



UNIVERSITY OF MINNESOTA

University Senate Consultative Committee
411 Borlaug Hall
1991 Buford Circle
St. Paul, Minnesota 55108
Telephone (612) 376-2479

MINUTES

APPROVED 10/3/85

FACULTY CONSULTATIVE COMMITTEE

September 12, 1985

8:30 - 11:00

626 Campus Club

Members present: Ellen Berscheid, Richard Goldstein, David Hamilton, Joseph Latterell, Cleon Melsa, Jack Merwin, Irwin Rubenstein, Frank Sorauf, Deon Stuthman (Chair).

Guest: Tim Pratt, SSCC Chair.

Note: The meeting was a continuation of the September 5 meeting, and was called to complete the agenda which had been set for that date.

1. Recommendations and Appointments.

A. Search Committee for Academic Vice President and Provost.

Members first discussed whether it was essential that one faculty member be a member of SCC. Professor Berscheid commented that it could be less important in a vice presidential search than in the presidential search because probably the Consultative Committee and representatives of other University constituencies will interview the final vice presidential candidates, as they have traditionally done.

Members of FCC then proposed the names of a number of people representing various parts of the University. In considering the need for one faculty member to come from a coordinate campus, they decided to submit the name of a Morris Campus member and a UMD Medical School member, from whom the president would choose one. FCC members then proceeded to narrow down the list of names, retaining wide collegiate distribution, until the list numbered 14, each of whom the FCC regarded as capable of serving with distinction. (For the record, a copy of Professor Stuthman's letter to President Keller submitting the names will be filed with these minutes.)

Professor Berscheid told the FCC that because it was likely that many of the people nominated in the presidential search would also be nominated for this position, it would be extremely useful for the new search committee to have the benefit of information which a member of the presidential search advisory committee could provide. There was a consensus of opinion that Professor Stuthman would recommend orally to President Keller that John Howe, who chaired last year's search advisory committee, be available as consultant to the new committee.

Professor Berscheid spoke in favor of strong CLA representation, such as one of the assistant or associate deans, on the search committee. She spoke from her experience on the presidential search advisory committee, which received the names of hundreds of candidates, most of whom had been presidents or provosts at schools much smaller than the College of Liberal Arts alone. CLA, she noted, is larger than about 95% of the institutions in the country. She hoped to see on the committee an administrator familiar with the financial problems of the liberal arts.

It was agreed that Professor Stuthman would convey to President Keller the FCC's suggestion for particular sensitivity to the traditional arts and sciences as he selects people to serve on the committee.

B. President's Student Behavior Review Panel.

Two faculty members were required to replace members on leave this year. FCC speedily agreed to inquire whether Professors Raskind (Law) and Tellegen (Psychology) would be ready to serve if so requested by the President and, if so, to forward their names to him. Further suggestions were made for back-ups.

C. Student Services Fees Committee.

FCC members proposed the names of seven colleagues whose strong commitment to undergraduate education would make them particularly appropriate. Professor Stuthman will ask each in turn, in hopes of finding three willing to take on this commitment.

D. Senate Finance Committee.

One at-large faculty member was needed. When this position is filled, Professor Stuthman told FCC, he and Professor Rubenstein, associate chair, would consult on who should be the FCC's regular alternate to Finance, given the balance of composition on the committee.

Noting that both women and St. Paul faculty were absent from the current composition of the committee, FCC members unanimously agreed to ask Sally Jorgensen (Veterinary Biology) to serve. Caroline Czarnecki (same department) was recommended as the back-up choice.

2. FCC and SCC meeting schedules for the year.

A few changes were announced. Corrected schedules will be sent to members.

3. Organizational charts.

Two graphic versions of central administration's organizational structure were distributed, as well as a chart of the structural organization of the Senate and its committees. Something very much like the last is to be given to committee chairpersons at the September 19 retreat, along with something similar for the Assembly.

4. Report of the Chair: September 19 Senate and Assembly Leadership Retreat.

Professor Stuthman expressed his gratitude to those who worked with him on the retreat planning committee: Shirley Clark, John Howe, Jack Merwin, Meredith Poppele. He summarized the program for the 19th, which includes a good deal of attention to how Commitment to Focus is being addressed.

He reported that Rick Heydinger, Jack Merwin, and himself were in the process of assembling mixed governance committee/administrative special committees to address the all-University issues contained in CTF. The overall coordinating committee will be chaired by Heydinger and will include four central officers, four representatives from deans' offices, four faculty (one from FCC; Donald Spring, chair of Planning; one probably from SCEP; one yet to be determined).

The other committees are concerned with (1) coordinated lower division education, (2) coordinating of, more uniformity in, and strengthened entrance requirements, and (3) the role of CEE.

William Hanson, Chair of SCEP, chairs Coordinated Lower Division and W. Andrew Collins, SCEP member, chairs Entrance Requirements, which also includes five other faculty members. Professors Hanson and Collins got their assignments in June and have worked on them over the summer. Background information and formulation of choices are better developed for these two than for the CEE-related committee, whose chair is to be named soon.

Professor Stuthman reported that the first of the CTF items would go before the Regents September 13 for their information, showing an out-of-sync schedule at least with respect to University Without Walls since the task forces have not been organized in time to attend to that proposal. Professor Sorauf observed that having the UWW proposal before the Regents at this stage will give everyone a reading on how CTF is being taken.

Professor Merwin reported that he and Professor Stuthman had considered recommending that the new task forces be constituted as extended subcommittees of Senate committees, but saw that that did not seem the best solution. Senate committee representation has been achieved through a different structure.

5. Library Concerns.

Professor Stuthman announced he would be meeting with SLC Chair Brian Job on this date and, as was proposed in FCC's September 5 meeting, would invite him to the October 3 SCC meeting. If he is unable to join that meeting, he could perhaps meet with FCC on October 17.

The meeting adjourned at 11:00 a.m.

Respectfully submitted,

Meredith Poppele, Executive Assistant

university
of
minnesota
memo

Date September 6, 1985
To Faculty Consultative Committee
From Deon
Subject Meeting of September 12

For all practical purposes, let us assume that we recessed our September 5th meeting. We will reconvene to finish the agenda:

Thursday, September 12

8:30 a.m.

626 Campus Club

UNIVERSITY OF MINNESOTA

University Senate Consultative Committee
411 Borlaug Hall
1961 Buford Circle
St. Paul, Minnesota 55108
Telephone (612)376-2479

September 12, 1985

President Kenneth H. Keller
202 Morrill Hall

Dear Ken:


Pursuant to the Faculty Consultative Committee's discussion with you on September 5, the FCC is pleased to submit to you a set of faculty names from which we understand you will probably select six to be members of the search committee for the Academic Vice President and Provost. The FCC discussed this important matter at length this morning. Each of the 14 people we are recommending is someone we believe would serve the University particularly well in this capacity.

The colleagues we propose are:

Paul Anderson (Biochem., Medicine and Chemistry, UMD)
Sue Donaldson (Nursing)
Max Donath (Mechanical Engineering)
Marcia Eaton (Philosophy)
Robert Elde (Anatomy)
John Fossum (Industrial Relations)
Roland Guyette (History, UMM)
Willard Hartup (Institute of Child Development)
Leo Hurwicz (Economics)
Walter Johnson (Physics)
Robert Kudrle (Humphrey Institute)
Vernon Ruttan (Agric. & Applied Economics, Economics)
Earl Scott (Geography)
Patricia Swan (Food Science and Nutrition).

Because FCC members anticipate that many of the names which will be placed in nomination for the vice presidency will also have been submitted in last year's search for a president, it has occurred to us that John Howe could play a very useful role as a consultant to the new search committee.

Sincerely,


Deon D. Stuthman, Chair,
Faculty Consultative Committee

DDS:mbp



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September 9, 1985

To: Faculty Consultative Committee
From: Deon Stuthman
Re: Wrapping up our September 5 agenda

We need to complete this Thursday all the remaining business from
our agenda for the 5th.

In an attempt to help us finish the entire agenda at a reasonable time (i.e., 11:00), I'm supplying, as possibilities for the search committee for Academic Vice President and Provost, the back-up names FCC proposed in summer 1984 for the Presidential Search Committee:

Coordinate Campus	Wendell Glick (UMD, English)
IT	Matt Tirrell (Chem. Engineering) Lawrence Rudnik (Astronomy)
Health Sciences	David Lykken (Psychiatry Research) (served on the 1974 presidential search committee) Harry Hogenkamp (Biochemistry)
Other colleges, collectively	Kent Bales (CLA: English) Ron Phillips (Agriculture: Agronomy and Plant Genetics) Charles Speaks (CLA: Communication Disorders) Earl Scott (CLA: Geography, Afro-American Studies) Kathryn Reyerson (CLA: History) Mario Bognanno (SOM: Industrial Relations)



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To: Chairwomen and Chairmen of all Senate and Assembly Committees
Members, Senate Consultative/Assembly Steering Committee

From: Deon Stuthman, Chair, Senate Consultative/Assembly Steering Committee

RETREAT NOTICE AND LUNCHEON INVITATION

1985-86 Senate Leadership Retreat

DATE: Thursday, September 19

TIME: 9:00-4:00

PLACE: Radisson University Hotel, Northrop Room
(Second floor, east wing)

Please see page 2 for tear-off reply form and for committee chairs' assignments.

Schedule:

- 9:00 Reception, coffee.
- 9:30 "Commitment to Focus." President Keller: address and question period.
- 10:30 "Commitment to Focus." Panel of Professors Andrew Collins, William Hanson, and W. Donald Spring, and Richard Heydinger, Senior Assistant to the President, on the new Senate/administration task forces to examine the proposals: presentation, discussion.
- 12:00 Lunch (across the hall from the meeting room).
- 1:15 "Commitment to Focus." Results of committee survey on assignments to Senate and Assembly committees of the various CTF and presidential task force recommendations.
- 1:45 Presidential Task Force Recommendations: Rick Heydinger will report on the status of those recommendations not incorporated into CTF.
- 2:00 University Senate and Twin Cities Campus Assembly:
 - A. Structure and support system. Marilee Ward, Senate and Assembly Clerk; Professor Shirley Clark, Committee on Committees; Professor David Hamilton, Vice Chairman of Senate and Assembly; and Professor Deon Stuthman, Consultative/Assembly Steering.
 - 2:30 B. The other parts of committees' agenda for 1985-86:
Convene in small groups: See page 2
- 3:15 Reconvene as a whole for reports on prospective 1985-86 agenda.

COMMITTEE CHAIRS PREPARATIONS FOR THE AFTERNOON SESSION:

For part of the afternoon we will break into three groups according to Senate and Assembly reporting lines. Chairs whose committees report through the Senate Committee on Educational Policy will meet with Bill Hanson; chairs whose committees report through Faculty Affairs will meet with William Boylan; chairs whose committees report through Consultative or through Assembly Steering will divide to meet with me and other SCC members. For everyone else, we will make assignments to one of these groups according to areas of common interest.

Please come with a list of your committee's agenda items for the year, insofar as you know them now. All committee chairs within each subgroup will report to their group the anticipated year's agenda. Also within your subgroups, will you please raise issues you believe call for Senate or Assembly attention but which are perhaps not specific to a single committee.

When we reconvene as a whole, the group leaders will summarize for the full group the items elicited in the subgroups.



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FACULTY CONSULTATIVE COMMITTEE MEETING
AND
DISCUSSION WITH THE PRESIDENT

October 3, 1985
300 Morrill Hall
10:15 - 12:00

AGENDA

- 10:15 1. Minutes of September 5 and 12. (Minutes of 12th enclosed).
2. Report of the Chair:
- Dinner meeting with the Regents *Ann's*
 - Solicit assessment of retreat
 - Process to identify legislative liaison.
- 10:30 3. Discussion with the President. We will take up the following items jointly with President Keller, although not necessarily in this order:
- A. Blue Cross/Blue Shield health insurance coverage changes;
 - B. Search Committee for Academic Vice President and Provost. (n.b. This is also on the SCC agenda);
 - C. Nature of FCC involvement at Regents' meetings;
 - D. Forum on Commitment to Focus to precede November 14 Senate meeting.



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MINUTES

APPROVED 10/17/85

FACULTY CONSULTATIVE COMMITTEE MEETING
AND
DISCUSSION WITH THE PRESIDENT

October 3, 1985
300 Morrill Hall
10:15 - 11:50 a.m.

Members present: Ellen Berscheid, David Hamilton, Joseph Latterell, Cleon Melsa, Jack Merwin, Paul Murphy, Irwin Rubenstein, Frank Sorauf, Deon Stuthman (Chr.).

Guests: President Keller, Arthur Geffen, Vice President Lilly, Delores Lutz (Daily), Vice President Murthy, Marsha Riebe, Maureen Smith.

Professor Stuthman announced that the Senate Consultative Committee meeting would begin at noon, 15 minutes ahead of schedule, and that the agenda for that meeting would be inverted because of President Keller's availability only until about 12:45.

1. The minutes of September 5 were approved with the corrections which had been distributed earlier, and the minutes of September 12 were approved with one name correction.

2. Report of the Chair.

A. President Keller, as president of the Board of Regents, will attend the November 7 FCC-Regents dinner meeting. On October 17 FCC will consider the agenda it would like to propose to the Regents.

B. Assessment of the Senate & Assembly leadership retreat. The SCC will soon send an evaluation form to all participants and the chair will appreciate FCC members' comments and suggestions. Comments so far indicate that this type of event should probably be continued.

Professor Sorauf spoke to the value of getting committed to paper the well-organized history of University governance which Professor W. Donald Spring carries in his head. He also recommended that committee chairs receive as a guide an informal introduction to the Senate and its business. Professor Merwin reminded members that the Watson Committee report contains much of the rationale for the present faculty governance structure.

C. Identifying a faculty legislative liaison. Professor Stuthman

observed that Professor Phil Shively's service had been outstanding; it stands as a fine model for his successors. His term is up and he is eager to be replaced. The FCC accepted Professor Stuthman's proposal to create an FCC nominating subcommittee consisting of Professors Rubenstein (Chair), Goldstein, Merwin, and Sorauf. There were asked to try to have four or five names to propose to FCC on October 17.

D. Future FCC meetings and the agenda-setting process. Given the long list of continuing business items, the two upcoming FCC meetings will probably require the full four hours allotted to them in the meeting schedule. Deon Stuthman, Irwin Rubenstein, and Meredith Poppele meet nine days ahead of each meeting date to develop the agenda. For the SCC's meetings and discussions with the president, Tim Pratt and Roy St. Laurent (SSCC chr. and vice chr.) join in the agenda-setting. Professors Stuthman and Rubenstein meet with the president on the day preceding each date in this second set. FCC members are encouraged to submit agenda items ahead of these various dates.

3. Reduction in outpatient mental health coverage for faculty and staff subscribers to Blue Cross-Blue Shield.

There was an informal exchange of information and views on this problem prior to the arrival of President Keller. Professor Stuthman identified three different concerns which arise from this recent change in the state-negotiated contract: (1) the loss of benefits, (2) awareness of the minimal opportunity for University input into the negotiations, and (3) the short notice to those affected.

Professor Arthur Geffen reported as background information that negotiations had begun in July among Council 6 of AFSME, Blue Cross-Blue Shield, and the Minnesota Department of Employee Relations. For 18 years, he told FCC, the University has tacitly accepted whatever state level negotiators agreed to.

Professor Merwin called attention to the fact that faculty receive part of their fringe benefits by virtue of being University of Minnesota faculty, and part of their fringe benefits, including health insurance, by virtue of being state employees.

DISCUSSION WITH THE PRESIDENT

President Keller, Vice Presidents Lilly and Murthy, and Marsha Riebe joined the meeting at 10:45.

3. Continuation of Blue Cross-Blue Shield coverage change.

President Keller gave a brief history of the University's participation in a state health insurance plan. Prior to 1965, he told FCC, the University had no state health coverage. The University then entered into negotiations with the legislature enabling the University to acquire state funding for health insurance coverage. The coverage initially agreed to has become part

of the base appropriation; the University pays any unrelated increases.

The state enters into negotiations with AFSME since it is the largest union of state employees, then goes to the insurance carrier, and then presents its package to the University for the University's acceptance or rejection. We need to consider, the president said, whether we are satisfied with that arrangement or whether we might want to enter into separate negotiations with an insurance carrier. To do so might be somewhat more expensive. The University has 16,000 of the state's 48,000 employees. The University's employees are concentrated in the Twin Cities where health costs are higher than in the rest of the state; other state employees are scattered throughout the state.

The questions arising from this recent change in benefits, including that of whether the University should help to make up the difference in coverage, should be broadly discussed in the University community, the president said.

Regarding the long-term questions, the president said he had asked Mr. William Thomas and Mr. Harold Bernard to bring a report within a month to the central officers on what change the University might make. The University could seek representation in the present model of negotiations; however, although it might become involved in the negotiations, it could not control them and would have to accept the outcome. The most extreme University decision would be to become part of a completely separate plan.

Professor Berscheid asked if there is any evidence other state employees are unhappy with this change in coverage. President Keller commented that about the same proportion of all state employees and of University employees (between 6% and 7%) make use of the mental health coverage. Then he noted that the negotiators had been engaged in trade-offs and had seen themselves as buying something. The gains include a much larger fraction of prescription drugs provided, free eye exams, and physical exams.

The short term problem in the University community, as the president described it, is that a lot of people are caught without time to plan to meet their mental health care needs in any significant way. Based upon last year's figure of 404 contractors making claims on the mental health coverage, the administration estimates that complementary compensation for one year would cost roughly \$713,000. The University must decide whether it wants to cover this or any part of it, and if so, from where the money ought to be taken. As an illustration, he said that if the University decided to cover half the costs, the sum would equal between .1% and .2% of next year's faculty salary increase.

In reply to Professor Sorauf's inquiry as to whether other services had been negotiated out in this last round, Professor Geffen volunteered that home care coverage had been reduced.

Professor Stuthman identified the Faculty Affairs Committee and the Finance Committee as the Senate structure bodies to which the question is most relevant. Vice President Murthy reported that SCFA has the question on its October 18 agenda. Professor Stuthman suggested the Senate Finance Committee might be able to meet jointly with SCFA at that time to address the question.

President Keller said the administration was prepared to receive recommendations from those two committees and make a decision regarding the short-term problem of aiding those who have lost needed benefits.

Professor Sorauf inquired whether there is any structural reason for the short term notice of change in benefits. Vice President Lilly said the negotiations had ended in August and the University's administration had had a week in which to accept or reject the contract. He indicated he did not like that situation and that he believed the University should have more participation in the policy-making. He added that because the insurance industry has become so volatile there is no way to get much lead time with respect to new contracts. Premiums change substantially overnight; casualty insurance has multiplied by 2.5. He also noted that many HMO's offer mental health coverage but do not allow the patients the Blue Cross-Blue Shield advantage of being able to choose their own therapists.

Professor Keller reported that University attorneys have given the opinion that the negotiators acted legally. The contracts contain many particulars which there is no legal obligation to continue into a new contract period.

Vice President Murthy cautioned that the administration's cost estimates for a year are not precise; various things could affect them, including the possibility that users might choose to expedite treatment under a temporary University subsidy.

President Keller asked what related matters central administration should be addressing. Professors Berscheid and Stuthman remarked that Employee Benefits could be more helpful in providing information to faculty and staff when new contracts are distributed for signatures. Since the contracts are difficult to read, users would appreciate a clear delineation, in graphics which call attention to the changes, of all additions and deletions in coverage.

Professor Geffen pointed out that if contracts are for two years and the University helps for the first year only, people would be left on their own for the second year.

Professor Geffen reported that at least one unionized group of state employees--the MEA-affiliated faculty of the state universities-- is also upset because its union is not represented in the negotiations.

4. Search Committee for position of Academic Vice President and Provost.

President Keller reported that he had received more than one key refusal to his requests to serve on the committee. He hoped to know the entire committee membership within a day. He said that to achieve the necessary balance he might have to add one or two faculty members not on the list submitted by the FCC, but that he believed FCC would find the committee would reflect the balance it sought.

5. Nature of FCC involvement at Regents' meetings: NEW POLICY.

The president reported that he had recently discussed with Professors Stuthman and Rubenstein the matter of faculty representation at certain Regents' committee meetings. While the FCC dinner meetings with the Regents are of value, by design they do not deal with current issues. His suggestion is that FCC designate a faculty speaker, who would not necessarily be an FCC member, for any agenda item before the Staff and Student Affairs Committee on which FCC would like faculty speaking privileges. The proposal is agreeable to the Chairman of the Board of Regents. While the privilege would pertain to one committee on a standing basis, it could apply on an ad hoc basis to the Regents' other committees. If FCC members decide they should designate a speaker for one or more of the published agenda items, the committee would provide the name in advance to the Regents' office.

Professor Rubenstein recommended that FCC inform the chairs of those committees which are now receiving the Regents' short docket (Educational Policy, Faculty Affairs, Social Concerns) of the arrangement.

Professor Sorauf urged FCC to retain the initiative for each of the presentations.

Professor Murphy asked that the policy be recorded in writing for future reference. Professor Merwin recommended the policy be reported to the Faculty Senate.

The Regents' October meeting will be held in Grand Rapids. There did not appear to be an item on which the FCC would find it important to have a speaker.

5. Forum on Commitment to Focus to precede the November 14 Senate meeting.

There appeared to be a consensus of opinion within FCC that the forum should be open to the entire University community, and so should be announced generally. In addition, the Consultative Committee will especially encourage senators to attend.

6. Other items.

There being time remaining in the reserved hour, the president invited questions. Professor Berscheid inquired whether President Keller would establish the child care committee which an ad hoc group has requested. The president acknowledged that he had been asked to do so but said he believed the governance system should be involved from the outset, and so would recommend that SCC appoint the committee.

President Keller inquired whether there was yet any visible improvement in services at the libraries, and Professor Murphy reported one sign of improvement--two workers instead of one at the reference desk. Vice President Murthy noted that the libraries had lost a total of 40 employees over the last 10 years, which the University is now beginning to make up.

Misinformation on salary increases. President Keller noted that erroneous figures had been printed recently in at least two places, a City Pages article and a letter to the Daily, stating that central administrators had received 15% salary increases from last year to this year while faculty were receiving an average of 4.5%. Administrators received the same average increase as faculty, the president reported.

The meeting adjourned at 11:50 a.m.

Meredith Poppele,
Recorder



UNIVERSITY OF MINNESOTA

University Senate Consultative Committee

401 Borlaug Hall

1001 Buford Circle

St. Paul, Minnesota 55108

Telephone (612) 495-2479

September 27, 1985

President Kenneth H. Keller
202 Morrill Hall

Dear Ken:

Here are the agendas for the October 3 FCC and SCC meetings including items from our discussions with you. If I've put any item in a spot different from what you intended, let me know--we can amend the agenda.

Irwin and I found our Tuesday session with you and Rick very valuable. It bodes well for good communication and hence good governance that you are willing to make these exchanges regular events, preceding each of the Faculty Consultative's and the Senate Consultative's meetings with you. Thanks for these opportunities.

Cordially,

Deon D. Stuthman, Chair,
Faculty and Senate Consultative
Committees

DDS:mbp

pc: Rick Heydinger
Irwin Rubenstein