



UNIVERSITY OF MINNESOTA

University Senate Consultative Committee
N307 Elliott Hall
75 East River Road
Minneapolis, Minnesota 55455
Telephone: (612)626-1850

FACULTY CONSULTATIVE COMMITTEE

February 19, 1987

12:00 - 2:00

624 Campus Club

AGENDA

ACTION:

- 12:00 1. Approve minutes of 1/22 and 2/5 (attached to FCC).
2. Faculty Steering Committee: Appoint a Twin Cities FCC member to ACIA's search committee for two faculty representatives to the Big Ten for six-year terms.

INFORMATION AND DISCUSSION:

- 12:30 3. Temporary administrative and faculty appointments: Discussion with Pat Mullen, Director of the Office of Equal Employment Opportunity and Affirmative Action
- 1:00 4. Commitment to Focus brochure: Thoughts on distribution. (Copy attached to FCC).
- 1:10 CHAIR'S REPORT.

NOTE: Forum on the Taborn Report follows at 2:15 in 25 Law.





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MINUTES

APPROVED 3/5/87

FACULTY CONSULTATIVE COMMITTEE

February 19, 1987

12:00 - 2:05

624 Campus Club

Members present: Ellen Berscheid (Chair), Mark Brenner, Charles Campbell, Richard Goldstein, Joseph Latterell, Cleon Melsa, Ronald Phillips, W. Phillips Shively.

Guests: Patricia Mullen (Director, Office of Equal Opportunity and Affirmative Action), Maureen Smith (Editor, University Relations).

1. The minutes of the February 5 meeting were approved as distributed.
2. Report of the Chair.

A. An FCC member is asked to serve on the search committee for the two new faculty representatives to the Big Ten (as per Assembly policy approved in 1980). After a short discussion as to whether this service ought to be the responsibility of an FCC member, the committee agreed to identify one FCC colleague and one back-up, and did so.

B. President Keller's addressing the Senate on Indirect Cost Recovery Distribution. Contrary to his earlier expectation, President Keller will be able to return from Washington in time to attend today's Senate meeting. He will talk to the Senate about his relationship with the Daily and about being unable to accept the Senate recommendation on ICR distribution. FCC members requested that the president be asked not to report to the Regents on ICR prior to the April Senate meeting and to be prepared for further questions at that meeting, since there is wide faculty interest in the subject and it does not appear on today's agenda.

C. FCC endorsement of Commitment to Focus: use of the new CTF brochure. The administration has proposed sending a copy of the new brochure to all faculty and has asked whether the Faculty Consultative Committee would send a cover letter, which Professor Berscheid would sign. The letter would encourage faculty who believe in CTF and would like to see it enacted to contact their legislators. The FCC agreed to the inclusion of such a letter and strongly recommended that the name of each faculty member's legislator and that person's telephone number be included. (It should be possible to get a moderately accurate list from the U of M Faculty Association.)

FCC recommended that for maximum effectiveness with regard to CTF

this mailing not be combined with the sending of a letter on the Minnesota Campaign.

(Note: The report of the chair was continued later in the meeting; see below.)

3. Extent of use of temporary and acting appointments for faculty and administrative positions. Guest: Patricia Mullen, Director, Office of Equal Opportunity and Affirmative Action.

Ms. Mullen responded to FCC's written request about the frequency with which permanent appointments were made of people who at the time were filling the same position on a temporary or acting basis. She based her report on all cases from July 1, 1985 through June 30, 1986 of exemptions she had granted from searches for acting appointments and for visitors except foreign visitors.

Of 67 such visitors and actors, 46 left the positions and 21 remained; of the 21, 14 are male, 7 female. Three males serving as acting department heads in different colleges subsequently, and following a search, became regular heads. Nine others held acting administrative positions and then returned to their faculty positions.

Ms. Mullen tracked Law School hiring from September 1980 (the point at which the consent decree became operative). Of 26 offers made since then for faculty positions, 15 were made to males and 11 to females; one was a minority. Four of these (three males, one female) had been visiting professors just before their hiring. All the senior appointments in Law came in this latter way.

The OEO officer is allowed to grant an exception from a search to bring in a visitor provided the prospect's vita shows bona fide qualification and the prospect holds a position at another academic institution.

The FCC requested from Ms. Mullen a future report on administrative appointments: of current vice presidents and associate and assistant vice presidents, and deans and associate and assistant deans, how many first held their current office in an acting capacity? Ms. Mullen agreed to compile that data for all campuses.

4. Complying at the department and college level with the new promotion and tenure procedures.

Rumors persist that some units find the new procedures very burdensome. Any difficulty with the procedures is compounded by the open files law, Professor Goldstein said. Departments are now supposed to actively call to the candidate's attention everything which is submitted to the candidate's file; this deals the final blow to any hope for forthright external assessments.

Professor Campbell suggested that the openness in our process is far less harmful than the fact that each of our collegiate P&T committees has to deal with about 30 candidates each year, and that the committees are constituted politically instead of with an eye to expertise. By contrast, each Berkeley committee is a committee of experts which has

only one case to deal with.

Professor Shively commented that our University, to protect itself in lawsuits, had to require far more specific language on the conditions for promotion and tenure than had heretofore been used.

The FCC agreed that in late spring, 1987, it would ask the Tenure Committee to start preparations to make a study in the latter part of 1987-88 of how well the new process is working.

Professor Brenner added that it would be helpful if we could also get data on the reasons people leave before they come up for tenure.

The FCC voted at this point to close the meeting for the next item of business.

5. Governance review.

FCC members reflected on the recent sessions with the external governance reviewers.

6. Academic planning.

Professor Campbell, chair of the Provost's Academic Planning Advisory Task Force, reported that the task force is now fully established and will receive its charge at a February 25 breakfast meeting.

7. Possible item for a future agenda: Discussion with Dean Robert Holt about resources for graduate education activities.

2. Report of the Chair, continued from top of page 2.

D. The Taborn Committee on Minority Programs in Support of CTF is at work on getting cost estimates for its various recommendations.

E. Professor Charlotte Striebel, Academic Staff Assistance Officer, has told the chair she will write FCC describing the shortcomings she sees in the proposed revised grievance procedures.

The meeting was adjourned at 2:05.

Respectfully submitted,

Meredith Poppele
Executive Assistant

MAR 19 1987



UNIVERSITY OF MINNESOTA

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

March 18, 1987

To: Ellen Berscheid

From: Richard B. Heydinger

A handwritten signature in black ink, appearing to read 'Rick', written over the printed name 'Richard B. Heydinger'.

A simple note to let you know that the brochures are being distributed to all regular faculty members and professional/administrative staff with your cover letter and the enclosed list of legislators. After consultation with Ken and Bob Heller, we would recommend that SCC not distribute the brochures to the Waseca and Duluth faculty. Instead, Chancellors Heller and Frederick would be responsible for this distribution. Please call if you would like to discuss this further.

The mailing to the other three campuses should be completed in its entirety by Friday, March 27.

RBH:kb

c: Kenneth H. Keller
George M. Robb
Stephen W. Roszell

Enc: Letter
List of Legislators



UNIVERSITY OF MINNESOTA

University Senate Consultative Committee

March 13, 1987

To the Faculty

Dear Colleague:

As we all know, the center of attention for those of us concerned about the fate of the University and of Commitment to Focus (CTF) has now switched to the Legislature. This letter is simply to urge you to contact your legislator to express concern about the University's future.

Although CTF has been closely identified with President Keller, the seeds that produced this broad proposal were sown years before through the University's on-going planning process, formally initiated in 1979, and through the reports of many committees of the University Senate. And, since President Keller proposed CTF two years ago, many faculty task forces and Senate committees have worked very hard on CTF recommendations. For example, last year Professor Andrew Collins chaired a committee that examined increasing the course preparation expected of incoming students and made recommendations that were discussed and voted on by the Senate and ultimately approved by the Regents. At the February Senate meeting, Professor John Taborn presented recommendations from the Special Committee of Minority Programs; these recommendations will be voted on at the April meeting of the Senate.

As a result of the significant amount of time and energy the faculty and the Senate have spent discussing, modifying, and acting on the proposals in CTF, the University hopes to take steps to improve undergraduate education, to strengthen our research programs, and to reach out to the community in ways that are the responsibilities of a land-grant university. I am sure you have been asked about the changes being proposed by the University just as we on the Faculty Consultative Committee have. To summarize the broad initiatives under way through Commitment to Focus, the University has prepared the enclosed brochure. It briefly presents the philosophy underlying CTF and summarizes the actions taken to date. Because there are many misperceptions of CTF, the brochure addresses these as well.

We can expect questions to the faculty to become more frequent as the Legislature continues its deliberations on the appropriations request the University has submitted. This request builds on the vision laid out in Commitment to Focus. It not only asks for needed increases in faculty salaries and supply budgets, it also requests funds to put the University in a more competitive funding position within the Big Ten. The Governor has strongly endorsed the direction the University is undertaking by proposing a much needed increase in our base budget.

We ask you to contact your legislator and make known your views on the University's funding situation and Commitment to Focus. If you have any questions or suggestions, please do not hesitate to contact any one of us on the Faculty Consultative Committee.

Sincerely,



Ellen Berscheid
Chair, Faculty Consultative Committee

Mark Brenner (College of Agriculture)
Charles Campbell (Institute of Technology)
Shirley Clark (College of Education)
Richard Goldstein (Institute of Technology)
Joseph Latterell (Morris Campus)
Cleon Melsa (Crookston Campus)
Paul Murphy (College of Liberal Arts)
Ronald Phillips (College of Agriculture)
W. Phillips Shively (College of Liberal Arts)

EB:mp

Enclosure: Brochure

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Chair, Senate Finance
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296-4154

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Senator Majority Leader
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296-2577

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296-4241

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296-2859

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75 East River Road
Minneapolis, Minnesota 55455
Telephone: (612)626-1850

December 9, 1986

Patricia Mullen
Director, Office of Equal Opportunity
and Affirmative Action
419 Morrill Hall

Dear Pat:

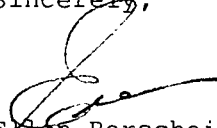
At a recent meeting of the Faculty Consultative Committee, we learned that it is not uncommon for a professor or administrator to be awarded a temporary appointment to fill a position, for a search for a person to permanently fill that position to be conducted, and then for the person who was on the temporary appointment to win the permanent job. We should like to follow up on this a bit and wonder if you could provide us with the following information:

- 1) Do some units of the University (counting administration as one "unit") follow this practice more frequently than others?
- 2) For those that do sometimes use this method of hiring, what percentage of their permanent appointments are of this type?
- 3) What percentage of such appointments (T followed by P) are made to female and minority persons? What percentage of other appointments (i.e., permanent appointments not preceded by time in the job on a temporary appointment) are made to women and minorities?

We were a trifle concerned, Pat, for it seems to us that such a practice could subvert the spirit and goals of affirmative action, although it need not, of course.

We'd appreciate any information you could give us about this (when it is convenient, no rush), and wish you a happy and peaceful Christmas.

Sincerely,


Ellen Berscheid
Chair, Faculty Consultative Committee

EB:mp

c: Shirley Clark
Associate Chair, FCC



UNIVERSITY OF MINNESOTA
TWIN CITIES

FEB 24 1987

cc: FCC 315

Office of Equal Opportunity and Affirmative Action
419 Morrill Hall
100 Church Street S.E.
Minneapolis, Minnesota 55455

[REDACTED]
(612) 624-9547

February 23, 1987

TO: Betty Robinett
FROM: Patricia Mullen
RE: Data Requested by the Senate Consultative Committee

I met with the Senate Consultative Committee at their request about our practices with respect to the appointment of acting administrators. They wanted to know how frequently acting administrators subsequently are successful candidates in searches for the positions in which they were acting. I brought data that I had on hand from 1984 to 1985 on all acting positions and in very few cases had the acting administrators been appointed to the position.

However, that data was only from a one year period and they expressed an interest in seeing a broader picture. They asked that I look at only the positions of Assistant Dean, Associate Dean and Dean and Assistant Vice President, Associate Vice President. What they suggest is that for those positions the backgrounds of the incumbents who hold the positions in 1987 and in 1983 be researched to see how many of those individuals first held the position in an acting capacity.

We can isolate that data from our EEO-6 reports by getting a workforce count for 1987 and for 1983 and then looking back a year or so in the same reports for the acting code. As you know, our reports will not reflect any persons on leave of absence, but in this instance that may not be a very significant number. Unless you think that going at it this way will give a misleading picture and that it would be safer to research the individual files we will go ahead. If you feel that we should ask APSO to do it by using individual files once we have identified those who hold the positions, or if you think there is another method altogether which might be better, please let me know.

Thank you for your help.

PAM:vr

cc: Ellen Berscheid