



UNIVERSITY OF MINNESOTA
TWIN CITIES

All University Senate Consultative Committee
220 Biological Sciences Center
1445 Gortner Avenue
St. Paul, Minnesota 55108

Telephone (612)373-3226

AGENDA

ALL-UNIVERSITY SENATE CONSULTATIVE COMMITTEE

Thursday, February 18, 1982

12:30 - 1:15 p.m.

Regents Room, Morrill Hall

1. Fix Agenda.
2. Minutes of February 4 (enclosed).
3. Report of the Chair (oral).
4. Report of the Student Chair (oral).
5. Committee Reports:
 - a. Finance (copies of letters to central administration enclosed)
 - b. Subcommittee on Financial Exigency.
 - c. (other)
6. Reports from Regents Meetings.
7. Old Business.
8. New Business.
 - a. Institute of Agriculture's FCC's requests of the Senate Consultative Committee (letter enclosed)
 - b. Senate agenda - late item: proposed amendment on patent policy
 - c. Questions for the President.
9. Adjourn for Conversation with the President.

Note: Enclosed for information: correspondence between Professor R. Vance Morey, Agricultural Engineering, and President Magrath



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MINUTES

ALL-UNIVERSITY SENATE CONSULTATIVE COMMITTEE

Thursday, February 18, 1982

The meeting of the Senate Consultative Committee was convened by Chairman Douglas Pratt at 1:00 p.m., February 18, 1982 in the Regents Room, Morrill Hall. Other SCC members present were Robert Brasted, Marcia Eaton, Virginia Fredricks, Richard Purple, Patricia Swan, Donald Spring, Nancy Brecht, Dawn Fleming, Keith Jacobson, Dave Lenander, Rick Linden, Dennis Kronebusch, Kit Wiseman,. Guests included Vice President French, Vice President Hasselmo, Vice President Keller and Carol Pazandak.

Agenda

There were no changes or additions to the agenda.

Minutes of February 4

Approved as written.

Report of the Chair

The Senate Consultative Committee has received a letter from the president of the AAUP, thanking the SCC for the work it has performed on behalf of the faculty through the consulting process. Dr. Pratt has written a letter of acknowledgement.

The dean of the School of Medicine has written to Professor Pratt a response to a recent article on salary increases, saying that salary increases for faculty in the School of Medicine have been less than 10%.

Correspondence continues concerning budget priorities.

Report of the Student Chair

Dawn Fleming was introduced as the new Twin Cities campus student representative to the Senate Consultative Committee.

Work continues on responses to the consultation questionnaire.

There is no objection from students to the proposed change in the Senate Constitution regarding filling student SCC vacancies at coordinate campuses.

Committee Reports

Finance- (Swan)

The Finance Committee has met twice in February, once with the Budget Executive (Feb.1) and once without. A number of questions remain to be discussed with the Budget Executive concerning planning and consulting problems. Vice President Hasselmo stated that the Budget Executive will be meeting on February 20 to discuss the Budget Priority Statement. Further meetings with the Finance Committee will be scheduled at that time.

Subcommittee on Financial Exigency-

The Subcommittee has asked the Tenure Committee to devote full attention to Section 15 (Financial Exigency) of the Tenure Code. The Tenure Committee will be asked to report to SCC April 1.

Reports from Regents Meetings

Fredricks-

Vice President Hasselmo reported on the long-range planning priorities particularly on voluntary early retirement options. He was asked whether an extension of the benefits now offered at age 68 to those retiring at age 65 was being considered. He replied that the extension would be expensive but is being considered. The consulting policy was also reviewed. The Regents were of the opinion that some parts were unclear. V. P. Keller told the SCC the Regents requested being informed on compliance via periodic reports.

Brasted-

There was a report on the importance of outreach. Vice President Keller spoke on the issue of inloading versus overloading, saying that inloading is sometimes reasonable but should not be considered a blanket policy. The Committee of the Whole discussed proposed tuition increases. The discussion was at times heated. Approval was given to the proposed 15% surcharge on Summer Session tuition.

Eaton-

The Regents, considering the program priorities statements, praised the improvement in planning which has occurred of late. Several Regents, however, indicated a desire to be more involved in the planning process. Others objected to that notion, saying that the Regents should not be involved at that level.

Old Business

An additional questionnaire response has been received and the Medical School has promised a response. Thirteen (out of 21) responses to the summaries have been received. The Senate Planning Committee would like to use the original responses to develop a better consultation process. Professor Fredricks suggested that the purpose of the questionnaire would perhaps be fulfilled if the Planning Committee used the results in this way. Professor Spring stated that he is reluctant to discuss next steps until all the responses are in and can be studied. He added that administrative response to the questionnaire had been originally suggested. Professor Purple said that the SCC has a responsibility to act as a steering committee in this matter. Professor Spring said that the Planning Committee will need help in their studies. They are looking for consultation models, perhaps based on three or four units. The SCC study, however, will be more comprehensive and have a different purpose.

One unit has specifically requested of Professor Pratt further distribution of its questionnaire response. Professor Spring suggested that this request can be honored by forwarding the report to the President. Professor Purple moved that the SCC forward this unit's report to the Vice Presidents for their attention. The motion was carried without dissent.

New Business

a. Institute of Agriculture's Faculty Consultative Committee's requests of the SCC (letter from Professor Terry Courneya) -

Discussion- Professor Spring asked what exactly the request was. Professor Pratt replied that a documentation of the decision-making process was being requested. Professor Fredricks asked if any consultation had taken place at all. Professor Swan said there had been consultation but that very little feedback was given when final decisions were being made. She suggested that Vice President Keller be asked to describe in writing the process for the next several weeks to link actual dollar cuts to the program reductions, reorganizations, and eliminations. Vice President Keller agreed to do so.

Professor Brasted stated his opposition to paragraph two of the letter, stating that, because the University is not in a business-as-usual situation, it would not be appropriate for central administration to be constrained by planning committees. The consensus was that no action be taken on the request. Professor Pratt will inform professor Courneya that the SCC discussed his requests, and will alert him to Vice President Keller's upcoming communication to deans, directors and department heads on the internal unit consultation which should determine the exact means by which to realize the required savings.

The meeting was adjourned temporarily at 2:00 p.m. for the conversation with the President and resumed at 2:45.

b. Course evaluations- (Eaton)

The Senate has a policy that all courses be evaluated at least once a year. With the scheduled phasing out of the Measurement Services Center, which has carried out the assessments for many collegiate units, substitute means will have to be found. Professor Eaton moved that the SCC refer the matter of course evaluations to the Senate Committee on Educational Policy. The motion carried without dissent.

The meeting was adjourned at 2:50 p.m.

FEB 10 1982

AAUP

American Association of University Professors
University of Minnesota (Twin Cities) Chapter

Minneapolis, Minnesota 55455

Professor Douglas Pratt
Senate Consultative Committee
% 221 BioScience Bldg
St. Paul Campus

Dear Doug:

I write to you and your whole committee on behalf of the AAUP Executive Committee.

The purpose of the letter is to express to you all our sincerest thanks for the heroic efforts you all have been making on behalf of the whole faculty. The consultative processes are important and especially so in trying times like these. To engage the process fully, as you have done, requires real sacrifice of self. This brief letter is to let you know that your sacrifices are noted and appreciated.

Thank you.

Sincerely,



J. Bruce Overmier
President

February 11, 1982

Professor J. Bruce Overmier, President
Twin Cities Chapter, American Association
of University Professors
N258 Elliott Hall
Minneapolis Campus

Dear Bruce:

On behalf of the Senate Consultative Committee let me express my appreciation for your kind note concerning our activities this year. At the beginning of the year few of us anticipated the severity of the problems about to descend on us. I've been very pleased with the great willingness of committee members to shoulder added burdens and work longer hours. I'm sure that they will be pleased to learn that their extra efforts are being recognized and appreciated by other campus leaders.

Cordially,

Douglas C. Pratt,
Chair

DCP:mbp

FEB 12 1982



UNIVERSITY OF MINNESOTA
TWIN CITIES

Office of the Dean
Medical School
Box 293 Mayo Memorial Building
420 Delaware Street S.E.
Minneapolis, Minnesota 55455
(612) 373-4570
Offices at 145 Owre Hall

February 12, 1982

M E M O R A N D U M

To: Professor Douglas C. Pratt
Chairman, Senate Consultative Committee

From: N. L. Gault, Jr., M.D. *N. L. Gault*
Dean, Medical School

Subject: Medical School Salary Raises

It is my understanding that the Senate Consultative Committee is interested in the salary increases provided by collegiate units for the faculty for 1981-82. I would like to advise you, as Chairman of that Committee, of the situation in the Medical School.

Some of my department heads expressed concern about the publicity that was given salary increases in the February 3, 1982, issue of the BRIEF, wherein Vice President Keller was quoted as saying, "This year average increases in units ranged from 10.4% to 12%." Subsequently, I sent out the attached memorandum to the heads of departments in the Medical School to assist them in explaining the state of salary increases for this faculty.

You will note that the increases to base salaries in the Medical School overall averaged 8.11%, utilizing all funds available regardless of source. I am sure many members of the University faculty would quickly comment that the base salary increase does not represent a true picture of increases because of added income derived from the private consultation practice; that observation would be true for the clinical department faculty members.

In the five basic health science departments where no additional income support is available, the average salary increases ranged from 8.11% to 9.42%. Not a single department was able to achieve a 10% increase. In the clinical departments, 11 departments could not provide raises greater than 8%.

The reason that the Medical School cannot provide the 10% target is the inadequate State funding of our operation. The 23 departments of the Medical School, almost without exception, attract outside funding one to seventeen times the amount of O100 appropriated funds allocated to those departments. These outside funds are overwhelmingly restricted for specific activities and do not lend themselves to budgetary changes which would release funds to increase salaries greater than anticipated or approved in grants and contracts. It just is

Professor Pratt
February 12, 1982
Page Two

not possible to swing such a major fund change in the 75% of the Medical School budget that is derived from soft funds.

Because of your Committee's interest in this matter, I thought I should share these observations with you and your Committee members.

NLG/mh

Encl.



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February 5, 1982

M E M O R A N D U M

To: Heads of Departments
Medical School

From: N. L. Gault, Jr., Dean 

Subject: 1981-82 Salary Increases

Vice President Kenneth Keller is quoted in the 3 February 1982 BRIEF concerning faculty salary increases for this academic year. He is quoted as saying, "This year average increases in units range from 10.4% to 12%."

I have had telephone calls inquiring about this statement as it did not describe the Medical School scene. Several have suggested the faculty will react against department heads and this office for not securing raises comparable to other units in the University.

For this reason, I am writing this memorandum in the hope that the data cited will help your faculty understand the situation.

A review of departmental budgets processed through this office provided documentation of average salary increases. Overall in the Medical School, academic salaries were increased 8.11%, utilizing all funds available regardless of source. Increases by departments ranged from 4.47% to 15.29%. Only three (3) departments received average increases of over 10.4%!

To appreciate the basis for this variation, it is essential to recognize the difference in size of academic staff in departments as well as availability of funds other than state-appropriated dollars. In the Medical School, state-appropriated dollars represented approximately 25% of annual expenditures; appropriated salary increase dollars were based on this portion of the departmental budget. Most departments provide the majority of their annual budget from grants, contracts, etc., for which limited salary increase dollars could be designated. Therefore, rebudgeting of grant and contract funds had to provide whatever increase it could. Often, less than 10% could be freed for this purpose. As a consequence, the overall academic salary increase in the Medical School was less than 10%.

NLG/mh



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

MAR 8 1982

March 5, 1982

Professor Douglas C. Pratt, Chair
Senate Consultative Committee
220 Biological Sciences Center
St. Paul Campus

Dear Doug:

Thank you for your letter of February 22 and its enclosure, the response from the School of Management on consultation. We have been in discussions with the School of Management on their consultation procedures and will continue the discussion to resolve issues related to the development of their program priorities statement. I can assure you that we are giving the matter close attention.

Sincerely yours,

A handwritten signature in cursive script, appearing to read 'Ken'.

Kenneth H. Keller
Vice President

KHK:lme

February 22, 1982

Kenneth Keller
Vice President, Academic Affairs
213 Morrill Hall

Dear Ken:

The Senate Consultative Committee has asked me to forward the enclosed response to our consulting survey from a faculty senator in the School of Management. The SCC has not yet decided how broadly we wish to publish results of the survey, but we realize that we may have created expectations within some units in this regard.

We feel an obligation, therefore, to provide you with the response from the School of Management and hope that it will be helpful to you in your discussion of program priorities with representatives of this unit.

Sincerely yours,

Douglas C. Pratt, Chair,
Senate Consultative Committee

DCP:mbp

Enc: second, abbreviated response
from Bognanno.



UNIVERSITY OF MINNESOTA
TWIN CITIES

Industrial Relations Center
537 Business Administration Building
271 19th Avenue South
Minneapolis, Minnesota 55455



JAN 25 1982

January 18, 1982

Professor Doug Pratt
Senate Consultative Committee
University of Minnesota
220 Biological Sciences Center
1445 Gortner Ave.
St. Paul, MN 55108

Dear Doug:

This letter and the accompanying survey of responses are in reply to your charge of 9 December, 1981 to assist the SCC in its study of the extent to which collegiate consultation is taking place in the University. As a School of Management (SOM) Senator, the information contained herein pertains only to the SOM.

The highest body of representative governance in the SOM is its Executive Committee [EC or F(for faculty)EC]. Formally, the latter is comprised of the School's Deans and Chairpersons. However, as a practical matter, this body's membership is augmented by numerous academic and non-academic program directors whose participation is ex officio. In affirmative response to your request, I put together the letter and questionnaire appearing as Appendix A. As you can see, the questions framed for the questionnaire were drawn mainly from the document you forwarded entitled "Attachment 4. Planning: Structures and Processes - A Status Report." This document appears as Appendix B to this letter.

Since the six Department Chairperson's in the SOM are the channels through which the faculty inputs into FEC deliberations, on 11 December, 1981 the above referenced questionnaire was sent to them. At this writing four of the six Departmental Chairs have responded. One of the non-respondents is a relatively new faculty member while the other is not. Of the four responding Chairpersons, one is new. The other three have been at Minnesota for two or more years.

I was tempted to interpret the responses of the four Chairpersons in question. However, rather than to do this, I concluded that it would be best to let the SCC interpret the responses for itself. I assume that the SCC will be providing feedback to all Deans regarding the results of its study. Thus, in the SOM case it seemed wise to let the responses "speak for themselves" and not to confuse the matter with additions of my personal points of view. Accordingly, I subsequently report the opinions of the four Chairpersons on a question-by-question

January 18, 1982

basis. The Chairs' opinions vary widely. To serve the promise of anonymity, I have edited those responses that might be the basis for disclosing the identity of any specific respondent.

Direct quotations of Chair responses to the questionnaire follow. The former are arranged such that the order of answers to each question are keyed to a specific questionnaire.

- Questions and Responses -

1(a). To what degree is the Executive Committee responsible for "planning"?

- . In an advisory capacity, to plans indicated by the Dean's office. Departmental planning is almost solely the Chair's responsibility within the SOM plans.
- . The FEC interacts with the Dean's office and the faculty in all long range planning, but planning is the responsibility of the Dean.
- . The Executive Committee can best be viewed as a Committee of the major line operations/management personnel in the School. In fact, we discuss both issues of planning and operations. The focus would be on issues/topics that span the organization sub-unit boundaries (i.e. Department to Department of Department to Programs).
- . As a group, very little and usually on smaller matters. Most of the planning responsibility falls on program directors; department chairs are largely expected to "respond" and "implement."

1(b). What sort of planning is done and on what sort of topics?

- . Programs; retrenchment; salary structure.
- . Planning with regard to programs, enrollments, faculty development.
- . Some example topics:
 - retrenchment to obtain/meet Central Administration requests and/or generate additional salary dollars;
 - procedures for recommending salary increases;
 - directions for new programs or revisions of existing programs.
- . Very little. We "planned" the agenda of the Fall School Retreat. We discussed whether departments not covered by special provisions of Rajendar can refuse to hire their own students on principle. That sort of thing.

1(c). What is the Executive Committee's domain of responsibility?

- . Advisory to the Dean's Office.
- . Advisory to the Dean.
- . (1) A vehicle for coordinating concerns/policies/procedures between Departments and/or Departments and Programs.
- . (2) Discuss and shape School processes and major procedures.
- . (3) Serve as a communication linkage between faculty and administration.
- . The committee has general advisory capacity to the Dean. Also under Article IV, Section 5, of the CBA Constitution, we have two specific duties. I don't think either of the latter has come to us in my years.

2. How often does the Executive Committee meet?

- . Approximately monthly or as called by the Dean's office.
- . Too often.
- . Three times/quarter.
- . About once a month, plus some extras like the Fall Retreat.

3(a). Who sits on the Executive Committee?

- . Deans and Chairmen.
Program Directors - ex officio.
- . Program Directors and Department Chairmen
- . All Department Chairs, all Program Directors (BBA, MBA, PhD, EDC).
Dean, Associate Dean, Assistant Dean.
- . According to the College Constitution, members of the Executive Committee are the 6 Department Chairs and the Dean. Ex officio members are the Associate Dean and the Directors of graduate and undergraduate study. Merchant and Mauriel also attend.

3(b). How were you selected for Chairmanship (e.g., appointed, elected)?

- . Appointed with faculty consent
- . Appointed.
- . Appointed by Dean.
- . Nominated by vote of Faculty, with formal appointment by the Dean.

3(c). Was there any faculty involvement in your selection?

- . Yes.
- . Yes.
- . Departmental faculty recommended me for the position. Recommendation went to the Dean.
- . Search committee, faculty discussion and vote to nominate.

3(d). To what degree [were faculty involved in your selection]?

- . Extensive recruiting effort.
- . Faculty selected me as chairman.
- . See above (c) answer.
- . Extensive participation.

4. What do you see as your primary function as a member of the SOM Executive Committee?

- . The Executive Committee is structured to provide advice to the Dean's Office.
- . Advisory to the Dean.
- . (1) To provide Departmental and personal input into major School issues and decisions.
- . (2) To increase communication among the organizational units in the School.
- . My primary responsibility is to the Department, but I exercise those duties in many forms and ways, especially in direct dealings with Deans. In FEC, I consider my primary concerns to be the whole welfare of the School.

5(a). As a member of the Executive Committee, to what extent do you formulate planning/consultative documents that set goals and priorities for the School?

- . Solely in an advisory capacity to the Dean's Office.
- . Too much.
- . In most instances the planning/consultative documents are presented to the Executive Committee in draft form. The Executive Committee (as a group or ad individuals) will provide input used to create their drafts, but the actual drafting is not done by the Executive Committee.
- . Little, if at all.

5(b). To what extent do you react to already formulated plans?

- . Whenever presented by the Dean's Office.
- . (no response)
- . As stated in (5a) the reaction is to drafts not completed, finalized plans. In most instances, however, the drafts are in good shape (i.e. well thought out).
- . I react considerably, not often positively, e.g., proposed implementation of Friday MBA -- I objected on ground of no faculty to teach it...

5(c). To what degree are your reactions effective in the sense that the course of events are altered?

- . Unclear
- . To a large extent.
- . When the reactions are soundly based, events are altered. But, as stated in (5b) most draft documents are in good shape.
- . Only on minor issues, e.g., Dean Foster's proposal to send out initial salary allocations from his office based on his ideas of individual productivity. I said this was a waste of time, as I would propose what I wanted anyway. He appears to have agreed.

6(a). Each College Dean was responsible for the formulation of his/her unit's 1981 cycle of "program priorities." The latter were presented to Vice President Keller for the purpose of planning for the next biennial request. Did the Executive Committee or some other School Committee deal with the matter?

- . Not in a direct manner.
- . (no response)
- . As described above, the Executive Committee reviewed the draft document (as I remember the process). This has been the standard format.
- . If I have the right thing in mind, much of the paperwork was done Summer 1979 for early 1981 legislative session. Was discussed in FEC.

6(b). To what extent were you and the Executive Committee consulted?

- . Limited.
- . (no response)
- . See answer to question (6a).
- . Some discussion. Nevertheless, a proposal for funding special increase appeared in preliminary budgets without going through department of FEC! or X

7(a). To what extent does the Executive Committee participate in preparation of the biennial budget?

- . None
- . I have never been involved so I don't know.
- . React to draft plans for comment, modification or change.
- . We were asked to specify cuts which would meet the Magrath 2% and Lilly 2% retrenchments. Otherwise, I doubt if any chairman would have even seen the School budget.

7(b). To what extent does the Executive Committee participate in the allocation of faculty lines?

- . Limited Committee discussion.
- . (no response)
- . Faculty line allocations are dealt with by Chairmen presenting departmental cases to Deans. Plans/needs for departments are presented at Fall Executive Committee retreat.
- . Only participation is as department chairman dealing with Deans. Removal of (effectively) 2 lines from department on December 14 was not discussed beforehand with me or with FEC.

7(c). To what extent does the Executive Committee participate in the formulation and development of new programs and initiatives?

- . Advise when requested by Dean's Office.
- . (no response)
- . New programs and initiatives generally start in the Departments or in the program areas. Coordination (as necessary) takes place prior to the Executive Committee discussions (e.g., Manager's MBA). The drafts are reviewed by the Executive Committee for comment, modification, or change.
- . Ditto (7b) -- e.g., my dickering with Deans over conditions under which new programs might be set up.

7(d). Is the Executive Committee currently involved in planning for the upcoming retrenchment?

- . No.
- . Yes.
- . No. We were involved in meeting the late Summer/early Fall retrenchment. I anticipate being involved in meeting the upcoming retrenchment once its shape/scope have been defined by the Legislature/Governor/Central administration.
- . Not yet (December 15), except as individuals thinking about our programs.

7(e). In what way?

- . Not applicable.
- . How to accommodate the retrenchment.
- . See answer to (7d) and (5a-c).
- . Right now, trying to reverse withdrawal of lines on December 15.

8(a). Briefly identify the School's major areas of planning and consultation strengths and weaknesses. If you wish, identify critical incidents that come to mind.

- . (no response)
- . (no response)
- . The strengths and the importance of the role of the Department Chairmen and Program Directors. The weakness lies in the relative newness/inexperience of many of these people. But, the ability is there. What is needed is time to provide the experience. It will come. Also, the annual performance review process is a great strength.
- . If they think you're honest and right, and that a problem you see is important, (3 big ifs) they may accept your advice.

8(b). In an overall sense, do you believe that the School's tenure track faculty effectively participate in either the School's system of governance or its consultative network?

- . (no response)
- . Yes.
- . The linkage between the tenure track faculty and the governance/consultative process rests mainly on the abilities, skills, and energy level of the Department Chairmen and Program Directors. They have the responsibility to gather the input. Thus, you must judge the effectiveness of the Chairmen. The system works reasonably well (especially given the large number of new Chairmen). It is continually improving.
- . No

9. Do you see any need for change in the School's planning/consulting processes? If so, in what way?

- . (no response)
- . No.

- . Beyond more experience (that will come with time) I think we could spend a little more time more clearly articulating the major issues/questions that will face (may face) the School over the next five years. Some of this has been done but more could be done.
- . No. I believe we should let grievances and frustration build up until we have a revolution.

- End -

As a final note, I applaud the SCC's work in this area. Faculty governance issues will increasingly occupy the attention of the Senate as we go through the awkward months and years of academic adjustments that lie ahead.

If I can be of further assistance, please let me know.

Respectfully submitted,



Mario F. Bognanno
Professor

MFB:dls
Enclosures



UNIVERSITY OF MINNESOTA
TWIN CITIES

Industrial Relations Center
537 Business Administration Building
271 19th Avenue South
Minneapolis, Minnesota 55455



December 11, 1981

TO;

FROM: Professor M. F. Bognanno

RE: Degree of Faculty Consultation Taking Place in the
School of Management

Economic trauma has beset the University. The prospect that a "financial emergency" may be declared is real. Programs (academic and non-academic), faculty (tenured and non-tenured), administration and staff may be reduced at the college level. Thus, the Senate Consultative Committee (SCC) is deeply concerned about the degree to which college faculty are being consulted about these matters as well as others having to do with the operations of the college. Accordingly, the SCC had decided to undertake a brief study across all of the University College units to assess the degree of collegiate consultation actually practiced.

Serving in my capacity as Senator, I have been asked by the SCC's Chair to gather information about the School's internal consultation policies and procedures. To do this job, I will need your help. This is an extremely important and timely request; please take the hour or so needed to respond to the questions below. In making my report to the SCC, I will transmit the information and opinions provided by you and the other Department Chairpersons in the form of a summarized aggregate. Complete anonymity is promised.

Please get back to me with your answers to these questions as soon as possible. The SCC wants each Senator designee to get his/her responses in by the first part of January. Thus, a speedy turnaround on this matter is required.

Thank you for your assistance.



UNIVERSITY OF MINNESOTA

AGRICULTURAL EXTENSION SERVICE

Pennington County Extension Office
P.O. Box 576, Courthouse
Thief River Falls, Minnesota 56701
(218) 681-2116

FEB 8 1982

February 4, 1982

Dr. Doug Pratt, Chair
Senate Consultative Committee
220 Biological Sciences Center
University of Minnesota
St. Paul, MN 55101

Dear Dr. Pratt:

I am forwarding to you a statement and suggested actions which resulted from discussion at our IFCC meeting on Tuesday, February 2, 1982.

When the Board of Regents receives Central Administration's final recommendations for reallocation of University funds, the IFCC believes it is extremely important that the written record be clear as to what procedures were followed and to which recommendations reflect the decisions made by the affected colleges, departments, programs, and other units, and which recommendations were made independently by Central Administration. Therefore, the IFCC requests that the Consultative Committee of the University Senate take the following actions:

- That the Senate Consultative Committee communicate to all colleges, programs, departments, and other units that it views all existing Program Priorities Statements as guides for further discussion and decision making with the colleges and units. It does not view these Statements as final documents.

- That the Senate Consultative Committee communicate to all colleges, departments, programs and units its concern that all college and unit decisions concerning curriculum, programs and departments follow the normal process that involves departmental planning, curriculum committee recommendations, and final approval by college assemblies, or those processes prescribed in the constitutions of the various colleges and units.

- That the Senate Consultative Committee communicate to all colleges, departments, programs, and units the importance of

maintaining a complete written record of all discussions, agreements, and decisions related to the reallocation of budgets.

We will all be the losers in this difficult reallocation process if decisions are made on the basis of careless documentation, and inattention to mandated processes.

Sincerely,



Terry Courneya, Chair
Institute Faculty Consultative Committee

bk



UNIVERSITY OF MINNESOTA
TWIN CITIES

C O P Y

All University Senate Consultative Committee
220 Biological Sciences Center
1445 Gortner Avenue
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Telephone (612)373-3226

February 24, 1982

Professor Terry Courneya, Chair,
Institute of Agriculture Faculty Consultative Committee
Pennington County Extension Office
P.O. Box 576, Courthouse
Thief River Falls, Minnesota 56701

Dear Dr. Courneya:

The Senate Consultative Committee at its meeting on February 18 discussed the proposals that you recommended to us in your letter of February 4. In our conversation with President Magrath and Vice President Keller it was revealed that Vice President Keller will soon be sending a memo to all deans, directors and department heads indicating that the administration thinks it has identified the programs for reduction, reorganization, or elimination, but has not reached the final judgment on how the savings are going to be achieved. Working out the budgetary particulars will be said to be the responsibility of the collegiate unit and should be resolved via internal consultation.

I'd like to add one additional point. The Consultative Committee wishes me to convey to you our concern that your committee must recognize that these are extraordinary times and that we are not likely to have the option of following "the normal process" in all respects. The demands being put upon us have required and will continue to require that we operate in a mode appropriate to the situation, whether we like it or not.

Sincerely yours,

/s/

Douglas C. Pratt, Chair,
Senate Consultative Committee

DCP:mbp



UNIVERSITY OF MINNESOTA

AGRICULTURAL EXTENSION SERVICE

MAR 2 1982

Pennington County Extension Office
P.O. Box 576, Courthouse
Thief River Falls, Minnesota 56701
(218) 681-2116

February 26, 1982

Dr. Doug Pratt, Chair
Senate Consultative Committee
220 Biological Sciences Center
University of Minnesota
St. Paul, MN 55108

Dear Dr. Pratt:

Thank you for your letter of February 24 as a follow-up to the February 18 SCC meeting. We appreciate the consideration given to recommendations by the IFCC.

Most will agree that the University is facing extraordinary times and in the final analysis, hard decisions need to be made by the administration. If those on whose shoulders the final decisions fall have taken care that "the normal process" is adhered to in so far as reasonably can be expected, with an open communication stance, the University will have been better served.

The status of our University will most certainly be enhanced by the actions that result from a collaborative process in an environment of trust and team work. Careful attention to documentation and clarification of the source of information used in the decision making process is assumed to be the normal procedure. I personally feel confident that we will look back on these painful times with pride in the fact that this University conducted itself with maturity and good judgment during this era.

Sincerely,


Terry Courneya, Chair
Institute Faculty Consultative Committee

bk



UNIVERSITY OF MINNESOTA
TWIN CITIES

Office of the Chairman

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

FEB 25 1982

February 25, 1982

Professor Douglas C. Pratt
Chair, Senate Consultative Committee
220 Biological Sciences Center
1445 Gortner Avenue
St. Paul, Minnesota 55108

Dear Doug:

I have received your letter asking that SCEP address the question of course evaluation in light of the impending demise of MSC.

Actually this matter has already been discussed and is part of our continuing agenda. We have thought it best not to make a statement until it is known whether some of the services of MSC will continue to be performed elsewhere. When Ken Doyle of MSC met with us earlier this month he thought that there was a possibility that they might be. I would think that a resolution of some sort should indeed be forwarded to the full Senate this spring.

Yours sincerely,

A handwritten signature in cursive script, appearing to read 'Stan'.

Stanford E. Lehmborg
Chairman, SCEP



UNIVERSITY OF MINNESOTA
TWIN CITIES

All University Senate Consultative Committee
220 Biological Sciences Center
1445 Gortner Avenue
St. Paul, Minnesota 55108
Telephone (612)373-3226

February 24, 1982

Professor Stanford Lehmsberg, Chair,
Senate Committee on Educational Policy
614a Social Sciences
Minneapolis Campus

Dear Stan:

The Senate Consultative Committee has asked that I request the Educational Policy Committee to address the question of assuring a continuation of periodic course evaluation throughout the University, in accordance with established Senate policy, now that the Measurement Testing Services is slated for elimination. Bob Brasted originally called this matter to our attention in his January 27 memo which he addressed to both SCEP and SCC.

I'm sure your committee has a busy schedule, but I believe that you will agree that we ought not let the progress we have made with course evaluation slip away, even in these very troubled times, if we can possibly avoid it. If Senate action is required, it would be ideal to have a proposal to submit this spring, or fall quarter at the latest.

Thanks for your consideration.

Sincerely yours,

Douglas C. Pratt, Chair,
Senate Consultative Committee

DCP:mbp

bcc - Brasted



UNIVERSITY OF MINNESOTA
TWIN CITIES

Department of Chemistry
Kolthoff and Smith Halls
207 Pleasant Street S.E.
Minneapolis, Minnesota 55455

JAN 29 1982

January 27, 1982

TO: Senate Committee on Education Policy, Senate Consultative
Committee, Vice President for Academic Affairs

FROM: Robert C. Brasted, Department of Chemistry

RE: Consequences of the Phased-Out Measurement Testing Services

Departmental interaction and conversation relevant to faculty teaching evaluation suggests a resolution of the Senate requirement that there be evaluation of each faculty member at stated intervals. Conformance to this rule was relatively simple when the Measurement Testing Services were available to produce the questionnaire and summarize the input, even though the interpretation and use of the results may have left something to be desired. Conversations with SCFP and SCC suggest that some uniformity in procedure, if not in format, be established throughout the University as the testing services are phased out.

Since the Senate rules have never specified the kind, technique, or format of evaluation, it is assumed that the departments or colleges should establish ones that will best suit their own classroom-laboratory-research situations. It is obvious that proper and careful techniques of evaluation for one discipline may not be the best for another.

It is suggested that SCEP, with support from Academic Affairs and direction from SCC, request each department to develop evaluation procedures. Without being exhaustive, several approaches are noted (some being an outgrowth of conversations with SCEP):

1. A questionnaire may be developed by a suitable departmental committee (undergraduate curricula or an ad hoc body). All due care is requested in its production, time of administration, and interpretation.
2. Judicious use of classroom visitation.
3. Reports submitted by students at some predefined period after completion of the course. These could be written in an essay style, but with pertinent questions asked that would give some degree of conformity, if not uniformity. There are obvious technical and logistical problems of maintaining contact with students after completing a course; however, these problems need not be insurmountable. Such a technique would bring out most likely extremes in effectiveness.

January 27, 1982

Page 2

4. In certain situations that might indeed be unique, departmental interviews might be held with students after completion of a course or at some mid-point. Either this technique or others could be useful in aiding an instructor to modify or improve certain aspects of teaching if the information is before the completion of the course.

Quantification of teaching effectiveness at best is a difficult and perhaps even an impossible operation; however, this does not mean that we should not continue to search for ways of identifying and recognizing quality teaching.

RCB:ke



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220 Biological Sciences Center
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CONVERSATION WITH THE PRESIDENT
February 18, 1982

SCC members present were Robert Brasted, Marcia Eaton, Virginia Fredricks, Douglas Pratt, Richard Purple, Patricia Swan, Donald Spring, Nancy Brecht, Dawn Fleming, Keith Jacobson, Dave Lenander, Rick Linden, Dennis Kronebusch, Kit Wiseman. Guests included Vice President French, Vice President Hasellmo, Vice President Keller and Carol Pazendak.

President Magrath responded to several questions which had been put to him in a letter by Professor Pratt.

1. University Short-Range Transportation Program- budget feasibility. The President said he would soon send a letter to the SCC on this question.

2. Administrative Development Committee- Vice President French outlined the history of this committee, which was formed for the purpose of helping to set priorities when dealing with foundations (especially local foundations). President Magrath continued by saying that an entrepreneurial spirit should be encouraged amongst University faculty but that problems can arise when money is obtained for new projects that cannot be integrated with University planning. Many legitimate attempts to obtain grants can lead foundations to ask what University priorities are. If no clear-cut priorities can be found, the foundations will often merely pick and choose or, because so much confusion exists, decide not to participate at all. In order to avoid these problems the President decided to chair a committee (also consisting of the Vice Presidents and Dean of the Graduate School) which would undertake a review of grant proposals.

Discussion-

Professor Eaton asked if faculty have been asked to help with reviewal. Vice President Keller replied that help is being obtained from the Graduate School Research Advisory Committee. Professor Purple remarked that, so far, the Committee's work has proven helpful. Central administration will send a memorandum to the faculty outlining the review process and identifying sources for information and assistance on submitting proposals. Dr. Pazandak invited suggestions from the SCC on contents for that memo.

3. Threats to Student Financial Aid- President Magrath urged SCC members to write their legislative representatives about the importance of financial aid funds for students.

4. Program Priorities Statement- Dave Lenander asked the President to comment on the future of students whose programs are scheduled for phase-out and whether there are plans to make arrangements with other Universities for reciprocity and financial aid. President Magrath replied that discussions are being held with other Universities concerning reciprocity, especially with the University of Wisconsin. Hopefully, some sort of guarantee of completion (for students already in programs scheduled for phase-out) can be arranged. The subject of reciprocity, however, is controversial and would be

a good subject for the SCC to discuss. Dave also asked how the Committee on Institutional Cooperation (CIC) works. Vice President Keller said the CIC is made up of Vice Presidents of Big 10 universities who, in turn, meet in subcommittees with college deans. The organization is not richly funded but does get grants on exchange and minority programs. There does seem to be difficulty in stimulating cooperation in some areas because of legislative chauvinism. President Magrath commented that the work of the CIC will become increasingly important.

Dave Lenander expressed concern that the Priority Statements seem to lack information on inter-collegiate consultation. It appears that some programs are cut simply because they are not central to the college in which they are housed (e.g., the Library School, Agricultural Engineering) or are very small, having started in the '70's and not having had time to develop. President Magrath replied that there is no intention of doing away with ethnic or recently developed programs. Rather, it is hoped that those programs may be preserved by recombination. Vice President Keller stated that he disagreed that small programs have been phased out in deference to larger ones. For some disciplines, intercollegiate task forces were created to help make the decisions.

Dave Lenander asked President Magrath to respond to charges that the Duluth campus has sustained disproportionate cuts to its budget. President Magrath replied that reductions have not been disproportionate. In fact, reductions at Duluth have been fractionally less than those at the Twin Cities campus. Cuts have been made equitably but not across the board.



UNIVERSITY OF MINNESOTA
TWIN CITIES

All University Senate Consultative Committee
220 Biological Sciences Center
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Telephone (612)373-3226

February 11, 1982

President C. Peter Magrath
202 Morrill Hall

Dear Peter:

The Senate Consultative Committee looks forward to its next conversation with you on February 18 at 1:15 in the Regents Room. Members have raised questions in two areas they wish to discuss with you:

1. "University Area Short-Range Transportation Program."
Can the University, in its current stage of retrenchment, afford the initial expenditure of approximately \$1,500,000 or, after construction, the costs of upkeep, snow removal, and equipment repair? All of these items could be damaging to the total educational endeavor of the University if monies would have to be removed from teaching and research to maintain a "people hauling" system. While the current method is expensive, the University does not bear all of the abovementioned financial responsibilities.

2. The President's Development Committee. SCC members have raised several questions regarding the draft document forwarded on January 25. Questions arose related to the need for and the nature of an administrative review process for proposals submitted to private foundations and corporations. Should the process provide for a technical as well as an administrative review? How will the process be linked to our long range planning effort, and how will institution-wide priorities be established?

The SCC will welcome any items you wish to raise with them. It will not be surprising if the committee identifies additional questions within the next several days.

Cordially,


Douglas C. Pratt,
Chairman, SCC

DCP:mbp

cc: Senate Consultative Committee
Carol Pazandak



UNIVERSITY OF MINNESOTA
TWIN CITIES

Department of Chemistry
Kolthoff and Smith Halls
207 Pleasant Street S.E.
Minneapolis, Minnesota 55455

FEB 4 1982

February 3, 1982

TO: Douglas Pratt, Chairman, Senate Consultative Committee,
200 BioSci, St. Paul Campus

FROM: Robert C. Brasted, Professor and Director, General Chemistry Program

RE: An Item for Discussion with the President

As I mentioned at the time of the last Senate meeting, I feel that it would be worthwhile to include on the agenda at the next opportunity in our discussions with the President the item in the 1981-83 budget entitled "University Area Short-Range Transportation Program". As I recall, the item is scheduled at \$1,070,000 and adjusted to the 1982 figure with inflation at \$1,500,000. It would seem a relevant question to know whether the University, in its current stage of retrenchment, can either afford this kind of expenditure or, even more pertinent, once it is constructed, the cost of upkeep, snow removal, repair of equipment. All of these items could be damaging to the total educational endeavor of the University if monies would have to be removed from teaching and research to maintain a "people hauling" system. Admittedly, the current method is expensive; however, the University does not bear certain of the financial responsibilities noted earlier.

A memo has been addressed to three individuals or committees that should be concerned with the way in which the mandate of the University Senate can be continued with a loss of the Measurement Testing Services. Where do you feel the major responsibility of the evaluation of teaching should lie? Is this something that the departments should do, and if so, is there a mechanism that might lead to some uniformity?

RCB:ke



UNIVERSITY OF MINNESOTA

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

JAN 27 1982

January 25, 1982

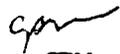
TO: Council of Academic Officers, Senate Research Committee, Senate Consultative Committee

FROM: C. Peter Magrath

The enclosed draft describes the primary objectives of the recently reorganized President's Development Committee and outlines the way in which it proposes to operate.

This administrative committee intends, among other things, to review significant proposals being directed to foundations, and to consider them in light of collegiate and University priorities identified through our planning process. The effectiveness of this Committee effort depends heavily on the review of proposals at the departmental and collegiate level. We must know how the deans evaluate and assign priority to the proposals; how they fit into the unit's plans as they have emerged from our planning process; what the financial implications are for the University both in the short and longer term; and what funds will be available to cover costs linked to the proposal.

Centrally, the review process will include evaluation of these proposals by the Budget Executive in light of University priorities. A memorandum to the faculty outlining the review process, telling where within the University faculty members may get information and assistance in submitting proposals to private foundations and corporations, and identifying which foundations require special procedures, will be a next step in efforts to encourage and assist faculty seeking outside support from private sources.


CPM

cc: Vice Presidents
Dean Warren E. Ibele, Graduate School
Robert Odegard, Executive Director, University Foundation
Carol Pazandak, Assistant to the President

D R A F T

THE PRESIDENT'S DEVELOPMENT COMMITTEE

Introduction

The President's April, 1981, letter to the Council of Academic Officers outlined plans to establish a President's Development Committee comprised of the President, the Vice Presidents and the Associate Vice President for Development. This new Committee is an outgrowth of the old Administrative Development Committee. Its primary purpose will be to encourage and stimulate private fundraising, and to develop an institutional strategy -- with priorities -- in the context of our long-range planning effort. Following the example of the President, who has signaled his intention to expend greater personal effort in this direction, vice presidents and deans -- and indeed faculty -- are to be encouraged to seek such funds.

The staff support for the efforts of the President's Development Committee will be drawn from the University of Minnesota Foundation/Development Office, the Office of Research Administration, the Graduate School, and the President's Office.

Background

For the foreseeable future, the availability of funds from private foundations and corporations will be increasingly important to institutions of higher education. The optimization of grants and gifts from such sources should be a major institutional goal.

The institutional strategy should account for several factors including: (1) institutional planning, (2) institutional organization of development activities, (3) entrepreneurial efforts of individual faculty members and

administrators, (4) relations with local and regional foundations, and (5) relations with national foundations and corporations.

The organization at the University for undertaking this effort has evolved from a highly centralized one to a more dispersed structure. Involved chiefly are the University of Minnesota Foundation, including its growing network of collegiate development officers; the Office of Research Administration; the research officers in the various colleges; and the University Planning effort. The first two units are the primary sources of information concerning the status of various requests before, or intended for, private foundations and corporations. The Planning activity is a source of information on collegiate goals and institutional goals, certain of which may involve requests to private sources.

The loci of activity are several: (1) the individual project proposal made by one or more faculty members usually with a disciplinary focus; (2) a unit proposal, usually collegiate, furthering unit or college development which most often is programmatic in nature but may have a discrete purpose, e.g., the establishment of an endowed chair; and (3) institutional proposals intended to accomplish, assist, or strengthen a central purpose of the University.

The Plan

Given the above context, the plan to invest greater effort in gaining private support will incorporate the following:

- 1) Analysis of regional foundation giving. In order to organize fund-raising efforts for maximum effectiveness, periodic analyses will be conducted of the giving patterns for those private foundations and

corporations which are considered to be likely contributors to the University. The University of Minnesota Foundation will have the responsibility of providing such information to the Committee.

2) Communication with foundations. Since the University's objectives will change over time as it attempts to reach declared goals, and since foundation and corporate giving patterns may shift or change emphasis, the President and Vice Presidents will meet periodically (at least annually) with the various foundation directors to inform them generally of the University's needs, plans, processes, and procedures, with the focus on long-range goals as they emerge from the planning process. Arrangements for these meetings will be made by the Associate Vice President for Development. These and subsequent conversations with individual directors should also identify those few foundations which require that the University regulate or rank order the requests to come before them.

3) Faculty access to foundations and corporations. Faculty members should be encouraged in their efforts to gain support from private sources and, in the instance of the single project proposals, usually disciplinary in nature, the Office of Research Administration will provide the faculty member with current information about the most likely prospects for support and those sources which, for a variety of reasons, should be avoided. The faculty member will be responsible for keeping the Office of Research Administration informed of the status of the request being pursued. Each member of the faculty will be informed of these matters and be encouraged to secure private support for their scholarly activities. Deans will wish to lend encouragement as well. Coordination between the Foundation and the Office of Research Administration will be necessary in order to support faculty efforts in gaining private support and in gathering information of such efforts.

4) Collegiate unit access to foundations and corporations. Collegiate units will be encouraged by the University of Minnesota Foundation/Development Office in their efforts to gain private support. Colleges are charged with the responsibility of keeping the Foundation informed of the status of requests. For those units with development officers, such information will flow to the Foundation in the normal course of operation. The Foundation, primarily through its network of development officers, will provide current information to the units regarding the opportunities available for private support.

Because all proposals from individual faculty members or collegiate units may not fall neatly into the care of the Office of Research Administration or the Foundation, the efforts of these units will be coordinated in order to support the full range of efforts to gain support.

The Committee's Agenda

The Committee's primary focus will be that of formulating policy/strategy to increase the University's efforts at private fundraising. Specific matters to be dealt with at the Committee's monthly meetings might include the following;

- 1) Review of a summary report on the status of various requests before private sources. This information will be compiled jointly by the Office of Research Administration and the Foundation on a quarterly basis.
- 2) Consideration of all proposals being directed to those foundations which have been identified as "sensitive". In some instances, proposals will need to be rank ordered. Full information on

foundation giving preference/patterns would be known through the periodic meetings with foundation officers described above.

- 3) Identification of potential institutional proposals. Ideas for institutional proposals may emerge from the planning process, from the joint efforts of several colleges, or from the President and Vice Presidents, or from the Committee's staff.

For the longer term, the President's Development Committee will want also to develop a strategy for dealing more effectively with national foundations and corporations.



UNIVERSITY OF MINNESOTA

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

FEB 10 1982

February 9, 1982

Professor R. Vance Morey
Department of Agricultural Engineering
206 Agricultural Engineering
St. Paul Campus

Dear Professor Morey:

I understand your unhappiness about the Priorities Statement involving the Department of Agricultural Engineering. As I've repeatedly stated, difficult and painful decisions are being made, and those most directly affected are inevitably going to be displeased.

It is literally impossible for me to meet with you prior to this week's Regents' meeting. I am arranging for Vice President Keller to meet with you on Wednesday, and his office will be in contact with you shortly.

At this point I wish to make three points:

1. Definitive programmatic decisions will not be made at this Regents' meeting; they will occur in the 1982-83 budget.
2. Vice President Keller's tentative judgments in this planning process, as is true for mine, are always open to challenge and disagreement; but neither he nor his office disseminate "totally inaccurate and misleading information."
3. Vice President Keller's recommendations in this instance are based on close consultation and recommendations from Deputy Vice President Hueg and the appropriate administrators in the Institute of Agriculture, Forestry, and Home Economics. Both Dr. Keller and Dr. Hueg have my confidence and support in the difficult work they are doing.

I am aware that a revised statement has been received from Agricultural Engineering stating the position of that Department in this matter. I want to assure you that this statement will be given serious consideration. If you feel it is useful, I will be pleased to meet with you later.

Cordially,

C. Peter Magrath

C. Peter Magrath
President

CPM:kb

- cc: K. H. Keller, Vice President for Academic Affairs
A. J. Linck, Associate Vice President for Academic Affairs
W. J. Hueg, Jr., Dean, Inst. of Agriculture,
Forestry, and Home Economics
K. Wharton, Assistant Dean, College of Agriculture
N. A. Brown, Director, Agricultural Extension Service
R. J. Sauer, Director, Agricultural Experiment Station
D. C. Pratt, Chair, Senate Consultative Committee
P. B. Swan, Chair, Senate Finance Committee
V. B. Cardwell, Chair, College of Agriculture Consultative Committee
Agricultural Engineering Faculty



UNIVERSITY OF MINNESOTA
TWIN CITIES

Department of Agricultural Engineering
Agricultural Engineering Building
1390 Eckles Avenue
St. Paul, Minnesota 55108

February 8, 1982

Dr. C. Peter Magrath
President
University of Minnesota
202 Morrill Hall
Twin Cities Campus - Minneapolis

Dear President Magrath:

We request an immediate meeting with you to discuss the totally inaccurate and misleading information which continues to come from the Office of the Vice President for Academic Affairs about the programs in Agricultural Engineering. In particular, we are referring to the College of Agriculture Program Priorities Statement which is scheduled to be presented to the Regents at the February meeting.

"Within the College, the department of Agricultural Engineering appears to be one whose important functions of teaching, research, and service could be better served through reassignment to other units and whose demand and level of research are such that it could be phased out. Individuals important to the service functions of the department should be transferred to Agricultural Extension and discussions should be undertaken with the Institute of Technology to arrange for necessary instruction in the areas of mechanical drawing, surveying, and computer applications. These could be offered in other departments, such as Civil and Mineral Engineering, Mechanical Engineering, and Computer Sciences. It is further recommended that efforts begin to apply modern engineering techniques to agricultural problems through the research programs of the Institute of Technology and such other departments as Food Science and Nutrition."

It is clear from this statement, preceding drafts of the statement, and other comments by members of the Administration relative to the Department, that the Administration has decided to eliminate the Department of Agricultural Engineering at the University, and is willing to make whatever statements necessary to support this ill-conceived decision regardless of the facts.

The programs in the Department of Agricultural Engineering are of high quality and have made significant contributions to agriculture in the State, in the U.S. and internationally. It is inconceivable that programs now carried out under the current mission of the Department can be effectively carried forward by other departments and administrative units of the University. The above statement effectively says that the programs of the Department are not important to the people of the State of Minnesota. I can assure you that a number of users of our programs of teaching, research and extension are prepared to tell you and the University that you are wrong.

Dr. C. Peter Magrath

Page 2

February 8, 1982

We have enclosed a "Response to Proposed Restructuring of the Agricultural Engineering Department at the University of Minnesota" which provides some factual information including results of peer and administrative reviews of the programs in the Agricultural Engineering Department at the University of Minnesota. This information is presented in terms of the five criteria of quality, connectedness, integration, uniqueness, and demand which are supposedly being used to arrive at the recommendations in this important planning process now underway in the University.

We are willing to stand on our record if anyone is willing to take the time for an objective evaluation of that record. We welcome additional objective review of our record by the Administration, our peers in the College of Agriculture and the Institute of Technology, and the Regents. We also request that your office along with the Senate Faculty Consultative Committee undertake an immediate review of the process (or lack of process) that has led to this unjustifiable recommendation.

We are aware that the University is entering a period of no-growth or even reduction in programs and faculty. As indicated in our letter to Vice President Keller of February 3 (copy enclosed), we agreed to cutbacks in instructional programs and faculty during processes of planning and consultation starting in July 1979. However, current recommendations go far beyond what was even hinted at in those discussions. Furthermore, those discussions did not address the Department's programs of research and extension which account for over 60 percent of current departmental faculty support.

We realize that this is a strong letter; however, after experiencing the barrage of inaccurate statements about our department and its programs over the last two weeks, a milder response is not justified. If we had read the events of the last two weeks from a book of fiction, the story would have been so absurd it would not have been believable. Unfortunately, real life stories are sometimes more unbelievable than fiction. We request your immediate response, certainly before the Board of Regents' meeting on February 11 and 12. Please contact me at 373-0763 or Dr. Arnold Flikke, Department Head, at 373-1304

For the Faculty in Agricultural Engineering,

R. Vance Morey

R. Vance Morey
Professor

RVM:jw
Enclosures

cc: K. H. Keller, Vice President for Academic Affairs
W. F. Hueg, Jr., Dean, Institute of Agriculture, Forestry and Home Economics
K. Wharton, Assistant Dean, College of Agriculture
N. A. Brown, Director, Agricultural Extension Service
R. J. Sauer, Director, Agricultural Experiment Station
✓ D. C. Pratt, Chair, Senate Consultative Committee
P. B. Swan, Chair, Senate Finance Committee
V. B. Cardwell, Chair, College of Agriculture Consultative Committee
Agricultural Engineering Faculty