

- 1:30 1. Minutes of meeting of July 23 (enclosed).
2. Report of the Student Chair.
3. Report of the Chair (enclosed).
4. Process of appointment of Faculty Legislative Liaison.
5. Report on conversations with Vice Presidents Bohen and Hasselmo.
6. Questions concerning the review of academic administrators (see the letter of Vice President Keller to Provosts, Deans, Directors, and Department Heads, in SCC's circulating file).
- 2:30 7. Discussion with President Magrath. (See agenda on separate sheet.)
- 3:30 8. Discussion with Vice President Keller.

SENATE CONSULTATIVE COMMITTEE

Tuesday, August 23, 1983

AGENDA, Part 2

CONVERSATION WITH PRESIDENT MAGRATH

2:30 - 3:30

1. Changes in personnel, status of searches, and reassignment of responsibilities in central administration.
2. Olga Puleston, Workers' Compensation, and "B" Appointments. (See in circulating file news clippings and John Howe letter to Steve Dunham.)
3. Status of several task forces.
4. Consideration of proposed new tenure code.
5. President's conversation with Minnesota High Technology Council
6. President's conversations with Governor Perpich.

CONVERSATION WITH VICE PRESIDENT KELLER

3:30 - 4:30

1. Recent budget and planning outcomes.
2. Graduate tuition and fellowship changes (see graphs and memoranda enclosed).
3. The use of special merit/retention funds.
4. Promotion and late faculty career rewards.
5. Changes in fringe benefit policy for faculty on leave without pay.
6. AWARE program and health insurance coverage.

NOTE TO SCC: See the attached letters from John Howe to President Magrath and Vice President Keller concerning these agenda.



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MINUTES

APPROVED 9/22/83

SENATE CONSULTATIVE COMMITTEE
AND
CONVERSATIONS WITH PRESIDENT MAGRATH AND VICE PRESIDENT KELLER

August 23, 1983
Regents Room, Morrill Hall
1:30-5:00

Members present: Charles Farrell, Phyllis Freier, John Howe (Chairperson), Julie Iverson, Marvin Mattson, Lisa McDonell, Paul Schulte, Scott Singer, Deon Stuthman, Donald Spring, Burt Sundquist, John Turner.

Guests: President Magrath, Vice Presidents Keller and Vanselow, Attorney Dunham, Maureen Smith, Jim Anderson.

1. Minutes of July 28. Correction: At the bottom of page 3, points two and three should read as follows:

- The College of Agriculture faculty believed the Agriculture deanship and the Institute directorship should be held by the same person;
- The people in the Colleges of Home Economics and of Forestry held the contrary view;

With this correction and that of a typographical error at the bottom of page 6, the minutes were approved.

Minutes of June 16. The secretary distributed copies of a clarification for the first paragraph on page 8. The SCC approved the change. The original will be so corrected, and everyone on the mailing list will receive a memorandum containing the correction.

2. Report of the Student Co-Chair. Paul Schulte.

- SSCC plans to meet at 11:30 preceding each SCC meeting.
- SCC elected Julie Iverson student representative to Senate Finance Committee.
- Student Senate Constitution revision is coming slowly.
- Students note the scheduled sunseting next June of the Sexual Harrassment Board; they are interested in how the trial period will be reviewed and in what will succeed the board.

3. Report of the Chair. John Howe.

A. Search Committee for Dean of College of Agriculture. Vice President Keller wrote Professor Howe inviting SCC consultation on the process and the prospective committee. Howe has consulted with the FCC members most connected with Agriculture and has written a reply to V. P. Keller.

B. Task Force on the Student Experience. Assistant V. P. Wallace has held the first of two meetings with Howe regarding the composition of the task force; he intends to define the agenda with the task force itself. Howe invited SCC comments. Student members requested a larger student ratio on the task force than 3 of 15. Faculty urged that the task force hold open hearings to insure the widest possible presentation of diverse opinions.

C. International Education steering group, recommended by SCC on June 16, has been appointed.

D. Senate policies and their implementation: keeping track. Professor Howe proposed that he and the SCC's executive assistant talk with Marilee Ward about the Senate index, obtain a copy, if feasible, for SCC files and reference, and write central administrators to remind them that a file and index of Senate policies are readily available. Professor Freier noted SCC should also check to see if all the standing policies still look like good policies.

E. 1984 Capital Request. Circulating file contains copies of John Howe letters to Vice President Kegler and Professor Donald McTavish, Chr. of Physical Plant and Space Allocation Committee regarding scheduling a meeting.

F. Information for members. Professor Howe asked members to please call him or Meredith Poppele whenever they seek more information or clarification on any agenda item.

G. Regents retreat. Prof. Howe is invited to this August 24-25 event and will report on it in September.

H. SCC's budget request has been submitted; major change for 1983-84 is to provide for three rather than two newsletters.

I. Chairperson needed for President's Student Behavior Review Panel. SCC will recommend asking Professor Connie Sullivan first, and Professor Robert Pepin if Sullivan declines.

J. Regents meetings. Professor Howe briefly summarized Professor Fredricks' report from the August meeting of the Regents Committee of the Whole.

L. Assembly Committee on Intercollegiate Athletics: ex officio representation on. Gary Engstrand has asked SCC how Dr. Elaine Donahue, newly appointed Assistant Director of Athletics for Academic Counseling, can be made an ex officio member of ACIA. Faculty and student SCC members alike recommended that her membership replace that of another ex officio member, and that the non-voting status be specified. Professors Turner and Spring asked that the question of ex officio membership on ACIA be directed to the Business and Rules Committee for clarification, since the Assembly bylaws do not specify which offices shall be represented or how many. Howe will forward the issue to Business and Rules.

M. Search Committee for Vice President for Finance. Professor Donald Rasmusson, search committee chairperson, has asked that some SCC members meet with the Search Committee September 14 to discuss the nature of the position.

Discussion: Professors Freier and Stuthman recommended adding a search committee member from another branch of the University, such as the School of Management. Professor Spring noted we need to tap the field of academic financial administrators. Ms. Iverson noted the substantial student interest in the position and asked whether a student could join the September 14 meeting. Professor Turner remarked that getting the best kind of person for the job may necessitate a fundamental restructuring of the very fragmented budgetary process at this University.

SCC inclination was to be represented by Professors Howe and Rubenstein at the search committee meeting.

Agenda items 4, 5, and 6 were held for the September 22 SCC meeting.

SCC CONVERSATION WITH PRESIDENT MAGRATH.

1. Olga Puleston, Worker's Compensation, and 'B' appointments.

The President explained that the state workers compensation office routinely handles this part of University business. However, he told SCC, as he has told the Regents and some inquiring faculty, that it is not University policy that faculty on nine-month appointments are not University employees during the summer and not eligible for benefits during the summer. There are other legitimate questions associated with the Puleston case, he said, but they have nothing to do with basic faculty eligibility for benefits. The President has directed staff people to look into the case and to see that an equitable settlement is reached.

Mr. Dunham said the state cannot refuse to make a payment that the University, after looking at the question, wants made. Mr. Dunham summed up the problems the Puleston case has raised:

- Statements were made on behalf of the University that do not reflect policies of the University.
- Why were they made?
- What can we do about it?
- We can coordinate with the state agencies. We should draw up a set of policies to which the state agencies can refer in instances where questions might arise.

Mr. Dunham said the presumption is that 'B' term faculty are employed year-round and the eligibility question concerns whether the particular activity was University-connected.

2. Personnel changes in central administration.

Professor Howe explained that the SCC is interested in the implications for

central responsibilities, and especially for the planning process, of the departures of Vice Presidents Bohem and Hasselmo.

President Magrath said the search for a vice president for finance is actively underway. There is a hold on the search to replace Dr. Hasselmo until the Finance V.P. is chosen; he anticipates some job redefinitions and reassignments, but said in reply to a question that the job the person hired for Finance is called upon to do would not differ significantly from the present job description.

Other reassignments from the Office of Administration and Planning:

- Twin Cities intercollegiate athletics and police to Office of V. P. for Student Affairs.
- Non-academic personnel to Office of V. P. for Finance;
- Management Planning and Information Service (MPIS) to Finance;
- Equal Employment Opportunity to Steve Dunham for day-to-day reporting; formal reports continue to go to President Magrath.
- Collective bargaining to Office of V. P. for Academic Affairs.

Physical Plant Operations. The President told SCC that Vice President Lilly has the same interest they and former Vice President Bohem have in this unit. Associate Vice President Hewitt's much expanded role now includes overseeing Physical Plant.

Professor Howe stressed SCC's interest in bringing the high dollar domain under the tight management control of the responsible vice president. The President said it is up to Mr. Lilly to make his assessment of the responsibility he has delegated. We hope to address the issue in a way really helpful to the dollar amounts involved, he added.

Professor Turner pointed out that Mr. Hewitt is being loaded with additional responsibility which is in itself in effect a full-time job. With the retirement of the director of Physical Plant Operations we should analyze the problem so we can determine what our needs are before we restructure. There is much faculty concern as well as dependence on this \$55 million budget unit. Turner stressed the critical importance of the supervisory role in this unit. He voiced deep regret that the University may have missed a rare opportunity to make an appreciable change. Mr. Hewitt's management experience is in another realm. Professor Howe underscored the importance of appointments at the level of director of Physical Plant Operations.

The President said he too is concerned by reports of some bad cases regarding jobs done by this unit, but expressed his great confidence in Mr. Hewitt and his belief there are many good employees in the unit.

He clarified that Mr. Hewitt will not become the Physical Plant Operations manager, but rather the front line supervisor. Among his tasks is to restructure responsibilities to overcome the problems we hear about. The President has asked Mr. Hewitt to examine questions regarding charges and ^{to} report by October. He asked that Professor Turner forward to Vice President [^]Lilly the documented case he had cited.

Professor Turner asked whether the preparation for reorganization would include review by outside experts, to which the President replied that he did not know but would pass along the suggestion.

Vice President Keller volunteered that central administration can provide comparative data on inside and outside physical plant jobs which verify the anecdotes (about excessive charges). While project managers have been isolated from the people deciding the charges, we are now putting them together, he said.

Planning. The President said he is much concerned about the planning function but not convinced it is necessary to have 'Planning' in the title of a vice president. Associate Vice President Linck, who has been vice chair of the Planning Council for several years, will take over the coordination of the planning function, and President Magrath will work with him just as he worked with Vice Pres. Hasselmo.

The Budget Executive now consists of Vice Presidents Keller, Vanselow, and Lilly. Dr. Linck is close to the work of the Budget Executive.

Vice President Keller told SCC that he thinks planning now is at such a stage that the Budget Executive would not consider an item outside of its place in the planning process. He would like the Budget Executive to have a planning staff.

Professor Howe remarked that the planning-related work to begin now may be the evaluating of the process and the results.

Professor Turner spoke for the value of an independent group with an institution-wide view, such as worked in 1979, to bring issues to the attention of the administration. Vice President Keller noted that the administration's interest now is in wrapping up the continuing issues of planning.

3. The status of the task forces.

A. Higher Education and the Economy of the State. The Lilly task force report is now distributed and open for discussion.

B. Quality of Graduate Education and Research. Report from the Holt task force is anticipated by the beginning of Fall Quarter.

C. International Education. The small steering committee will report in Fall Quarter, 1983.

D. Undergraduate Experience. Assistant V. P. Wallace is completing the appointment of people to this major task force.

E. Computation & Communication Technology. A series of reports and recommendations is forthcoming from Carl Adams' group.

F. Facilitating the Scholarly Work of the Faculty. A significant report is due out in mid-fall from Professor Merwin's task force.

The President said we intend that after the various reports have been published and refined the central administration will base proposals on them. All the reports will come routinely to the SCC.

4. Consideration of the Proposed new tenure code; process of keeping the Regents informed. President Magrath said the Regents appear to understand that the internal faculty process is at work.

5. President's Conversation with the Minnesota High Technology Council. President Magrath told SCC this Council grew out of the older University of Minnesota Institute of Technology Advisory Council. Deans Caldecott and Murthy sit on the MHTC. Council concern is that the University hasn't done all it could regarding engineering and industry, largely because of budget limitations. President Magrath, Vice President Keller, and the Council have had positive conversations which should lead to greater University contributions to the state. MHTC, said the President, is interested in building over time certain departments into world class departments.

6. President Magrath conversations with Governor Perpich. The governor has indicated his high commitment to the University and to higher education generally in the state. He wants to be as helpful as possible on our 1984 capital request list. Smith Hall renovation, said the President, is critical. The governor may ask us to revise certain initiatives which were submitted in our last request but not funded.

Professor Howe asked whether the University is to some degree driven by the priorities of others. The President remarked that where the University's interests and the state's needs mesh he is not reluctant to take advantage of the state's interests to help.

SCC CONVERSATION WITH VICE PRESIDENT KELLER.

1. Planning and budgeting outcomes. Vice President Keller told SCC that the best outcome has been that for the first year we took to the Legislature our pared-down list based on planning; and that when the Legislature reduced our list further, the University then shifted its funds around so as to do what we had said was most important. He called this achievement the single greatest success of the planning process.

He said he is worried about whether there will be faithfulness to the plans at the micro level, and about whether we will be able to make the second year decisions on the basis of the implications of the first. We should now have a continuing manifestation of the old plan, rather than new planning, he said.

2. Graduate tuition and fellowship changes. Vice President Keller said we will decide as we go along, taking various implications into account, how fast and how far to go on full implementation of the Regents policy on cost-based tuition. A lively discussion ensued on the costs and benefits for graduate students, and implications for the University including the effect on undergraduate costs.

Professor Freier voiced her worry that graduate students will leave because of the sharp rise in tuition. Vice President Keller cited the conclusion of the task force (1979) on cost-based tuition for purposes of equity; the Regents subsequently adopted the policy. This year the University decided to begin to implement the policy. Either graduate students are included, he said, or the University must abandon the cost-based plan.

He projected some consequences of the change: Undergraduate enrollments will drop more slowly because the rate of undergraduate tuition increase will slow. This will have the effect of generating more total dollars through tuition. More of those increased tuition dollars can be fed into financial aid for graduate students. This year we can provide a \$200 tuition offset for every graduate assistant.

On the other hand, he said, we can move to reverse the Regents policy; then, if we can believe the data we have been told, the effect would be to increase the amount each student would have to pay because fewer undergraduate students would enroll.

Keller added that the thesis credit tuition will not change the cost to the student because charging for thesis credits decreases what would otherwise have to have been charged per credit for coursework. The total amount of money generated fixes the entire pattern of cost, he said. Moreover, the continuous registration requirement is eliminated.

Hand-out. Vice President Keller distributed a page of data entitled, "Resident 50% Academic Year Graduate Teaching Assistants; AAUDE Data Available 3/15/83; 1982-83 Academic Year."

The data show that Minnesota has slipped in TA salary rankings to 6th place in average cash salary and 13th place in net cash salary of the 20 public universities on this list. Keller said our present answer to this situation is to put more money into financial aid which helps the best students.

The participants to the discussion were all agreed that the net amount of money to graduate students is what prospective graduate students consider. If our concern is to get good graduate students, said Keller, our focus ought to be on the net cash salaries.

Keller noted that lowering the relative non-resident graduate tuition helps the arts and humanities. The one category of graduate students hurt by the change is the unassisted resident student.

Professor Howe asked on what grounds there will be differentiation in reallocating tuition grants to departments. V. P. Keller said he believed Dean Holt's plan was to apportion funds in a similar way to the graduate fellowships (with quality as a major criterion). There has been little time to get it ready this year; there is time for modification next year. Howe cautioned that such a system could cause the weakening of solid departments which don't, however, rank in the top ten nationally.

Professor Freier stated that the 50% of graduate students annually (3,000) who do not get aid will be disadvantaged. Vice President Keller said we face a choice at every turn between broad accessibility and quality. With limited resources we have to make a choice. Professor Freier said the Physics faculty believes they will lose their better students.

Keller concluded the discussion by asking that criticism be responsible and consider the entire tuition structure. If the SCC chooses to make a recommendation to move away from cost-based tuition for the graduate school, he said, they must understand that that carries with it the implication that undergraduate tuition will have to rise at a more rapid rate.

4. Promotion and late faculty career rewards. (SCC members had copies of Vice President Keller's proposal.)

SCC reaction to the proposal was mixed. Professor Turner urged that we watch the applications of the policy very closely. Professor Sundquist recommended that the University vary the base of representation for making these promotion recommendations. Vice President Vanselow described his own opposition to the proposal, saying one ought to have really performed to retire as a professor; that it ought to be no disgrace at all to retire as an associate professor; and that he fears adopting this proposal will mean everyone will retire as a professor.

V. P. Keller agreed it has to be watched and used with care.

5. Blue Cross/Blue Shield's new Aware program and consequences for University health insurance coverage.

(SCC members had previously received copies of V. P. Keller's letter which explained Blue Cross/Blue Shield's agreements with participating hospitals for a fixed schedule of charges, and outlined the University's three choices regarding coverage for faculty who seek treatment at University Hospitals.)

V. P. Keller said what the administration is trying to do by recommending the third option (cover the additional costs over and above the BC/BS payment of care at University Hospitals for University staff members who are BC/BS subscribers, at a cost of between one-half and one million dollars per year) is to keep everyone's coverage the same instead of reducing the coverage for BC/BS subscribers who go to University Hospitals. There was some faculty objection that this system results in an unequal subsidization among University employees and also does not protect faculty members who choose another hospital which has also not joined the Aware program.

Vice President Vanselow told SCC that, recognizing that many University employees choose to get their care at University Hospitals, this option permits that to continue at less cost than covering for all patient choices.

Professor Spring reported that outstate campus people favor keeping University Hospitals available to them for emergency health care particularly because they are not in a position to become acquainted with other options for such care.

6. Changes in fringe benefit policy for faculty on leave without pay. (SCC members had copies of the Keller letter announcing the policy.)

Vice President Keller said the University has had no policy on such contributions but has had a practice of continuing University contributions to retirement annuities during periods when a faculty member was on leave without pay. The practice continued even after the need for a person's continuous enrollment had ended. The issue was raised and discussed in the Senate Finance Committee last year. The administration has decided to end the practice.

Faculty objected that the fringe benefit payment is pretty well known among people considering taking leave and that those people might have established their plans some time ago. Professor Sundquist asked whether the University has an implied contract. Vice President Keller asked what would constitute sufficient notice. The letters announcing the change went to Deans, Directors, and Department

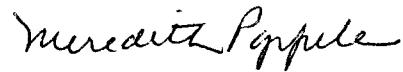
SCC
8/23/83
p. 9

heads on July 29, and Keller said the faculty members planning to take leaves are still welcome to stay on their University jobs; if they go, they will not get the fringe benefit contribution.

V. P. Keller told SCC he would find out exactly who is being affected by this change and the circumstances of their leaves. Then we can decide the extent to which an implied contract has been violated, as well as how reversible the faculty members' respective plans are.

The meeting adjourned at 5:00

Respectfully submitted,



Meredith Poppele,
Executive Assistant



UNIVERSITY OF MINNESOTA

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614 Social Sciences
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August 11, 1983

Report of the Chair for the meeting of August 23 - Items:

- College of Agriculture Dean's Search Committee.
- Conversation with Assistant Vice President Wallace concerning the Student Experience Task Force.
- International Education Steering Group. (See letter of appointment in SCC circulating file.)
- Keeping track of Senate policies and their implementation.
- Meeting with Vice President Kegler concerning the 1984 Capital Request. (See John Howe letter to V. P. Kegler in the SCC circulating file.)
- Information concerning SCC agenda issues.
- Regents' Retreat.
- Proposal for the assessment of outcomes and procedures of University planning.
- Submission of SCC budget to Senate Budget Subcommittee. (See copy in SCC circulating file.)
- Chairperson for President's Student Behavior Review Panel.
- Summary of business at Regents' August 11 meeting of Committee of the Whole.



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August 17, 1983

President C. Peter Magrath
202 Morrill Hall

Dear Peter:

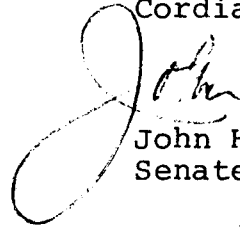
The 1983-84 version of the Senate Consultative Committee is in place and ready to meet with you on the twentieth-third. The following items are on the agenda.

1. We'd like to discuss with you recent and still pending changes in the personnel and organization of Central Administration. The departures of Fred Bohlen and Nils Hasselmo raise questions about their replacements and the reassignment of some of their responsibilities. We're especially concerned about the role that Nils played in the planning process and wonder if that's to be continued. We wonder as well about the changing make-up of the Budget Executive and the implications of those changes for its operation. Finally, we want to reaffirm our interest in helping assure that the initiatives Fred Bohlen made concerning Physical Plant be followed up.
2. The media have unfortunately been full of information and, apparently, misinformation concerning Ms. Olga Puleston and her efforts to seek compensation following her husband's death. We'd appreciate such clarification as you're presently able to give us concerning that case. We're also concerned about the implications for 'B' appointment faculty of statements attributed to the state attorney handling the case.
3. Perhaps you could give us an update on the status of the several planning task forces as we approach the 1983-84 academic year.
4. Several Senate committees--Consultative, Tenure, and Faculty Affairs-- have begun preparations for the review of the proposed new tenure code this fall and winter. It's obviously an important task, and may prove to be a difficult one. We'd appreciate some conversation with you concerning how the Faculty Senate's work can be coordinated with Central Administration and the Regents.

C. Peter Magrath
August 17, 1983
page 2

5 and 6. These contributions of yours to the agenda seem filled with implication. We'll be eager to learn what's up!

Cordially,

A handwritten signature in cursive script, appearing to read "John Howe". The signature is written in dark ink and is positioned to the left of the typed name.

John Howe, Chairperson,
Senate Consultative Committee

pc: SCC members

JH:mp



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614 Social Sciences
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August 17, 1983

Kenneth H. Keller
Vice President for Academic Affairs
213 Morrill Hall

Dear Ken:

The SCC looks forward to meeting again with you on the twenty-third. We'll try to move our other business along so we're ready when you're available at 3:30.

The first two items on our agenda carry over from July. First, we'd appreciate a few comments from you concerning the recent planning and budgeting outcomes that ended with the Regents' actions in July.

Secondly, we want to turn to the matter of graduate tuition changes. In addition to the material in last month's agenda packet, you'll find attached to this letter some graphs prepared by Phyllis Freier indicating tuition trends over the last decade for a number of schools including the University.

Item three may now not be ready for attention by SCC, but perhaps a brief status report would be helpful.

Item four you have asked to discuss.

Item five appears on our agenda largely at the request of Craig Swan, who is presently out of town. In a letter to me of August 4th, he wonders why this change appears so suddenly this summer? He notes that no mention of it was made in the U Brief of August 3rd, and observes that SCFA has not heard about the change. He then goes on to offer the following questions and concerns that he thinks need to be addressed:

- Implementation now, after many have made plans for next year, is inequitable. Even if not explicit, there is an implicit contract that requires real notice of such changes. At a minimum, implementation should be delayed.

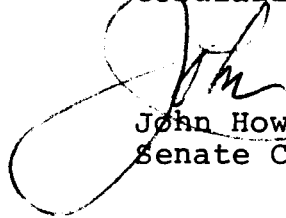
Kenneth H. Keller
August 16, 1983
page 2

- The argument about partial leaves is an argument for change, not necessarily abolition.
- What will happen to sabbaticals? Perhaps they should be treated differently.
- He'd like to know more about what people do on leaves.

We on SCC would like to discuss those issues with you.

Finally, we are ready to discuss the AWARE program and health insurance coverage changes, again since the issue seems to be pressing and SCFA is on hold while Craig's out of town.

Cordially,



John Howe, Chairperson,
Senate Consultative Committee

pc: SCC members

JH:mp



UNIVERSITY OF MINNESOTA

Office of the Vice President
for Administration and Planning
200 Morrill Hall
100 Church Street S.E.
Minneapolis, Minnesota 55455

August 17, 1983

MEMORANDUM

TO: John Howe, Chair, Senate Consultative Committee

FROM: Gary Engstrand

I write at the request of Vice President Nils Hasselmo to ask what steps we need to take in order to make the new Assistant Director of Athletics for Academic Counseling, Dr. Elayne Donahue, an ex-officio non-voting member of the Assembly Committee on Intercollegiate Athletics. Her role in the two athletic programs is, of course, integrally related to the mission of ACIA, so that she should be involved closely with the Committee.

Thanks.

tla

cc: Vice President Nils Hasselmo
Vice President Frank B. Wilderson
Professor Sander Latts
Professor Jo-Ida C. Hansen
Dean Robert A. Stein
Ms. Merrily Dean Baker
Mr. Paul Giel
Dr. Elayne Donahue



UNIVERSITY OF MINNESOTA
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(612) 373-2705

August 29, 1983

Professor Sander Latts, Chairperson
Assembly Committee on Intercollegiate Athletics
30 Nicholson Hall
East bank

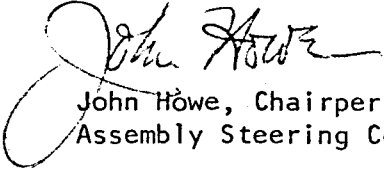
Dear Professor Latts:

I recently received a letter from Gary Engstrand proposing that Elayne Donahue, our new Assistant Director of Athletics for Academics, be made an ex officio member of the Assembly Committee on Intercollegiate Athletics. As the attached copy of my letter to Professor Richard Purple indicates, the Assembly Steering Committee did not take a position on the issue, but did ask Business and Rules to look into the question of ACIA's present structure, taking special note of how many ex officio members it presently has. Professor Purple may be contacting you about it, or you may wish to contact him.

If ACIA wishes to propose the addition of Ms. Donahue for Assembly action at the November meeting, it should do so in a letter to Professor Purple, copied to me. In the meantime, it would be quite proper for ACIA to invite Ms. Donahue to attend its meetings as a guest pending some kind of Assembly action.

If I can be of any help, please give me a call.

Sincerely yours,


John Howe, Chairperson
Assembly Steering Committee

JH/bh

cc: Professor Richard Purple



UNIVERSITY OF MINNESOTA
TWIN CITIES

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August 30, 1983

Professor Richard Purple, Chairperson
Assembly Committee on Business and Rules
Department of Physiology
6-255 Millard Hall
East Bank CAMPUS

Dear Rick:

At our Assembly Steering Committee meeting of August 23, we had occasion to discuss the addition of another ex officio member to the Assembly Committee on Intercollegiate Athletics. That proposals may come to you from ACIA this fall. During the discussion we realized that the Assembly Constitution and By-Laws do not specify how many ex officio members there should be, nor do we know in fact how many the Assembly has approved.

The members of the Steering Committee believe that the number and portion of those ex officio members should be specified. And we ask that Business and Rules see to this, if possible, in time for action at the November Assembly meeting.

I have attached a copy of Gary Engstrand's letter to me, in which he proposes the addition of Elayne Donahue, the new Assistant Director of Athletics for Academics, as an ex officio member of ACIA. I have written to Sander Latts, Chairperson of ACIA, asking that that committee consider Gary's request. The Steering Committee did not take a position one way or the other on the proposal. A number of us saw merit in the idea, but we then became concerned about the number of ex officio members that the committee may already have.

If I can be of any help on the matter, please give me a call.

Cordially,

John Howe, Chairperson
Senate Consultative Committee

JH:sc
Encl.

And that they should be non-voting members



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TWIN CITIES

Department of Physiology
Medical School
6-255 Millard Hall
435 Delaware Street S.E.
Minneapolis, Minnesota 55455

nic 500
10-6

September 23, 1983

Professor John Howe
Chair, Senate Consultative Committee
614 Social Sciences
West Bank Campus

RE: Business and Rules

Dear Professor Howe:

I am replying on two matters of business which you have directed to the Committee on Business and Rules (letters of July 1, 1983 and August 30, 1983).

First, on the change of start-up time for the fall Quarter, 1984, I have checked with Marilee Ward, and can assure you that a notice, "For Information" on the change of calendar, will be printed in the meeting agenda of the first fall meeting of the Assembly.

Second, on the matter of ex-officio membership, I do not believe that Business and Rules will have to take much action, except to refer the request to the Committee on Committees, as it is in that Committee's province to recommend the Assembly take action. It is my belief, that the Consultative Committee did not look quite far enough into the Assembly Constitution on ex-officio members. There are two pertinent sections: Rules, Article 1, footnote 1, (page 8); and Rules, Article III, "Rules for Committees of the Assembly", 2. Ex-Officio Members of Assembly and Standing Committees (page 9).

Starting with the latter, section 2 of Article III specifies exactly the ex-officio members for each of the Assembly and Standing Committees. For Intercollegiate Athletics there are two Faculty Representatives, the Director of Men's Intercollegiate Athletics; the Director of Women's Intercollegiate Athletics; the Office of Vice President for Finance, and the Office of Vice President for Administration and Planning. Further, on page 5 under Bylaws, III, 1, E (Intercollegiate Athletics) there is the peculiar provision that the two Faculty Representatives who are ex-officio, be given voting privileges. Thus there are presently eight faculty, five students and three alumni positions as regular voting members and six ex-officio positions, two of whom (the two ex-officio Faculty Representatives) have voting privileges. The footnote under Rules (page 8) specifies that for procedural matters including changes of ex-officio membership, a simple majority vote would allow suspension of the rules to consider a change.

Therefore, if the Committee on Committees were to concur with the recommendation that a new ex-officio position (the Assistant Director of

Professor John Howe
September 23, 1983
Page 2

Athletics for Academic Counseling) be added to the Intercollegiate Athletics Committee, the Committee on Committees could ask for a suspension of the rules (majority vote required) at the next Assembly meeting, for the purpose of proposing the change. If a majority vote is obtained, a vote could then be taken on the change (majority of those present and voting required for passage). This procedure should be followed if there is not time to get the item on the published docket. If there is time to have the item included in the published agenda, it would then be a simple "Action" item as part of the regular agenda. The Consultative Committee could also opt to go either of these routes as well, although in my judgement, it is properly an item for the Committee on Committees to ponder.

If the Committee on Committees finds it hard to accept adding another ex-officio position to this committee, I would offer two other solutions: 1) simply invite the new Assistant Director of Athletics for Academic Counseling as a guest, and provide that guest with speaking privileges. This would in effect constitute everything but official designation as ex-officio; 2) Presume upon the offices of one of the two vice presidents to designate the Assistant Director of Athletics for Academic Counseling as their ex-officio representative.

I have taken the liberty of forwarding this correspondence and the previous correspondence on the matter to Professor Hobbie, Chair of the Committee on Committees, in hopes that it would expedite consideration of the substantive issue at hand.

Finally, I believe Don Spring and his colleagues who engineered the new Senate and Assembly Constitutions, Bylaws and Rules should again receive some small congratulations for their wisdom in having anticipated and provided for this particular business. Albeit, they scattered their foresight somewhat in three different sections of the documents, necessitating something of a trail to be followed to arrive at positive evidence of their prescience.

Sincerely yours,



Richard L. Purple, Chair
Business and Rules

RLP/nb

cc: Ms. Marilee Ward
Professor Russell Hobbie



UNIVERSITY OF MINNESOTA

Office of the Clerk of the Senate
424 Morrill Hall
100 Church Street S.E.
Minneapolis, Minnesota 55455
(612) 373-2125

January 7, 1984

TO: Vice President Frank Wilderson, Jr.
Student Affairs

FROM: Professor Mahmood Zaidi, Chair
Committee on Committees

RE: Ex Officio Representation on the Assembly Committee
on Intercollegiate Athletics

The Business & Rules Committee turned over to the Committee on Committees a request from the Office of the Vice President for Administration and Planning to consider adding the Assistant Director of Athletics for Academic Counseling as an ex officio position on the Intercollegiate Athletics Committee. The Committee on Committees saw merit in this idea but was reluctant to add any more ex officio positions to a committee that already has many ex officio members. The Committee felt that it would be more appropriate to have one of the current ex officio positions on the ACIA be designated for the Assistant Director of Athletics for Academic Counseling.

The Committee on Committees therefore declines the request that the number of ex officio positions on the Intercollegiate Athletics Committee be increased to include the Assistant Director of Athletics for Academic Counseling, but has no objection to the redistribution of the existing ex officio positions to allow for the attendance of the person holding that position.

cc: ~~Gary Engstrand~~
✓ John Howe, Chair, Consultative Committee
Sander Latts, Chair, Intercollegiate Athletics Committee
Richard Purple, Chair, Business and Rules Committee



UNIVERSITY OF MINNESOTA

University Senate Consultative Committee
614 Social Sciences
267 19th Avenue South
Minneapolis, Minnesota 55455
Telephone (612)373-3226

August 11, 1983

Stephen Dunham, Esq.,
General Counsel
340 Morrill Hall

Dear Steve:

As you are aware, the news stories about Olga Puleston and her efforts to obtain benefits from Workers' Compensation following her husband's death have generated a great deal of confusion and uneasiness among the faculty. I will be out of town during the next several days, and have been unable to reach you on the 'phone, and so am writing to seek clarification. There may well be limits in what you are able to tell us at this point, but the SCC is very much interested in learning more both about the merits of this individual case and about the larger issues that it seems to represent.

As always, one needs to preface one's comments with the caution, "as reported in the Tribune (or the Daily)," but it's clear that in the Puleston case the University once again comes across in a rather bad light. We wonder if the case has been reported accurately in the media, or if there is a different version of things? Many of us are surprised at the arguments that Ms. Patterson has been making on behalf of the State and the University. What role has the University, and especially the University Attorney's Office, played in developing the case? Finally, those arguments seem to have major implications for faculty on "B" appointments. It's essential that those implications be clarified.

I'd appreciate a response at your earliest convenience. The Senate Consultative Committee meets on the 23rd and the issue seems certain to be on our agenda. I'll be back on campus Tuesday. If you need any information before then, you could call Meredith Poppele at 373-3226. Many thanks for your help.

Cordially,

John Howe, Chairperson,
Senate Consultative Committee

JH:mp



UNIVERSITY OF MINNESOTA

Office of the President
202 Morrill Hall
100 Church Street S.E.
Minneapolis, Minnesota 55455

JH

August 10, 1983

Professor J. Bruce Overmier
Department of Psychology
N258 Elliott Hall

Dear Bruce:

I share your concern about the Puleston Case, which became news to me when I read the Daily story. I don't think Leo Hurwicz would mind if I shared with you a letter I wrote him covering his similar and most understandable concerns.

I want to emphasize as clearly as words can that it is not University policy, nor certainly not my views nor any senior officers of the University, that there should be discrimination in terms of faculty benefits between B- and A-term appointments.

I am also asking Professor Steve Dunham to discuss this matter further, which he is of course now actively pursuing.

Cordially,

C. Peter Magrath
President

CPM:kb

cc: Professor Steve Dunham, General Counsel
The Honorable Mary Schertler, Board of Regents
Vice President Kenneth Keller, Academic Affairs
Professor John Howe, Chair, SCC
Professor Craig Swan
Professor Patricia Swan
Professor Norman Kerr
Professor Lloyd Lofquist

Enc: Hurwicz Letter to CPM
Magrath Letter to Hurwicz



UNIVERSITY OF MINNESOTA

Office of the President
202 Morrill Hall
100 Church Street S.E.
Minneapolis, Minnesota 55455

August 18, 1983

Regents' Professor Leonid Hurwicz
Department of Economics
1035 Management and Economics
West Bank

Dear Leo:

I share your concern about the Puleston Case, although the original story in the Minnesota Daily was not entirely accurate -- in the sense that it did not present a complete picture of the University position in this matter.

Compensation claims under the workers compensation laws are handled by a State office, and this one was routinely referred there without any involvement by Academic Affairs or Central Administration. There are many such cases which come up from time to time and most of them are routine; this one, of course, was not.

It very clearly is not University policy that nine-month faculty are not covered in general under workers compensation or otherwise ineligible for University benefits. The University regards nine-month faculty as continuing employees for all of the reasons stated or implied in your letter. There are some additional factors in the Puleston Case, at least as legitimate initial questions, that were raised by the attorneys in the State office handling this matter.

Personally, I knew nothing of this matter, nor did any of the University Vice Presidents, until the Daily story appeared, and we all share the concern that was expressed and are addressing it directly through our General Counsel, Professor Steve Dunham. I have publicly (at the August Regents' meeting) indicated my distress over what appears to have happened in this case and have directed Steve Dunham to reopen the entire matter and to report back to me as quickly as possible regarding a better resolution to this case. As soon as this is resolved, I will of course report publicly to the Regents and the University community.

In the meantime, I am asking Professor Dunham to give you a call to discuss your concerns at a little more length, for there are legal issues that do come into play in this matter.

Cordially,

C. Peter Magrath
President

CPM:kb

cc: Mr. Steve Dunham, General Counsel

P.S. I hope you don't mind, but I am sharing your letter with another faculty member who has the same concerns. CPM



UNIVERSITY OF MINNESOTA
TWIN CITIES

Department of Economics
1035 Management and Economics
271 19th Avenue South
Minneapolis, Minnesota 55455
August 9, 1983

cf 1035 Management and Economics

President C. Peter Magrath
Office of the President
202 Morrill Hall
100 Church Street S.E.
Minneapolis, Minnesota 55455

AUG 12 1983

Dear Mr. President:

I am quite concerned about what appears to be the legal position of the University, as reported in connection with the Puleston case, with respect to the summer status of faculty members on nine month appointments.

Let me make clear that I am not taking any position concerning the Puleston case itself because I do not have adequate information and because it is at present sub judice. Also, I realize that the report in the August 8th issue of the Minnesota Daily may be incomplete or inaccurate. If that is the case I would appreciate corrections or clarifications.

I am not familiar with the regulations covering workers' compensation. However, it seems unacceptable to me that a tenured professor on a nine month appointment is not considered an employee of the University during the summer period, even if he or she is not on the University payroll.

In my own experience, we are often asked to carry out regular teaching activities during the summer period when we are not being paid by the University. As an example, the Ph.D. Prelims in the Economics Department this year are scheduled to start on September 12th and most members of the Department must prepare questions for those prelims during August and September. (I am enclosing a copy of the examination schedule.)

It would seem that if I had an accident related to this activity, the University would not regard me as an employee for workers' compensation purposes. I wonder, then, how my activity would be classified. Is it reasonable to suppose that a person who is not employed by the University is entrusted with the preparation of doctoral examinations?

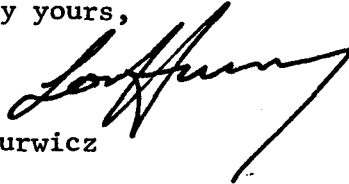
It seems to me that the University position is at variance with the traditional interpretations of the rights and responsibilities of faculty members. I have never heard anyone say that we cease being professors of this University during summer months. We sign our letters as professors even during the summer vacation, we advise students during this period, and we attend oral examinations. Is all this illegal?

As I mentioned earlier in this letter, I am not familiar with the technicalities of workers' compensation. It would not surprise me to find some external state agency misunderstanding the nature of a faculty appointment, but I am surprised to see the University take the reported stand. Was it the opinion of legal counsel that the University must take such a stand?

If the answer to the last question is in the affirmative, I think it is necessary to change the wording of our appointments in such a way that the continuity of employment would not be in doubt.

I am sorry if this letter adds further to your already heavy burdens of office.

Sincerely yours,



Leonid Hurwicz

Enclosure

LH:kw



UNIVERSITY OF MINNESOTA
TWIN CITIES

Department of Psychology
Elliott Hall
75 East River Road
Minneapolis, Minnesota 55455

August 12, 1983

President C. Peter McGrath
Morrill Hall
University of Minnesota

Dear Dr. McGrath:

Re: Status of B-Term faculty during summers.

I read that the University and the State of Minnesota are contending in the Puleston case that a B-term faculty "is officially unemployed" between the end of one B term and the beginning of the next. If this is their true position and is recognized by the courts, its impact would be substantial.

I would envision the following. First, all B-term faculty will be filing for unemployment benefits during these months of "official unemployment." Second, faculty will become much less willing to carry forward those University-related activities that many now do during this period. For example, sitting on thesis exams, reading theses, sitting on committees, etc.--all of which many of us do during these periods of "unemployment." Also, we will worry about the status of other fringe benefits and their continuity during this period (e.g., disability income maintenance insurance, and others). Finally, it will create great pressure on the University to end its discrimination across units of B-term versus A-term appointments; all B-term people will seek A-term appointments and may well sue for these (more nonproductive litigation).

In sum, the position being taken by and for the University is certain to open a can of worms and increase the tendencies toward adversarial relations between faculty and administration. A pity, I think.

Yours,

J. Bruce Overmier

cc: The Honorable Mary Schertler
Vice President Kenneth Keller
University Counsel Steve Dunham
Professor John Howe ✓
Professor Craig Swan
Professor Patricia Swan
Professor Norman Kerr
Professor Lloyd Lofquist



UNIVERSITY OF MINNESOTA

Office of the President
202 Morrill Hall
100 Church Street S.E.
Minneapolis, Minnesota 55455

JH

August 24, 1983

Professor Samuel Krislov
Department of Political Science
1414 Social Sciences
West Bank

Dear Sam:

As you undoubtedly know by now, the situation in the Puleston Case is not exactly as was initially reported in the Minnesota Daily -- certainly it is in no way the policy, past, present, or future (so far as any of us have anything to say about this), to differentiate between nine- and twelve-month faculty. There are other issues involved in the case, which I think are going to be resolved, but they have nothing to do with the issue that caused concern.

I am taking the liberty of sending along a copy of a letter I sent to Leo Hurwicz, whose letter of concern was of course very similar to yours. Ken Keller and I have also discussed this matter in-depth with Professor Howe and SCC, and I think that none of us are in any disagreement about the critical issues. As in other cases, I am going to ask Steve Dunham to give you a call to provide you with any further clarification you might desire.

Finally, I met the other day with SCC and, fortunately, no parts of the ceiling in the Regents Room fell on any of us, though I did warn the nine-month faculty to be careful about where they sat!

I appreciate your concern; it matches mine.

Cordially,

C. Peter Magrath
President

CPM:kb

Enc: Hurwicz Letter

cc: Vice President Kenneth Keller, Academic Affairs
Professor Steve Dunham, General Counsel
Professor John Howe, Chair, Senate Consultative Committee

copy



UNIVERSITY OF MINNESOTA

Office of the President
202 Morrill Hall
100 Church Street S.E.
Minneapolis, Minnesota 55455

August 18, 1983

Regents' Professor Leonid Hurwicz
Department of Economics
1035 Management and Economics
West Bank

Dear Leo:

I share your concern about the Puleston Case, although the original story in the Minnesota Daily was not entirely accurate -- in the sense that it did not present a complete picture of the University position in this matter.

Compensation claims under the workers compensation laws are handled by a State office, and this one was routinely referred there without any involvement by Academic Affairs or Central Administration. There are many such cases which come up from time to time and most of them are routine; this one, of course, was not.

It very clearly is not University policy that nine-month faculty are not covered in general under workers compensation or otherwise ineligible for University benefits. The University regards nine-month faculty as continuing employees for all of the reasons stated or implied in your letter. There are some additional factors in the Puleston Case, at least as legitimate initial questions, that were raised by the attorneys in the State office handling this matter.

Personally, I knew nothing of this matter, nor did any of the University Vice Presidents, until the Daily story appeared, and we all share the concern that was expressed and are addressing it directly through our General Counsel, Professor Steve Dunham. I have publicly (at the August Regents' meeting) indicated my distress over what appears to have happened in this case and have directed Steve Dunham to reopen the entire matter and to report back to me as quickly as possible regarding a better resolution to this case. As soon as this is resolved, I will of course report publicly to the Regents and the University community.

In the meantime, I am asking Professor Dunham to give you a call to discuss your concerns at a little more length, for there are legal issues that do come into play in this matter.

Cordially,

C. Peter Magrath
President

CPM:kb

cc: Mr. Steve Dunham, General Counsel



UNIVERSITY OF MINNESOTA

University Senate Consultative Committee
614 Social Sciences
267 19th Avenue South
Minneapolis, Minnesota 55455
Telephone (612)373-3226

August 19, 1983

Professor Sam Krislov
Political Science
1314A Social Sciences

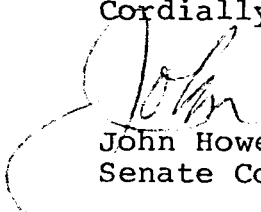
Dear Sam:

Thanks for the copy of your letter to the President about the Olga Puleston case and its seeming implications for 'B' appointments. It's obviously an unfortunate event from everyone's point of view.

I've talked with Peter about it and it's on the SCC's agenda with him on the 23rd. I think it's likely that a settlement with Ms. Puleston will be reached fairly soon; at least efforts in that direction are now underway. I think it's also true that central administration was as surprised as you and I to read the arguments of the state's attorney in the case, and that they do not endorse those arguments or their implications. It's all apparently a bit sticky, but I believe we can expect some reasonable clarification before long.

Things do happen, don't they? It's fascinating to speculate what the next episode will be about.

Cordially,


John Howe, Chairperson,
Senate Consultative Committee

JH:mp



UNIVERSITY OF MINNESOTA
TWIN CITIES

Department of Political Science
1414 Social Sciences
267 19th Avenue South
Minneapolis, Minnesota 55455
(612) 373-2651

August 16, 1983

President C. Peter Magrath
202 Morrill Hall
University of Minnesota
Minneapolis, MN 55455

Dear President Magrath:

After a dismaying week of coverage of the Puleston case it was refreshing to learn that the Administration had not directly made the initial decisions and was reviewing its implications. Certainly the tenor was not that of similar decisions at this institution and threatens to poison relationships carefully built up. The decision would be counterproductive in any terms.

I have no doubt your own analysis has already lead you to that conclusion but I marshall these considerations to indicate the concerns we faculty already have had to begin to face.

1. Groups involved
 - (a) Nine-month appointees - perhaps half of the faculty.
 - (b) Those faculty on leave without pay.
 - (c) Those faculty considering or involved in inloading.
2. Personal calculations which would upset current policy efforts or shifts
 - (a) Those 11 month units being urged to shift to 9 should recalculate the consequences.
 - (b) Faculty with research money should reassess and allocate some grant money to ensure at least some time on university direct payroll.
 - (c) Inloading should be treated with suspicion and care given to planning time off in terms of least dangerous functions.
3. Implications for normal university functioning

Faculty falling into the three categories will be faced with a dilemma if asked to perform university functions: (e.g. if Alan Spear is asked to handle a class for a sick colleague during leave for the legislative session).

- (a) prudentially the professor might refuse.
- (b) Assurance might be sought that this is a compensatable function. Presumably this would require at least Dean's level assurance, probably V-P, maybe Regents'.
- (c) A modest honorarium involving both cost and paper work might be demanded. Of course, faculty would not mind this much.

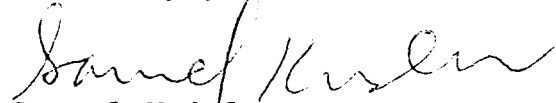
None of these alternatives is desirable. Each would certainly cost more than the difference in premiums represented by a broad over a narrow definition of employment for regular faculty.

Given the large number of small but important planning and caring activities pursued by faculty not on the payroll at any given moment a general policy will almost always be cheaper than point-by-point determinations.

There remains the simple issue of Justice. Imagine a meeting of the Consultative Committee (e.g.) with an administrator held Sept. 14, with eg a ceiling collapsing and injuring all. Administrators will be covered and eleven-month faculty will be covered. Those whose attendance was motivated by a desire to be useful and whose coffers have been reduced by three-months off the payroll will be, it appears, asked to bear a further burden.

When efficiency and justice coincide, the result I am confident, follows.

Sincerely yours,



Samuel Krislov
Professor

SK:jm

cc: Vice-President Kenneth Keller
✓ Professor John Howe, Faculty Consultative Committee
University Counsel Stephen Dunham



UNIVERSITY of MINNESOTA
EDUCATION ASSOCIATION

Alfred Aeppli, Grievance Officer

Math IT 540 VH U of M 373-4633

Box 14093, University Station, _____ Minneapolis, Minnesota 55414

August 8, 1983

Members of the Board of Regents
University of Minnesota
Minneapolis, MN 55455

Dear Regents:

On June 29, 1978, Professor Dennis Puleston was killed by lightning on top of a pyramid at Chichen Itza, Mexico. Professor Puleston was a tenured associate professor of anthropology at the University of Minnesota. He attended a professional conference at Palenque, Mexico, June 12-16, 1978, where he presented a paper. He was on his way to Belize for a sabbatical year's work in anthropology. From Palenque, he travelled to Chichen Itza for professional work. Mr. Louis Messenger, a Ph.D. candidate of Professor Puleston's, and another anthropologist were with Professor Puleston. The work was supported by the University of Minnesota Foundation through a course development grant. Mr. Messenger's travel expenses have been paid by the University. Professor Puleston worked in his capacity as a professor of anthropology at the University of Minnesota. He was killed on the job as a research and teaching professor.

Yet the University and the State of Minnesota claim that Professor Puleston was killed as a tourist, not as an employee of the University, that the accident was not job related and cannot be considered as arising out of the employment. Hence, Professor Puleston's widow and children should not be entitled to workman compensation's payments.

Why ? Professor Puleston was on a B appointment. If he would have been killed on June 14 instead of June 29 doing field work he would have been protected by the workman's compensation plan. In addition, the University's lawyer argues that "the University did not require Professor Puleston to present the paper (at the conference in Palenque)", that "Professor Puleston was tenured; he could be dismissed from the University only for cause;

Call 500
5-23



Metro news

Marketplace section inside

Minneapolis S

Thursday
August 11/1983

Professor's widow appeals benefits ruling

By Nancy Paul
Staff Writer

The widow of an anthropologist who was killed by lightning atop a Mayan pyramid is appealing a decision that denied workers' compensation benefits to her and her children.

Dennis Puleston, a 38-year-old associate professor at the University of Minnesota, was killed in June 1978 in Chichen Itza, Mexico, when lightning struck him as he stood with other anthropologists and tourists at the top of the pyramid.

He left a wife, Olga Stavarakis Puleston, and two children who are now 12 and 14 years old.

His wife applied for workers' compensation benefits, saying that Puleston was killed in the course of his work. The university, however, said he was on vacation.

The Workers' Compensation Court sided with the university in March 1983, and Olga Stavarakis Puleston



Olga Stavarakis Puleston

appealed to the Workers Compensation Appellate Court in St. Paul, which is expected to hear the case this fall.

University officials have said the decision on that appeal could have

broad implications on determinations of when a professor is officially working for the University of Minnesota. Olga Puleston's lawyer said he expects the appellate court's decision to be appealed to the Minnesota Supreme Court because of those implications.

Puleston says her husband was conducting research and advising duties that were part of his job as a tenured professor when the accident occurred. That position is supported by the Minnesota Education Association and the University of Minnesota Education Association, which have filed briefs in her support.

But the compensation court held that Dennis Puleston's death occurred while he was on vacation and between periods of employment as a professor.

Puleston had a nine-month appointment to the faculty, and was paid during the academic year from Sept. 16 through June 15. The accident occurred June 29.

(About 40 percent, or 1,773 of the university's full-time equivalent positions on all campuses, are nine-month ones. The rest are for 12 months.)

Her lawyer, Charles Cox, said that Dennis Puleston had attended a professional conference at Palenque, Mexico, from June 12 to 16, 1978, and was on his way to Belize for a sabbatical to start on Sept. 15 when he visited the pyramid. He was doing research in Belize on Mayan agriculture.

He was accompanied on various parts of the trip by other anthropologists and by his children. Cox maintains that Puleston was on official university business at the time of the accident.

However, the compensation judge in Minneapolis found that Puleston was on vacation and traveling as a tourist at the time of his death.

Alfred Aeppli, grievance officer for the University of Minnesota Education Association, said it is necessary for nine-month

professors like Puleston to do research, work with students they advise, answer mail and telephone calls, and write during the summer if they wish to improve professionally.

In a letter to the University of Minnesota Board of Regents, Aeppli said, "A tenured professor has a year-round commitment to his or her work." If the university sticks to its position, "the consequences for the faculty's work at the university will be detrimental," he said.

Olga Puleston said she doesn't know how much money she and her children would receive if the appeals court were to rule in her favor. The amount would be based partly on her husband's salary at the time of his death, which was \$17,250.

An attorney for the university, Stephen Dunham, declined to comment yesterday. He said the university's president, C. Peter Magrath, is expected to speak about the matter at today's Board of Regents meeting.

Widow of professor fights U for benefits

By Richard Bale

The widow of a University professor is at odds with the University over her eligibility to receive workers compensation benefits after the death of her husband.

The dispute centers on when a professor is officially working for the University for workers compensation purposes.

Olga Stavrakis Puleston is appealing a 1983 decision of the Workers Compensation Court denying her compensation benefits after the death of her husband, Dennis Puleston, an associate professor of anthropology. He was struck and killed by lightning in June 1978, atop a Mayan temple in Mexico.

The University of Minnesota Education Association (UMEA) Friday

8-f-83



Olga Puleston

joined in the appeal, which could set a legal precedent governing the compensation claims of university professors. The UMEA and the Minnesota Education Association joined to file a brief in support of the appellant.

Olga Puleston maintains that when her husband died he was carrying out research and advising duties that were part of his job as a tenured professor.

But the compensation court held that Puleston's death occurred while he was officially "between periods of employment as a professor and was on vacation." The court reasoned that since Puleston was on a nine-month appointment and was not hired for summer work by the University, he was ineligible for compensation benefits during the summer months.

"(Dennis') work and his life were one and the same," Olga Puleston said. "We contend that they (professors) were expected to work (over the summer). The University judges a person (for pay raises and promotion) by their publishing and their output."

"We make it very clear (in the supporting brief) that our employment is year-round," said math Professor Alfred Aeppli, UMEA grievance officer. Aeppli said the University is arguing that tenured professors could just as easily be sailing on Lake Calhoun as doing scholarly research.

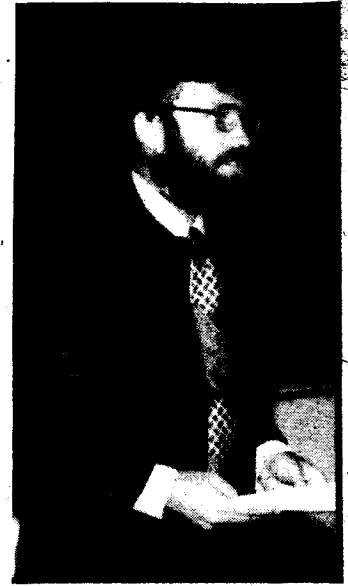
"Tenure doesn't mean vacation," Aeppli said. "If you don't work and produce, if you don't publish, you don't get a raise. You will get punished by inflation." Aeppli said professors still have commitments to committees and are entitled to the use of secretaries, parking spaces,

Puleston to 5

indications that Puleston was, in fact, performing duties stemming from his employment with the University.

Puleston was accompanied on his trip by Messenger, who was collecting, with Puleston's aid, information and experience for use in his doctoral dissertation. The brief contends Puleston's advising role continued in Chichen Itza.

The brief also contends that Puleston's expenses actually were to be paid through an educational development grant from the University. Puleston was awarded \$2,780 to collect specimens and gain experience to be used in improving University courses. The project was to last from



Dennis Puleston, 1976

September 16, 1978 to June 15, 1979. However, the grant application indicated that the project could start as early as May 1, 1978, almost two months before the accident occurred. The brief maintains that Puleston's activities at Chichen Itza took place within the time span of the grant, and that Puleston was employed by the University when he was killed.

However, the University maintains that Puleston's trip to Chichen Itza was nothing more than a sightseeing stop and not a part of the grant activities.

"This employee is no different from a high school history teacher who might decide to spend his summer vacation touring Civil War battlefields only to be struck by lightning on a hill in Gettysburg . . ." Patterson wrote in the University's appeal brief.

Puleston's attorneys responded by saying that this analogy is simplistic. "The analogies do not provide for partial payment of travel ex-

Puleston from 1

and library materials during the summer months.

Both sides filed briefs for the appeal in July and have requested that the full five-judge Court of Appeals hear the case, instead of a regular three-judge panel. "The reason it should go before the full-court is that there is a total lack of cases indicating what an individual can do during the summer that is in the scope of his profession," said Craig Goudy, one of Puleston's attorneys. "Does a (professor's) job end during the summer or doesn't

it?"

"The University is saying these professors are doing a lot of work during the summer as volunteers, regardless of the fact that it is benefiting the University," Goudy said. Goudy predicted that both sides are likely to appeal the decision to the Minnesota Supreme Court. The Supreme Court likely would agree to hear it because of the legal precedents that may arise, he said.

The University granted Puleston a sabbatical in February 1978 to last from September 1978 to June 1979.

The sabbatical's purpose was to allow him to work on a project in Belize. In June 1978 he left for Belize, accompanied by his two children and Lewis Messenger, his doctorate advisee. He stopped first in Mexico to present a paper at an archaeology conference.

After the conference and before reaching Belize, Puleston visited the site of famous Maya temples at Chichen Itza. There he was struck by lightning on June 28, 1978 while examining the top of one of the temples.

The compensation judge, Charles Reischel, found that Puleston was not an employee of the University at the time of his death. "He was, in fact, on vacation and traveling as an interested tourist . . ." Reischel wrote.

Reischel's decision confirmed the arguments of the University's attorney, Jennifer Patterson. She argued that the University had no control over Puleston's activities and that he was not being paid for his summer work. Therefore, he could not be considered an employee of the University for workers compensation purposes, she said.

The briefs filed with the appeals court on Olga Puleston's behalf cite several indications that Puleston was, in fact, performing duties stemming from his employment with the University.

Puleston was accompanied on his trip by Messenger, who was collecting, with Puleston's aid, information and experience for use in his doctoral dissertation. The brief contends Puleston's advising role continued in Chichen Itza.

The brief also contends that Puleston's expenses actually were to be paid through an educational development grant from the University. Puleston was awarded \$2,780 to collect specimens and gain experience to be used in improving University courses. The project was to last from



Dennis Puleston, 1976

September 16, 1978 to June 15, 1979. However, the grant application indicated that the project could start as soon as May 1, 1978, almost two months before the accident occurred. The brief maintains that Puleston's activities at Chichen Itza took place within the time span of the grant, meaning Puleston was employed by the University when he was killed.

However, the University maintains that Puleston's trip to Chichen Itza was nothing more than a sightseeing stop and not a part of the grant activities.

"This employee is no different from a high school history teacher who might decide to spend his summer vacation touring Civil War battlefields only to be struck by lightning on a hill in Gettysburg . . ." Patterson wrote in the University's appeal brief.

Puleston's attorneys responded by saying that this analogy is simplistic. "The analogies do not provide for partial payment of travel ex-

penses . . . the direct request of the employer to work with a graduate student (or) the representation of the employer at an academic conference 2,600 miles from the employee's normal residence," they wrote.

Puleston also was given a grant through the University of Minnesota Foundation, a separate legal entity that solicits donations for the University. The grant was intended to cover travel and field expenses for the research project in Belize, according to a letter sent to the University's insurance office by Elden Johnson, anthropology department chairman. The brief argues that the grant means Puleston was on official University business at the time of his death.

The University contends that since the foundation is not a part of the University, the grant did not create an employee-employer relationship between Puleston and the University.

In the same letter, Johnson told the University's Property/Casualty Insurance Office that "there is no question that Puleston was on official University business at the time of his death. I had discussed his plans with him so that I was not only aware of them, but urged him to work with Messenger this summer to help him begin his dissertation research."

The University subsequently paid Olga Puleston through its insurance policy "for the University casualty coverage on Denny (Puleston) while he was traveling on official University business at the time of his unfortunate death."

The University's brief argues that the letter from Johnson represented only his opinion and that different criteria are used to determine the payment of insurance benefits and the payment of employee compensation benefits.

Aeppli said the appeals court may consider the suit this October.

Case 5008-23

THE EMPLOYER'S BAG OF BROWN BREAD

8-19-83

editorials

Tenure ethics

"Ethics has nothing to do with the law," an attorney told us the other day. A professor of philosophy would disagree. And any professor who works at the University has an interest in learning how the law works in accordance with, if not ethics, University policy.

The case under consideration is that of Dennis Puleston, a University anthropology professor killed atop a Mayan temple at Chichen Itza, Mexico, in June 1978. Puleston was on his way to Belize to work on a project that included gathering specimens and gaining experience that would improve his teaching. But first he stopped off in Mexico to present a paper at an archaeology conference and then went on to the famous Mayan temples in the company of his children and a doctorate advisee. No doubt Puleston considered himself to be on University business before he was struck by lightning on that day in late June. That was the understanding of his department chairman, Elden Johnson.

But Puleston's employment status was not confirmed by a 1983 decision of the state Workers Compensation Court, which denied Puleston's widow compensation benefits. Jennifer Patterson, the state workers compensation attorney representing the University, contended that Puleston was officially unemployed at the time of the accident because he was on a nine-month appointment. Patterson will not disclose, on the basis of the client-attorney relationship, who at the University told her that tenured professors on nine-month appointments are officially unemployed during the summer.

Or perhaps it was someone not associated with the University who gave Patterson this information. It turns out that when a University employee, or relative of an employee, claims compensation benefits, the decision to accept or reject the claim is made by the state claims office supervisor and an attorney for the state's workers compensation office. The University might not be consulted at all unless some problem warrants a call.

The Puleston case clearly warranted such a call, and it requires a clear Universitywide policy on compensation. It is difficult to believe that anyone who works at this institution or an attorney who was once a student

herself wouldn't know that academic employment continues throughout the year. Employment status is reflected in summer pay, in the use of office space and library materials, in commitments to panels and committees, and even in voluntary University work for which professors are thanked if not paid. Summer also is the time when faculty members devote time to writing and research; it is the ideal time to travel to learn, lecture, and share experience that will enrich students' coursework. In a period when faculty members are being encouraged to compete with one another for merit pay increases, summer time will be a particularly significant time for extensive research.

Puleston clearly was spending his time in the service of his career as a professor, and the problem facing the compensation court and the University is a problem of ethics—in the sense of conforming to professional standards of conduct from Puleston's side, and in the sense of conforming to fairness from the University's side. Our attorney friend tells us the law concerns itself with other things, and technicalities are a case in point.

Puleston was granted a sabbatical (from September 1978 to June 1979) starting more than two months after he was killed, but that hardly means he should be considered officially unemployed. The University awarded Puleston a grant for his sabbatical project in Belize that indicated his work could start as early as May 1, 1978. It can be strongly argued that Puleston would have been negligent not to travel to a conference composed of peers and to the temples of Chichen Itza with the graduate student under his tutelage. Another technicality concerns the grant given to Puleston through the University of Minnesota Foundation. Since the foundation is not a part of the University, the University attorney contends, that grant did not create an employee-employer relationship. But the foundation solicits donations for the University, and the foundation grant was to cover expenses for Puleston's project in Belize, for which the University grant allowed a May starting date.

The June stopover in Mexico cannot properly be compared to a situation where a "high school history teacher . . . might decide to spend his summer vacation touring Civil War battlefields only to be struck by lightning on a hill in Gettysburg." That is Patterson's analogy, inappropriate to Puleston's financial arrangements and professorial status at the University of Minnesota. The Workers Compensation Court has not ruled from

an ethical base. We hope the Court of Appeals can find a legal base from which it can rule for the professor's widow and the rest of Puleston's colleagues on campus.

of her

Widow's benefit fight raises policy question

By Richard Bale

University officials say they were surprised by Olga Stavakis Puleston's court fight to receive workers compensation benefits after the death of her husband, Dennis, an associate professor of anthropology who was killed in Mexico in 1978.

President C. Peter Magrath told the Board of Regents Thursday that the administration first became aware of Puleston's case Monday. The compensation claims were filed in 1978 and the case is now pending before the state Workers Compensation Court of Appeals.

Magrath said he was "quite disturbed" about the case, and that "the case does raise serious questions . . . about the University's policy and the nature of faculty members' appointments."

Puleston has asked the state for workers' compensation benefits, contending that her husband was performing his duties as a University professor when he was struck by lightning

while on top of a Mayan temple. Jennifer Patterson, the state workers compensation attorney representing the University, contends that Puleston was officially unemployed at the time of the accident on June 29, 1978, because he was on a nine-month appointment that ended June 15 of that year.

Magrath told the regents that he has asked both the University's attorney's office and the employee benefits department to look into the case. He said he intends to report back to the regents at their September meeting.

After Magrath's announcement, Regent Mary Schertler, chairwoman of the Faculty, Staff, and Student Affairs Committee, said she was glad the case was brought before the regents, and that "we should have some input."

Under current procedure, the University has little say in how workers compensation claims are handled by the state. Claims made by University employees are funneled through the

Puleston to 2

Puleston from 1

employee benefits department to the state's workers' compensation office.

"We primarily serve a function of gathering information for the state claims office to use," said Harold Bernard, director of the employee benefits department. Bernard said most cases are routine and don't require communication between the state and the University.

Ken Keller, vice president for academic affairs, said that workers compensation cases usually don't come to the attention of the University president or the central administration, but that administration wants to look into the Puleston case.

The decision to accept or reject a claim for workers compensation benefits by a University employee is made by the state claims office supervisor and an attorney for the state's workers compensation office, said Keith Page, acting supervisor of the state claims office. "If there is a question, we may call over to the University," Page said. "But we don't always call over." Page said that once a case goes to court, the attorney gathers all the information.

✓ Patterson would not say where she

obtained the information that tenured professors on nine-month appointments are officially unemployed during the summer. She said that information is privileged attorney-client communication. "I would not feel comfortable talking about it at this time," Patterson said.

University and state officials said the current methods for handling workers compensation claims are more the product of history than any deliberate planning. "It's just the way it's always been done," Bernard said.

But possible discrepancies between University policies and the legal arguments presented on the University's behalf have raised concerns about the Puleston case.

The case contradicts commonly held beliefs about the employment status of University professors and official operating policies.

"If a person is tenured, they are automatically continued on payroll," said Betty Robinett, assistant vice president for academic affairs, when asked about the summer status of professors on nine-month appointments. "Their employment continues unless you terminate them. They may not be working during the summer, but they are still employed by the

University."

"I am surprised at the statements made by the attorney," said John Howe, history professor and Senate Consultative Committee chairman. "They reflect no understanding of what a 'B' (nine-month) appointment means and what faculty do during the summer."

Howe said he has written a letter to University attorney Steve Dunham asking what the University's position on the Puleston case is. "I'm sure the

consultative committee will discuss this with the central administration," he said.

The state office and the workers compensation court denied Puleston's claim despite a court deposition by Elden Johnson, chairman of the anthropology department, that Puleston was on official University business at the time of his death. "How the court arrived at the conclusion that Puleston was unemployed is beyond me," Johnson said.

Daily: Aug. 12, 1983

CUC SEC 8-23



UNIVERSITY of MINNESOTA
EDUCATION ASSOCIATION
Alfred Aeppli, Grievance Officer

Box 14093, University Station, _____ Minneapolis, Minnesota 55414

Board of Regents

- 2 -

August 8, 1983

the publication of papers only affected merit salary increases"; and "indeed, Professor Puleston could have taught until retirement age without ever publishing further papers or taking a sabbatical leave".

This is outrageous in view of the fact that the Regents have just declared a "merit only" policy for faculty salaries and keeping in mind that Professor Puleston's salary was \$ 17,275 per year at the time of the accident.

What is a professor going to do ? Here is an employer that supposedly pays its employees for professional work on the base of "merit only". This should probably mean that a faculty member has to produce scholarly and research work all year round. Otherwise, there will be no or very little salary increases, i.e. there will be decreases because of inflation. One can easily argue that a professor could be dismissed for cause if no scholarly work is done. And the summer months are often the only time for concentrated research and field work. In contradiction to this situation, the professors are now told by the employer's spokesperson that "it was not reasonable in terms of Professor Puleston's regular job description for him to be at Chichen Itza". I say it was very reasonable and absolutely necessary.

This whole matter is so contradictory that the Board of Regents should act and instruct the University's lawyer to reverse her position. The nature of a professor's job is on the line. If the University sticks to its position in this case, and should the University win, the consequences for the faculty's work at the University will be detrimental.

A tenured professor has a year round commitment to his or her work. All the facilities at the University are available without any interruption in the summer: the offices, laboratories, libraries, mail boxes, parking lots, physical education facilities, campus club. The faculty's insurance policies (health, dental, life, accident) and fringe benefits cover the whole year.



UNIVERSITY of MINNESOTA
EDUCATION ASSOCIATION

Alfred Aeppli, Grievance Officer

Box 14093, University Station, _____ Minneapolis, Minnesota 55414

Board of Regents

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August 8, 1983

The B-appointed professors should not be punished by the awkward pay schedule used by the University.

I hope you are interested in the problem at hand and that you will be able to correct the obvious mistake made in the described case. Thank you.

Sincerely yours

A handwritten signature in cursive script that reads "Alfred Aeppli".

Alfred Aeppli, Prof. of Math.
Grievance Officer

cc: Jennifer Patterson, Esq., Workers' Compensation Division
Charles A. Cox, Esq., Cox and Goudy
Stephen S. Dunham, Esq., University of Minnesota
President, University of Minnesota
Vice President, Academic Affairs, University of Minnesota



UNIVERSITY OF MINNESOTA
TWIN CITIES

Management Planning and Information Services
Management Planning Division
4th Floor Morrill Hall
100 Church Street S.E.
Minneapolis, Minnesota 55455

July 22, 1983

TO: Meredith Poppele, 614 Social Sciences
FROM: David J. Berg *DJB*
SUBJECT: Graduate Student Tuitions

Attached is a ten year summary for thirty-one campuses of major public and semi-public universities. Since the charging method varies, what's reported here is the three quarter or two semester cost of tuition and required fees for a graduate student carrying twelve credits each term. Very few of our graduate students carry that heavy a load; I suspect the same is true elsewhere. Thus the numbers should be looked at in terms of relationships rather than absolute amounts.

For 83-84, Minnesota's numbers will be \$2,790 for residents and \$5,342 for nonresidents, representing an increase of 30.9% and a decrease of 2.4% respectively. What will happen to rates at other schools is harder to say. More and more schools are considering or adopting differential rate change policies. While Minnesota is the leader, several systems are showing interest in cost related tuition policies.

Ignoring unknown differential application by level or program, here are approximate expected tuition increases for schools on which we have 83-84 information:

Michigan State	10%
Michigan	10%
Illinois	11.2%
Purdue	9%
Wisconsin	7%
Ohio State	7%
Indiana	6.8%
Iowa	6.15%
Kansas	20%
Virginia	17.5%
Maryland	13%
Missouri	13%

Meredith Poppele
July 22, 1983
Page 2

Washington	11.2%
Colorado	10.5%
Nebraska	7%
Penn State	5%
Texas	-0-

This year we were second in the Big 10 for both resident and nonresident graduate students. For 83-84 we'll probably retain the same ranking while moving higher among resident rates and lower among nonresident rates.

| Of course, none of this means much without analysis of the accompanying student aid situation at each institution. I don't have anything on that.

DJB:sec
Attachments(2)

ACADEMIC YEAR TUITI AND REQUIRED FEES
BIG 8, BIG 10, AND OTHER AAU PUBLIC UNIVERSITIES

Approx. expected
83-84 | expected
change
83-84

PERCENT CHANGE

3. GRADUATE - RESIDENT

UNIVERSITY	NOTE	CODE	73-74	74-75	75-76	76-77	77-78	78-79	79-80	80-81	81-82	82-83	9 YR	5 YR	1 YR		
<u>BIG EIGHT</u>																	
U COLORADO			593	638	711	756	800	845	926	1013	1171	1271	114.3	58.9	8.5	1404	11.2%
IONA ST U			705	720	774	774	858	858	951	951	1080	1200	70.2	39.9	11.1		
KANSAS ST U			526	532	532	558	690	696	696	764	898	906	72.2	31.3	0.9		
U KANSAS			544	573	576	580	688	710	716	771	918	904	66.2	31.4	-1.4	1084	20%
U NEBRASKA			535	555	555	606	637	673	714	782	901	1036	93.6	62.6	15.0	1109	10.5%
OKLAHOMA ST U			372	372	401	537	525	530	540	590	615	660	77.4	25.7	7.3		
U OKLAHOMA			361	302	387	548	548	548	572	614	644	725	100.8	32.3	12.6		
U MISSOURI-C			540	580	584	644	644	722	840	900	1008	1233	128.3	91.5	22.3	1393	13%
U MISSOURI-KC			550	590	610	670	670	760	874	934	1042	1275	131.8	90.3	22.4		
U MISSOURI-R			591	631	624	686	686	784	898	968	1097	1341	126.9	95.5	22.2		
U MISSOURI-SL			549	589	589	649	649	732	848	908	1030	1269	131.1	95.5	23.2		
BIG EIGHT MEDIAN 1			538	564	566	593	666	703	715	776	910	971	80.5	45.8	6.7		
<u>BIG TEN PUBLIC</u>																	
U ILLINOIS			686	690	700	712	844	876	962	1030	1174	1470	114.3	74.2	25.2	1635	11.2%
INDIANA U			696	744	744	744	864	912	968	1046	1217	1397	100.7	61.7	14.8	1492	6.8%
U IOWA			710	710	780	780	858	858	950	950	1080	1200	69.0	39.9	11.1	1274	6.15%
MICHIGAN ST U			612	612	816	966	1038	1146	1260	1483	1605	1839	200.5	77.2	14.6	2023	10%
U MICHIGAN			1096	1096	1160	1285	1461	1753	1953	2219	2634	2966	170.6	103.0	12.6	3263	10%
U MINNESOTA			827	888	967	1013	1191	1294	1414	1537	1741	2132	157.8	79.0	22.5	2790	30.9%
OHIO ST			930	960	990	1015	1110	1185	1275	1410	1770	1881	102.3	69.5	6.3	2013	7%
PURDUE U			700	750	750	750	820	870	933	1008	1158	1350	92.9	64.6	16.6	1472	9%
U WISCONSIN			723	796	900	959	1038	1145	1237	1331	1400	1568	116.9	51.1	12.0	1678	7%
BIG TEN MEDIAN			710	750	816	959	1038	1145	1237	1331	1400	1568	120.8	51.1	12.0		
BIG 8/10 MEDIAN			686	690	744	750	844	858	950	1008	1158	1271	85.3	50.6	9.8		
<u>OTHER AAU PUBLIC</u>																	
U CALIF-BERK			698	698	698	698	770	791	792	827	866	1235	76.9	60.4	42.6		
U CALIF-LOS A			681	684	684	684	750	750	750	807	846	1218	78.9	62.4	44.0		
CORNELL U			1550	1700	1850	2000	2200	2300	2518	2808	3300	3800	145.2	72.7	15.2		
U MARYLAND			1138	1148	1148	1220	1220	1220	1340	1342	1563	1708	50.1	40.0	9.3	1930	13%
U NO CAROLINA			435	449	464	474	520	525	572	594	690	698	60.5	34.2	1.2		
U OREGON			802	849	959	1110	1166	1206	1295	1440	1751	1997	149.0	71.3	14.0		
PENN ST U			900	960	1095	1224	1382	1452	1581	1749	1968	2256	150.7	63.2	14.6	2369	5%
U PITTSBURGH			1000	1004	1144	1316	1426	1596	1756	1986	2216	2624	162.4	84.0	18.4		
U TEXAS			322	322	334	354	353	360	332	396	396	396	23.0	10.6	0.0	396	0%
U VIRGINIA			682	704	754	794	864	909	974	1042	1146	1350	97.9	56.3	17.8	1586	17.5%
U WASHINGTON			624	624	624	624	741	771	771	771	1239	1701	172.6	129.6	37.3	1892	11.2%
OTHER AAU MEDIAN 2			750	776	856	952	1015	1058	1134	1192	1401	1704	127.2	67.9	21.6		
OVERALL MEDIAN			696	704	750	756	858	870	951	1013	1171	1350	94.0	57.3	15.3		

1. UMC USED FOR UNIVERSITY OF MISSOURI
2. BERKELEY USED FOR UNIVERSITY OF CALIFORNIA
REVISED 10/82 (SEE TABLE 1)

ACADEMIC YEAR TUITI AND REQUIRED FEES
BIG 8, BIG 10, AND OTHER AAU PUBLIC UNIVERSITIES

Approx.
expected
83-84
Expected
per cent
change
83-84

4. GRADUATE - NONRESIDENT

PERCENT CHANGE

UNIVERSITY	NOTE	CODE	73-74	74-75	75-76	76-77	77-78	78-79	79-80	80-81	81-82	82-83	9 YR	5 YR	1 YR		
<u>BIG EIGHT</u>																	
U COLORADO			1952	2070	2303	2488	2642	2845	3388	3732	4255	4655	138.5	76.2	9.4	5144	10.5%
IONA ST			1482	1584	1650	1650	1818	1818	2001	2001	2486	2800	88.9	54.0	12.6		
KANSAS ST			1316	1322	1322	1348	1680	1686	1686	1844	2214	2222	68.8	32.3	0.4		
U KANSAS			1334	1363	1366	1370	1678	1700	1706	1851	2234	2220	66.4	32.3	-0.5	2666	20%
U NEBRASKA			1261	1281	1281	1422	1501	1597	1698	1873	2101	2356	86.8	57.0	12.1	2521	7%
OKLAHOMA ST U			996	996	1025	1442	1430	1440	1450	1630	1655	1855	86.2	29.7	12.1		
U OKLAHOMA			985	745	1010	1508	1508	1508	1532	1718	1748	1995	102.5	32.3	14.1		
U MISSOURI-C			1540	1660	1664	1844	1844	2078	2424	2604	2928	3564	131.4	93.3	21.7	4027	13%
U MISSOURI-KC			1550	1670	1690	1870	1870	2116	2458	2638	2962	3606	132.6	92.8	21.7		
U MISSOURI-R			1591	1711	1711	1893	1886	2140	2482	2672	3017	3672	130.8	94.7	21.7		
U MISSOURI-SL			1549	1669	1669	1849	1849	2088	2432	2612	2950	3600	132.4	94.7	22.0		
BIG EIGHT MEDIAN	1		1325	1342	1344	1475	1679	1693	1702	1862	2224	2289	72.8	36.3	2.9		
<u>BIG TEN PUBLIC</u>																	
U ILLINOIS			1676	1680	1690	1702	2076	2108	2322	2486	2870	3634	116.8	75.0	26.6	4041	11.2%
INDIANA U			1560	1656	1656	1656	1968	2160	2312	2660	3173	3803	143.8	93.2	19.9	4062	6.8%
U IOWA			1450	1550	1650	1650	1818	1818	2000	2000	2486	2800	93.1	54.0	12.6	2972	6.15%
MICHIGAN ST			1332	1368	1572	1794	1920	2154	2358	2725	2991	3441	158.3	79.2	15.0	3785	10%
U MICHIGAN			2840	2840	3008	3313	3593	3874	4173	4727	5594	6310	122.2	75.6	12.8	6941	10%
U MINNESOTA			1898	2037	2452	2498	3027	3292	3556	3877	4405	5471	188.3	80.7	24.2	5342	-2.4%
OHIO ST			1980	2010	2040	2065	2220	2370	2550	2775	4245	4518	128.2	103.5	6.4	4334	7%
PURDUE U			1600	1700	1700	1700	1900	2100	2270	2600	3118	3800	137.5	100.0	21.9	4142	9%
U WISCONSIN			2436	2634	2856	2987	3272	3585	3871	4099	4316	4695	92.7	43.5	8.8	5024	7%
BIG TEN MEDIAN			1676	1700	1700	1794	2076	2160	2358	2725	3173	3803	126.9	83.2	19.9		
BIG 8/10 MEDIAN			1540	1656	1656	1700	1900	2100	2312	2600	2928	3564	131.4	87.6	21.7		
<u>OTHER AAU PUBLIC</u>																	
U CALIF-BERK			2198	2198	2198	2603	2675	2696	3192	3227	3746	4385	99.5	63.9	17.1		
U CALIF-LOS A			2181	2184	2184	2589	2655	2655	3150	3207	3726	4368	100.3	64.5	17.2		
CORNELL U			1550	1700	1850	2000	2200	2300	2518	2806	3300	3800	145.2	72.7	15.2		
U MARYLAND			1642	1743	1868	2060	2050	2300	2420	2422	2763	3028	84.4	47.0	9.6	3422	13%
U NO CAROLINA			1993	1993	2108	2118	2230	2235	2282	2304	2514	2522	26.5	13.1	0.3		
U OREGON			802	849	959	1110	1166	1530	2210	2433	2835	3245	304.6	178.3	14.5		
PENN ST U			2100	2160	2295	2478	2762	2832	3150	3498	3936	4512	114.9	63.4	14.6	4738	5%
U PITTSBURGH			1990	1994	2284	2596	2816	3156	3476	3926	4306	5184	160.5	84.1	18.2		
U TEXAS			1182	1182	1194	1214	1218	1220	1242	1256	1256	1256	6.3	3.1	0.0	1256	0-
U VIRGINIA			1447	1569	1619	1819	1939	2024	2159	2402	2646	3276	126.4	69.0	23.8	3849	17.5%
U WASHINGTON			1641	1641	1641	1641	2736	2736	2736	2736	3600	4212	156.7	53.9	17.0	4684	11.2%
OTHER AAU MEDIAN	2		1642	1724	1859	2030	2215	2300	2469	2584	3068	3538	115.5	59.7	15.3		
OVERALL MEDIAN			1560	1660	1664	1794	1968	2154	2322	2600	2928	3564	128.5	81.1	21.7		

1. UMC USED FOR UNIVERSITY OF MISSOURI
2. BERKELEY USED FOR UNIVERSITY OF CALIFORNIA
REVISED 10/82 (SEE TABLE 1)

John - In case you haven't seen this, I think you'll want to know about it.

Office of the Dean



UNIVERSITY OF MINNESOTA
TWIN CITIES

Ed Guffin

Graduate School
Johnston Hall
101 Pleasant Street S.E.
Minneapolis, Minnesota 55455-0421

Need it
GET COPY FOR
DISTRIB TO SCC
IN AUGUST.
Keep data?
-Phyllis

June 27, 1983

TO: Provosts, Deans, Directors, Department Heads and Directors of Graduate Studies

FROM: Robert Holt, Dean ~~RA~~

RE: Thesis credit registration

You may recall that the Graduate School, through its graduate faculty governance structure, approved the proposal for thesis credits in the spring of 1979 and forwarded it to Academic Affairs. I am writing to bring you up-to-date on the present status of the proposal. At the June 1983 Regents' meeting, it was announced that the Budget Executive has decided to institute the use of thesis credit registration effective fall quarter, 1983. The format about to be implemented derives in part from the original Graduate School proposal but, unhappily, such features such as tuition banding were later eliminated. The Graduate School, Admissions and Records, and the Administrative Data Processing Department are laying the groundwork required to carry out the Budget Executive's decision. While certain procedural questions remain unsolved, I nevertheless thought it would be helpful to apprise you of matters to this point.

PURPOSE

The purpose of thesis credits is to move the thesis related activity of graduate students into the credit-hour system which already records other academic achievements of students and work loads of faculty. This recording of thesis related activity will help assure a more complete accounting of total graduate faculty effort.

In the past, the measurement of thesis supervision--the most important, the most time-consuming, and the most costly part of graduate education--has been characterized by a wide variety of approaches by deans, department heads and vice presidents. But pressures for accountability remain and the need for documentation of the basis for decisions makes it necessary to rely on a more formal system for assuring that the needs of, and the efforts devoted to, graduate education will be adequately accounted for, internally and externally.

THESIS CREDIT REGISTRATION REQUIREMENT AND PROCEDURES*

Effective for students first registered in the Graduate School fall quarter, 1983, students completing a Plan A master's thesis or Master of Engineering project will be required to enroll for 16 master's thesis credits before receiving the degree. Students completing an Ed.D, or D.M.A. project or a Ph.D. thesis will be required to enroll for 36 doctoral thesis credits before receiving the degree. Master's thesis credits will carry the departmental prefix plus the course number 8777 e.g. Hist 8777. Doctoral thesis

*Please note: students registered in the Graduate School prior to fall quarter, 1983 will finish under the existing registration requirements.

HIST

credits will also carry the departmental prefix but use the number 8888. Course prefixes and numbers will appear in the fall quarter Class Schedule.

Students should register for thesis credits in the quarter(s) in which the work is actually undertaken to reflect quarter-by-quarter advising activity. Doctoral thesis credits can be taken, when appropriate, before attaining candidacy. Registration for thesis credits will replace existing departmental courses designated solely for reflecting graduate faculty thesis advising effort but will not replace seminars currently used for discussions of thesis research. Please examine your course offerings for any duplication of thesis credits and request their elimination on a Form A96, Course Authorization Form as soon as possible.

Eligible students may register for any combination of course and/or thesis credits up to 16 credits in one quarter. Registration for more than 16 credits will continue to require Graduate School approval. Students cannot register retroactively for thesis credits and may cancel only with Graduate School approval. Only students registered in the Graduate School may enroll for thesis credits.

The following restrictions govern the use of thesis credits: (1) thesis credit cannot be used in computing the 40% transfer rule; (2) up to eight University of Minnesota master's thesis credits can be used towards the 36 credit doctoral requirement; (3) thesis credits cannot be transferred from other graduate institutions; (4) thesis credits cannot be double-counted between two master's degrees; (5) thesis credits cannot be used to meet the minimum 20 credit major field credit requirement.

Grades for thesis credits will not be posted on transcripts. Instead, an asterisk next to the course title on the transcript will refer the reader to a statement on the transcript indicating that the credits have been successfully completed if the degree award is shown. Class lists and grade reports will be produced by course number for thesis credit registrations.

Thesis credits are to be charged at the resident per credit rate (approximately \$70.00 per credit for 1983-1984). The charge per thesis credit will be the same for all graduate students (there will be no special rates for health science students or other special categories). Thesis credits will not be counted in the minimum credits required for assessment of the student services fee.

STUDENT STATUS REGISTRATION

Effective fall, 1983, a new category of registration entitled "student status" (no credit, no grade) will replace the existing "examination only" and "thesis only" registration for all graduate students. "Student status" registration will be used by students required to register for institutional or personal reasons, i.e. graduate assistantship. "Student status" tuition will be equivalent to one credit charged at the resident rate.

I will write to the entire graduate faculty in early fall quarter to elaborate on the topic of thesis credits; incoming graduate students will be given information on thesis credits when they obtain their registration material at the Graduate School beginning August 22.

If you have any questions, please call Dennis Clayton at 373-2959.

cc: Kenneth H. Keller, Vice President for Academic Affairs
James B. Preus, Acting Vice President for Student Affairs
Roberta A. Armstrong, Acting Coordinator of Student Support Services
Gerald R. Allen, Director and Registrar, Duluth Admissions and Records



UNIVERSITY OF MINNESOTA
TWIN CITIES

Office of the Dean


Graduate School
Johnston Hall
101 Pleasant Street S.E.
Minneapolis, Minnesota 55455

File

June 30, 1983

MEMORANDUM

TO: Department Chairmen and Directors of Graduate Studies

FROM: Robert T. Holt, Dean 

SUBJECT: Tuition Grants for Graduate Students in 1983-84

As you probably know, the Board of Regents is expected to set tuition rates for the coming year at its July meeting. The new rates will include a substantial increase in Graduate School tuition. This increase is directly related to implementation of the Regents' policy on cost-related tuition--i.e., that students should pay a proportional share of instructional costs in all units. Under the present tuition structure, graduate students pay considerably less than the proportional share goal of 32 percent of instructional costs while many undergraduate students pay considerably more; hence, the percentage of tuition increase to graduate students for the coming year will be among the highest.

In order to offset somewhat the impact of tuition increases for the coming year, Central Administration is reallocating a substantial sum of funds to the Graduate School for a special program of tuition grants based primarily on merit. In the future, these funds will be built into the Graduate School's fellowship budget. For the coming year, however, we are taking the immediate step of allocating the funds directly from the Graduate School to departments for tuition grants to their students.

I am pleased, therefore, to invite your requests for a share of these funds for the coming academic year, in accord with the following:

1. Departments or programs may request funds for tuition grants to their graduate students taking coursework--i.e., those who have not yet reached Ph.D. candidacy, including students entering in the fall.
2. As a point of reference, available funds will provide, on average, \$400 tuition grants--i.e., the approximate increase to the average graduate student--for over 15 percent of all graduate students across the University taking coursework. (Note: It is our understanding that the administration intends to provide enough funds for merit based grants in subsequent years to offset at least 20 percent of total increased tuition.) Departments may propose awarding tuition grants ranging from \$100 to \$1,000 each, depending upon anticipated courseload for the year, merit, need, or any other pertinent factors.

Resident 50% Academic Year
 Graduate Teaching Assistants
 AAUDE Data Available 3/15/83
 1982-83 Academic Year

	(1)	(2)	(3)	(4)	(5)
	<u>Average Cash Salary</u>	<u>Rank</u>	<u>Average Tuition and Fees Paid</u>	<u>Net Cash Salary</u>	<u>Rank</u>
MINNESOTA	\$7,125	6	\$2,132	\$4,993	13
U. California - Berkeley	7,299	3	1,233	6,066	4
Colorado	7,284	4	1,270	6,014	5
Illinois	5,372	16	180	5,192	10
Indiana	4,012	21	234	3,778	19
Iowa	6,958	7	1,200	5,758	7
Iowa State	6,089	11	1,200	4,889	14
Kansas	5,201	19	452	4,749	15
Maryland	5,922	12	55	5,867	6
Michigan State	6,391	9	1,839	4,552	16
Missouri	5,733	13	1,185	4,548	17
Nebraska	6,892	8	160	6,732	1
North Carolina	4,600	20	698	3,902	18
Oregon	8,660	1	2,043	6,617	2
Penn State	5,348	17	none	5,348	9
Pittsburgh	5,326	18	2,624	2,702	21
Texas	5,500	14	396	5,104	12
Virginia	6,125	10	2,700	3,425	20
Washington - Seattle	7,220	5	1,701	5,519	8
Wisconsin	7,941	2	1,568	6,373	3
Purdue	5,404	15	240	5,164	11



UNIVERSITY OF MINNESOTA

Office of the Vice President for Academic Affairs
213 Morrill Hall
100 Church Street S.E.
Minneapolis, Minnesota 55455
(612) 373-2033

August 3, 1983

Professor John Howe, Chair
Senate Consultative Committee
Department of History
1414 Social Sciences
West Bank Campus

Dear John:

This year, during our Promotion and Tenure review process, two instances arose of a situation which has occurred from time to time in the past. It is one in which a dossier is sent forward recommending promotion for an individual nearing retirement who has made enormous contributions in the area of teaching but can not be construed as having met the minimum research standard for promotion to professor. The contributions of these individuals usually have been profound--the development of a new and thriving curriculum, the renovation of the laboratory courses for an entire department, etc.--and have extended over 20 or 30 years. As these individuals near retirement, their colleagues are looking for a way of rewarding them and expressing the University's appreciation for what must be viewed as an important contribution to our educational mission over the period of an entire career. The granting of the rank of professor is usually viewed as significantly more appropriate than a salary increase or a certificate of some kind.

I am inclined to agree with the arguments made in favor of using promotion to professor as a reward for significant contributions during the course of an entire career. I believe it is important that these contributions be clearly extraordinary and that the reward come at the culmination of a person's career rather than at some mid-point. Under those circumstances, it appears to me that such cases will not occur often and will not be misconstrued as a precedent for relaxing the normal standards for promotion.

I am writing to you to seek the counsel of the Senate Consultative Committee on this matter. While there is no formal Senate Policy that would be altered by my recommending promotion in these exceptional cases, I would like to insure that your committee has an opportunity to express its views on this matter before I take any action either to announce any change in procedure or to recommend specific promotions under the new interpretation. Since there are two cases on which I would like to act, I would very much appreciate it if you could give me any comments you may have by the end of August.

Thank you for your help in this matter.

Sincerely yours,

Kenneth H. Keller
Vice President

KHK:lme

cc: Dr. C. Peter Magrath, President
Dr. Neal A. Vanselow, Vice President for Health Sciences



UNIVERSITY OF MINNESOTA

Office of the Vice President for Academic Affairs
213 Morrill Hall
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September 7, 1983

Dr. V. Rama Murthy, Acting Dean
Institute of Technology
107 Lind Hall
East Bank Campus

Dear Rama:

You may know that among the recommendations for promotion that came forward from the Institute of Technology in the Spring of 1983 was one concerning Professor Richard D. Springer of the Department of Mechanical Engineering. Professor Springer's case was unusual in that his record did not display the usual balance of teaching and research which we view as of primary importance in promotion to full rank. On the other hand, Professor Springer has made unusual contributions to the development of the teaching program in Mechanical Engineering. Since no clearly defined guidelines had been developed by the University for granting exceptions to our normal requirements for promotion, I did not feel it was appropriate to recommend Professor Springer's promotion and so informed Dean Staehle and Professor Goldstein.

Since that time, I have given considerable thought to this matter and have discussed with the Senate Consultative Committee and the deans a modification in our normal standards to take account of unusual contributions by members of the faculty. In brief, I have proposed that where an individual's contributions to a program have been extraordinary over a long career at the University, it would be appropriate for the University to honor that individual with promotion to full rank in his or her last years of active service even if the usual balance of activities has not been demonstrated. I made clear that this promotion would not be perfunctory and that I would not expect all individuals not formerly promoted nor individuals who have served well but not made significant, demonstrable contributions to be so rewarded. Moreover, in a discussion with the Senate Consultative Committee following my presentation of this proposal, I agreed that it would be important that a faculty peer group outside of the department in question concur in the importance of the individual's contributions and in the recommendation that he or she be promoted. Both the deans and the Senate Consultative Committee expressed the view that this proposal had merit but that it was important that it be applied judiciously so that it would indeed represent the significant reward it is intended to be.

In reviewing Professor Springer's dossier in the light of these considerations, I have come to the conclusion that his contributions are precisely the kind which meet the intentions of this proposal. His long service to the University; his excellent record as a teacher; his primary role in developing a Mechanical Engineering intern program which has become a model in Mechanical Engineering programs throughout the country and which has had a positive effect on such a large fraction of our Mechanical Engineering graduates; and his service activities

Dr. V. Rama Murthy
September 7, 1983
Page Two

to the industrial community in providing advice and consulting help in the area of design are all evidence of the broad and deep impact which he has had. His promotion was not only endorsed unanimously by his colleagues in Mechanical Engineering but by the Promotion and Tenure Committee of the Institute of Technology as well.

In the light of all of these facts, I will be recommending to the Board of Regents at its October meeting that Professor Springer be promoted to the rank of full professor effective September 16, 1983. I am providing a copy of this letter to Professor Goldstein and I would appreciate his communicating this decision and my congratulations to Professor Springer. His promotion is well deserved and I am happy to be able to recommend it.

Sincerely yours,



Kenneth H. Keller
Vice President

KHK:lme

cc: Dr. Betty W. Robinett, Assistant Vice President for Academic Affairs
Professor R. J. Goldstein, Head, Department of Mechanical Engineering
Professor John W. Howe, Chair, Senate Consultative Committee



UNIVERSITY OF MINNESOTA

Office of the Vice President for Academic Affairs
213 Morrill Hall
100 Church Street S.E.
Minneapolis, Minnesota 55455
(612) 373-2033

August 15, 1983

Professor John Howe
Chairman
Senate Consultative Committee
614 Social Sciences Building
West Bank Campus

Professor Craig E. Swan
Chairman
Senate Committee on Faculty Affairs
1147 Management/Economics Building
West Bank Campus

Dear Colleagues:

A matter has come up on which I would appreciate having the advice of both of your committees. It concerns the University's health care plan and has not only come up suddenly, but must be resolved quickly.

As you know, the University participates in the state health insurance plan in contrast to its separate retirement plan. The contract with Blue Cross/Blue Shield is about to be modified by the introduction of the Aware program under which payments made on behalf of patients to hospitals in the Twin Cities area will be limited to a fixed schedule. Participating hospitals have agreed to limit their charges to those amounts so that those covered by Blue Cross/Blue Shield will not suffer any effective reduction in coverage. For hospitals outside of the Twin Cities area, payments will still be made in accordance with the hospital's charges as in the past. The one gap, however, occurs with hospitals in the Twin Cities area who do not agree to participate in the plan. For those Blue Cross/Blue Shield subscribers who seek services at such hospitals, Blue Cross/Blue Shield will pay according to their schedule and the patient will be responsible for charges in excess of those payments.

The problem is that University Hospitals cannot participate in the Aware program without substantial loss. The fact that we are a tertiary care provider, that we tend to have the most difficult cases, and that we are involved in medical training all add to our costs so that the fixed rates established by Blue Cross/Blue Shield would simply not be adequate. Since many of our staff members seek treatment at University Hospitals for those very reasons, they would clearly suffer a reduction in coverage under the circumstances that I have described.

We have three choices. First, for payment of approximately \$3 million per year, Blue Cross/Blue Shield would continue the present policy without change. The disadvantage, of course, is that the \$3 million (a little more than 1% of our present salary base) would have to come out of our salaries. A second option is simply to accept the Aware program and to put a financial constraint on the choice of hospital facility available to University staff subscribers. The third option is to provide some additional University-financed insurance; that is, to cover the additional costs (over and above the Blue Cross/Blue Shield payment) of care at

Dr. John Howe
Dr. Craig E. Swan
August 15, 1983
Page 2

University Hospitals for University staff members who subscribe to Blue Cross/Blue Shield. We believe that this would cost less than \$1 million per year. At the moment we favor this approach because the cost, while high, would preserve the present level of health coverage for the staff and would not be nearly as expensive as the other alternatives.

I would appreciate having this item added to the agendas of the next meetings of your two committees. If at all possible, I will plan on attending those meetings.

Sincerely yours,



Kenneth H. Keller
Vice President

KHK:jhh

cc: Dr. C. Peter Magrath, President
University Vice Presidents
Mr. Stephen S. Dunham, General Counsel



UNIVERSITY OF MINNESOTA

Office of the Vice President for Academic Affairs
213 Morrill Hall
100 Church Street S.E.
Minneapolis, Minnesota 55455
(612) 373-2033

July 29, 1983

TO: Provosts, Deans, and Directors

FROM: Kenneth H. Keller, Vice President

SUBJECT: Retirement Benefits for Academic Staff on Leaves of Absence
Without Pay

For a number of years, as a matter of administrative practice, University contributions (and faculty member contributions) to retirement annuities have been continued during periods in which a faculty member was on a leave of absence without pay. The original reason for this practice had to do with the need to maintain continuity in the individual's enrollment in the retirement plan. That has long since ceased to be necessary but the practice of making contributions to retirement has, nevertheless, continued.

For a number of reasons, the practice appears to be an inadvisable one. First, it is applied without any attempt to distinguish between those people who take leaves for their own personal purposes and those for whom there may be some departmental or collegiate benefit. Second, it is highly inequitable in that a faculty member (other than one on a sabbatical) who accepts a partial appointment during a year has contributions to retirement proportionately reduced while someone who, in effect, has no appointment receives full benefits. Third, it is a non-planned and significant cost amounting to a few hundred thousand dollars a year.

For these reasons, effective July 1, 1984, academic staff members returning from leaves of absence without pay will not be provided with retroactive contributions to their retirement funds. They may, of course, make additional contributions themselves to the limit of the law. Where deans or department heads believe that it would be in the interest of the University to create alternative incentives for individuals to return to the University following an unpaid leave of absence, we would certainly be open to considering suggestions for such incentives which could lead to the development of a new policy.

Since this change in practice will affect faculty members on leave of absence during the present year, I would very much appreciate it if you would consult your records and inform those faculty members already on leave or planning to take one of this change.

cc: Dr. C. Peter Magrath, President
University Vice Presidents
General Counsel

Dr. Betty W. Robinett, Assistant Vice President for Academic Affairs
Mr. Harold Bernard, Director, Employee Benefits
Professor John Howe, Chair, Senate Consultative Committee
Professor Craig Swan, Chair, Senate Committee on Faculty Affairs



UNIVERSITY OF MINNESOTA
TWIN CITIES

Department of Economics
1035 Management and Economics
271 19th Avenue South
Minneapolis, Minnesota 55455

August 4, 1983

Professor John Howe
Chair, SCC
Department of History
612 Social Sciences

Dear John:

I just looked at the afternoon mail that includes Keller's letter of July 29 on retirement contributions for faculty on leaves, without pay. What's going on? Why suddenly this summer? I notice that there is no mention of this change in the UBrief for August 3. What sort of consultation was there? None with SCFA.

I have a number of questions and concerns (that are shared with two of my colleagues whom I just talked with) that could have been addressed in a more open process.

- Implementation now, after many have made plans for next year, is inequitable. Even if not explicit, there is an implicit contract that requires real notice of such changes. At a minimum, implementation should be delayed.
- The argument about partial leaves is an argument for change, not necessarily abolition.
- What will happen to sabbaticals? Perhaps they should be treated differently.
- I'd like to know more about what people do do on leaves.

I can't help but remember your comment this morning about the responsibility of administrators to be forthcoming with information.

Sincerely,

Craig Swan
Chair, Senate Committee on Faculty Affairs



UNIVERSITY OF MINNESOTA
TWIN CITIES

Department of History
614 Social Sciences
267 19th Avenue South
Minneapolis, Minnesota 55455
(612) 373-2705

August 29, 1983

Professor Irwin Rubenstein, Chairperson
Senate Finance Committee
Department of Genetics and Cell Biology
250 Biological Sciences Building
St. Paul Campus

Dear Irwin:

At the SCC meeting on August 23, we discussed with Ken Keller, Craig Swan's concerns that the decision to end the University's contributions to faculty members' retirement fund when faculty are on leave without pay was not discussed with SCFA. Ken said he had brought it up with Finance, whether that discussion got reported to SCFA or not, I don't know.

The issue does again call to mind the importance of such reporting, so that the committees that have representation on Finance do know what Finance is up to. That's especially important if such representatives are not the chairpersons of their committees, as they sometimes are not.

So it would be ^{helpful} ~~fine~~ if at the first meeting of Finance this fall, you would remind your committee members to be diligent in reporting back to their groups. Many thanks.

Cordially,

John Howe, Chairperson
Senate Consultative Committee

JH/bh



UNIVERSITY OF MINNESOTA
TWIN CITIES

FCC C/O
Department of History
614 Social Sciences
267 19th Avenue South
Minneapolis, Minnesota 55455
(612) 373-2705

August 30, 1983

Vice President Kenneth Keller
Academic Affairs
213 Morrill Hall
East Bank CAMPUS

Dear Ken:

There are several matters I should perhaps comment upon following the S.C.C.'s meeting with you on the twenty-third.

Let me remind you of our concern that some faculty may be caught by the recently announced change in the University's long-standing practice of making retirement fund payments while faculty are on leave without pay. We are reassured that you will determine whether the changes have forced any faculty to alter their plans for 1983-1984 and would appreciate hearing of your findings. Would you please share them with Craig Swan and SCFA as well?

Secondly, we were happy to consult concerning the possible adoption of the AWARE program. I've explained our advice, that we not adopt the most expensive of the three options you presented, to Craig Swan and indicated that further discussion should be with him and SCFA.

Cordially,

John Howe, Chairperson
Senate Consultative Committee

JH:sc