

# MEETING OF THE UNIVERSITY SENATE

## Thursday, May 19, 1988

(Immediately following the meeting of the Assembly)

25 Law Building—Twin Cities Campus  
305 Selvig Hall—Crookston Campus  
502 Darland Adm. Bldg.—Duluth Campus  
Behmler Hall Conference Room—Morris Campus  
Learning Resources Center Conference Room—Waseca Campus

The voting membership of the University Senate totals 222, including the President, 156 members of the faculty (including the Faculty Consultative Committee), and 65 students (including the Student Consultative Committee). For a quorum, a majority of the voting membership (112) must be present. Advance notice is required for amendments to the constitution and 148 affirmative votes at one meeting or 112 affirmative votes at each of two meetings, the second of which shall be the next regular meeting. Advance notice is required for amendments to the bylaws and 112 affirmative votes. Other actions require only a simple majority of the members present and voting.

Any member of the faculty and any student eligible to vote for senators shall be entitled to speak at the discretion of the Senate. Only elected members or alternates, the Senate Consultative Committee and, in case of a tie, the Chair, shall be entitled to vote.

Representatives may designate any eligible alternates from their colleges, schools, or student constituencies as the alternates to serve in their places by written notice to the Clerk of the Senate prior to the commencement of any meeting of the Senate.

### ATTENDANCE RECORD

A roll of elected and ex officio members will be available at each door of the meeting room, and members are asked to sign. A summary of attendance for the year will be included in the minutes of the last meeting of the year.

### RULES

Rules will be available at the door.

## I. COMMITTEE MEMBERSHIPS

### INFORMATION

In the April 14 election to fill next year's Twin Cities campus vacancies on the Committee on Committees, Mario Bognanno and Thomas Soulen were elected to 3-year terms; Arthur Erdman, for a 1-year term.

## II. ELECTION OF 1988-89 VICE CHAIR OF SENATE

Action (5 minutes)

## III. SENATE CONSULTATIVE COMMITTEE

### STUDENT SENATE CHAIR MEMBERSHIP

Action (5 minutes)

### MOTION:

That the Senate Bylaws be amended to provide that the chair of the Student Senate be a voting member of the Student Senate Consultative Committee by amending Article III.1.A "... the Student Consultative Committee shall be composed of the elected student representatives and the chair of the Student Senate...."

### COMMENT:

Addition of the chair of the Student Senate would bring more accountability and improved communication between the Student Senate and the Student Senate Consultative Committee.

**W. PHILLIPS SHIVELY**  
Chair

## IV. CONSULTATIVE COMMITTEE

### COMMITTEE ON COMMITTEES BUSINESS & RULES COMMITTEE

### REVISION OF THE SENATE AND ASSEMBLY COMMITTEE STRUCTURE

(Action 15 minutes)

### MOTION:

To change the Senate and Assembly committee structure by reducing the number of committees from 41 to 19.

The major committees will continue as Senate/Assembly committees and will absorb the duties and responsibilities of those committees that will be eliminated. They will appoint subcommittees, as necessary, to assist with their responsibilities (see proposed structure below).

Subcommittee memberships shall have approximately the same ratio of faculty, students, civil service, and alumni as the parent committee and shall include ex officio representation as appropriate. If an exception is necessary, the parent committee shall consult with the Committee on Committees. Committee on Committees shall also serve as a resource for subcommittee nominations.

The Senate/Assembly shall recommend that central administration fund release time for the chairs of the Consultative, Judicial, Educational Policy, Finance & Planning, and Faculty Affairs Committees and that initially it be equivalent to one course of teaching each year (except for the Consultative Committee, which is currently by arrangement) with review of the policy at the end of the first year.

The Consultative Committee shall convene on a regular basis the chairs of the major Senate/Assembly committees as a Coordinating Committee to discuss and track agenda items.

The Committee on Committees shall be responsible for proposing the membership of and charge to the Senate/Assembly committees.

### PROPOSED NEW STRUCTURE

Underlined committees shall continue as Senate/Assembly committees. Committees listed under the Senate/Assembly committees will be dissolved and the duties and responsibilities absorbed by the Senate/Assembly committee or a designated subcommittee.

Senate Consultative Committee  
Business & Rules Committee

Educational Policy Committee  
Honors Programs Committee  
International Education Committee  
Summer Sessions Committee  
Extension & Community Programs Committee  
Educational Development Committee  
Undergraduate Education Committee  
University-ROTC Relationships Committee  
Convocations & the Arts Committee  
Calendar Committee  
University College Assembly

Finance and Planning Committee  
Finance Committee  
Planning Committee  
Physical Plant & Space Allocation Committee

### Faculty Affairs Committee

Tenure Committee  
Faculty Retirement Plan Committee

### Judicial Committee

Academic Freedom & Responsibility Appeals Committee

### Committee on Committees

Equal Employment Opportunity for Women Committee

### Research Committee

### Library Committee

### All-University Honors Committee

### Social Concerns Committee

### Student Affairs Committee

International Students Committee  
University Health Services Committee  
Student Academic Support Services Committee

### Services for the Handicapped Committee

### Computing & Information Systems Committee

### Animal Care Committee

### Use of Human Subjects in Research Committee

The following committees shall include representation from the Twin Cities campus only:

### Support Services Committee

Placement Services Committee  
Transportation & Parking Committee  
University Bookstores Committee  
Housing Committee

### Student Behavior Committee

### Intercollegiate Athletics Committee

### INFORMATION:

The Senate Committee on Committees appointed a subcommittee whose membership included Professor Douglas Pratt (chair) (Committee on Committees), Professor Thomas Scott (Committee on Committees), Professor W. Phillips Shively (Consultative Committee), Ms. Nancy Koetz (student, Committee on Committees) and Ms. Martha Kvanbeck (Senate) to review the Senate/Assembly committee structure. As a result of its deliberations the subcommittee determined that the current 41-committee system is too large and unwieldy to carry out effectively the business of the Senate/Assembly. The subcommittee believes the new structure will eliminate many of the major problems associated with the current system, such as agenda setting and tracking, reporting mechanisms, poor attendance, etc. It encourages the Senate/Assembly to provide as much centralized staffing of committees as possible. Establishing a Coordinating Committee made up of the chairs of the major committees will also facilitate the appropriate distribution of tasks. The subcommittee recognizes that committee members and especially committee chairs will have an increased workload if the proposal is approved, but notes that the new system greatly reduces the number of people needed for committee service. By providing release time for the chairs of the Consultative, Judicial, Educational Policy, Finance & Planning, and Faculty Affairs Committee and by providing better staff support, it is expected that the increased workload will be somewhat offset.

The subcommittee feels that reducing the number of committees by more than 50 percent also eliminates the need to make a distinction between Senate, Standing, and Operations committees. All committees shall report through the Consultative Committee except for Equal Employment Opportunity for Women Committee, which shall report through the Faculty Affairs Committee, and the Student Behavior Committee, which shall report through the Student Affairs Committee. The subcommittee suggests that the Support Services Committee be charged with reviewing the operations of all support services at the University, but would leave to the committee's discretion the selection and frequency of reviews.

If the Senate/Assembly approves this proposal, the Consultative Committee and Committee on Committees will appoint a Task Force to revise the Senate/Assembly Constitutions, Bylaws, and Rules to be brought for action to the Senate/Assembly fall quarter 1988. If the Task Force departs from the structure as proposed here, it shall bring those changes for action to the Senate/Assembly at that time also.

The Consultative Committee, Business & Rules Committee, and Committee on Committees endorse this proposal.

**SHEILA CORCORAN, Chr.**  
Committee on Committees  
**JOHN FOSSUM Chr.**  
Business & Rules Committee  
**W. PHILLIPS SHIVELY, Chr.**  
Consultative Committee

## V. SOCIAL CONCERNS COMMITTEE

### OPEN FORA

Action (10 minutes)

In May 1987, the University Senate approved a resolution as follows:  
THEREFORE, BE IT RESOLVED that the University Senate endorsed the development of an ongoing all-University open forum that permits expression of multiple viewpoints on issues, and that the Senate Committee on Social Concerns should develop and report back to the Senate on possible methods of implementation...."

Acting on that request, the Committee on Social Concerns presents the following for consideration:

BE IT RESOLVED that,

WHEREAS the University of Minnesota is committed to the principles of freedom of speech and of academic freedom; and

WHEREAS the Senate recognizes that among the University community there will be divergent points of view; and

WHEREAS the University Senate believes it appropriate that the campus should be a center for open discussion on issues of importance to a free society,

THEREFORE BE IT RESOLVED that the University Senate, acting through the Committee on Social Concerns, should on a regular basis, preferably quarterly, sponsor campus fora on current controversial issues, with provision made for presentation of the full range of opinions held by members of the University community.

### COMMENT:

It should be noted that the committee, cooperatively with the Humphrey Institute, sponsored one such forum, in pilot manner, in the fall of 1987. The forum focused on academic

freedom in regard to research connected with Star Wars. Based to some extent on that experiment, the following principles should, we believe, govern the creation and continuing sponsorship of such fora:

- 1) While formats may vary (panel presentations, speakers, open mike sessions, etc.), the basic principle should be provision of access for all members of the University community to opportunity for free expression (without censure, reprisal or denial of such opportunity) of the full range of opinion and perspective on the chosen issue.
- 2) The fora should be designed and carried out in such a manner as to generate campus-wide interest and attendance; indeed, our intention is creation of a campus tradition for open debate which would include central administration and the Regents, as well as students, faculty, and staff members. The committee regrets that the institution does not currently provide a time and place for regular all-University convocations to facilitate the exchange of views on controversial issues.
- 3) A summary of issues presented at such fora will be prepared and distributed to appropriate University units as a part of the responsibility of the Social Concerns Committee. The committee will further consider social concerns issues raised in the fora and recommend action as appropriate.
- 4) Fiscal resources will be required for such fora, particularly for such items as advertising and printing of announcements.

**BARBARA KNUDSON**  
Chair

## VI. CONSULTATIVE COMMITTEE COMMITTEE ON COMMITTEES BUSINESS & RULES COMMITTEE

### COMMITTEE ATTENDANCE Action (5 minutes)

#### MOTION:

To amend Article III. 3. of the Senate Rules as follows: (additions are underlined, deletions have lines through them)

3. Terms of Membership, Chairing of Committees, and Removal of Student Members for Neglect of Meetings . . . A member of a committee of the Senate shall be said to have neglected a meeting if the member does not attend and does not notify the chair of the impending absence. A student member of a committee of the Senate shall forfeit membership by neglecting three consecutive meetings of the committee for which notification was given. A student member whose membership has been forfeited may appeal to the Student Senate Committee on Committees for reinstatement.

#### COMMENT:

It has come to our attention that committee chairs would find it beneficial to have a mechanism in place for replacing any committee member who does not respond to meeting notices or attend meetings.

**W. PHILLIPS SHIVELY, Chr.**  
Consultative Committee  
**SHEILA CORCORAN, Chr.**  
Committee on Committees  
**JOHN FOSSUM, Chr.**  
Business & Rules Committee

## VII. ALL-UNIVERSITY HONORS COMMITTEE

### ANNUAL REPORT, 1987-88

The All-University Honors Committee met on October 27, 1987, and April 6, 1988. The committee recommended granting of three honorary degrees, nine outstanding achievement awards, and two alumni service awards. It approved the following building names.

#### Twin Cities Campus:

- two labs in the Phillips Wangenstein Building to be named the Jordan Bazelon Research Laboratories
- the Plant Sciences Building to be named Christensen Laboratory
- the School of Earth Sciences to be named the Newton Horace Winchell School of Earth Sciences
- the naming of the Natural Resources Administration Building

#### Duluth:

- the Mathematics-Geology Building to be named Heller Hall

The committee has been discussing the present policy statement regarding the awarding of honorary degrees. Presently, the Chair is working on redrafting a statement for review to reflect the unanimous agreement of the Committee for a more liberal honorary degree policy.

**LEO J. RASKIND**  
Chair

## VIII. BUSINESS AND RULES COMMITTEE

### ANNUAL REPORT, 1987-88

The Business and Rules Committee met two weeks before each Senate/Assembly meeting to review motions submitted and establish the agenda.

During the fall term, the committee established rules for the special faculty fora which were created to discuss issues involved in the implementation of Commitment to Focus.

In the spring term, the committee met to review the motion of the Committee on Committees to reduce the number of Senate committees from 41 to 19. After a meeting with a Committee on Committees representative and discussion among Business and Rules Committee members, the committee moved to support the Committee on Committees motion.

At the May 5 meeting, the committee reviewed annual reports of other committees prior to their publication.

**JOHN A. FOSSUM**  
Chair

## IX. COMPUTING & INFORMATION SYSTEMS COMMITTEE

### ANNUAL REPORT, 1987-88

This committee was formally established by the Senate on 29 October 1987, and constituted shortly thereafter, to monitor University policies and administration of computing, telecommunications, and information systems and to recommend needed changes. At its first meeting, committee members reviewed the extensive work of another committee, the All-University Committee for Network and Communications Planning, and decided that their work was a good beginning but that a range of other information on computing activities is needed to make appropriate assessments of the needs and opportunities in this area. Hearings with directors of various computing units on several campuses supplied a large data base with which the committee can make evaluations. In addition to oral presentations, directors presented written reports in response to questions submitted in advance by the committee. These written responses provided standardized data for future use. More discussion with leaders of University computing will need to be held over the next year, but some conclusions have already been reached and actions taken by the committee.

A preliminary report on the committee's findings will be available in early summer 1988. The report will contain an overview of conditions governing and policies affecting present computing activities. It will be the basis for next academic year's deliberations by the committee. The tenor of the report will represent the present situation as diffuse, possibly chaotic. The situation requires a coherent, forward looking, well administered policy. The committee intends to recommend at least the outline of such a policy for consideration by the Senate and others.

As a way of being prepared to implement new policies, the committee will recommend a number of changes. Two recommendations concern the administration of policy. First, the members believe there is an urgency about the need for new policies in the area of computing and information systems. Therefore, a Chief Information Officer with the power and determination to prune and consolidate activities to achieve a well-managed enterprise is essential. The University should appoint a Chief Information Office (CIO) at the level of an Associate Vice President and Associate Provost for Academic Affairs, to whom all computing center directors will report. Second, a new organizational structure should be implemented with groups such as Network, University Services, Microcomputer and Telecommunications reporting to the CIO.

These concepts, along with several others, emerged from the Network and Communications Planning committee and were strongly endorsed by the Computing and Information Systems committee. A number of other recommendations passed by the committee refer to internal operations of the various groups and are better reserved for a series of reports planned by the committee for release over the next few years.

**ARTHUR L. NORBERG**  
Chair

## X. RESEARCH COMMITTEE ANNUAL REPORT, 1987-88

The business of the committee focused on three major issues during the past year (all of which had been considered in previous years):

1. **INDIRECT COST RECOVERY (ICR).** This item appears to be a perennial issue, in part because there is no clear understanding between administration and faculty of the operative principles governing ICR allocation in conformity with the Senate resolution. The major effort of the committee on this topic has been to generate a number of "what-if" spreadsheets that put consequences of different means of distribution in more concrete terms. From this, a set of principles governing ICR allocation have been established that will be brought to the full Senate during the next academic year.

A positive aspect of ICR accounting has been accomplished with the development by ORTTA of a means to distribute ICR credits among a number of units in the case of large co-operative grants, rather than simply to credit the unit in which the grant is administered for all of the ICR. A mechanism such as this was recommended by the Plan for Focus.

2. **FACULTY DATABASE.** The committee has begun to explore practical aspects of a University-wide faculty database to provide a record of the research expertise and interests of the faculty. Such a database, which was also recommended in Plan for Focus, could be used both internally and externally by faculty, industry, and state government to provide quick access for matching needs with expertise in the university.

3. **CONFLICT OF INTEREST POLICY.** We received a revised copy of this policy statement, which was endorsed and sent on the to Consultative Committee.

In addition, preliminary discussions were started on some issues in the reports of the Faculty Development Committee and the AIDS Task Force. Completion of these discussions will be accomplished in the next academic year.

**DAVID W. HAMILTON**  
Chair

## XI. SEXUAL HARASSMENT BOARD

### ANNUAL REPORT, 1987-88

The Sexual Harassment Board is composed of the following members: Nora Hall (AP), Eric Klinger (F), Dorothy Loeffler (F), Gary McLean (F and Chair), Pamela Pierzina (S), Mariah Snyder (F), Marianne Syers-McNairy (S), Frank Wood (F and Acting Chair, winter quarter), and Doris Wiehe (CS). Patricia Mullen, Director for Equal Opportunities and Affirmative Action, serves as entry level officer and as resource to the SHB.

The role of the SHB is to monitor and report to the University Senate on the Sexual Harassment Policy and Procedures passed in 1984, and revised in 1985; hear appeals of administrative decisions on complaints, if any; hear cases by referral from the Office of the Vice President for Academic Affairs; and make suggestions for changes in policy or procedures, if needed.

Appended below is a listing (in neutered form) of the case histories filed and closed between 7/1/87 and 4/1/88. This list indicates that the entry level officer has filed and closed three formal complaints and three informal complaints. Five complaints were filed and closed by other units. The historical figures included indicate a significant decrease from last year and a decrease from each of the previous three years. It is difficult to identify the causes for this decline, though it is hoped that this is a trend, supported by the educational material distributed campus-wide.

The SHB met as a full board seven times during the academic year. Additional meetings of two subcommittees—one on hearing procedures and one on the campus-wide survey—have also been held. There have been three major focus items during the year. 1) Revisions have been made to the document, "Procedures of the Sexual Harassment Board for Hearing Complaints and Appeals." 2) Funds (\$25,000) have now been provided by central administration to carry out a campus-wide survey mandated by the Faculty Senate in 1984. This survey will be carried out by the Minnesota Center for Survey Research under the direction of the board during winter quarter, 1989. 3) Finally, the board has followed the implications for the board of Senate revisions in grievance procedures. Numerous procedural items have also consumed board time.

### SEXUAL HARASSMENT COMPLAINTS FILED AND CLOSED BETWEEN 7/1/87 AND 4/1/88 IN ENTRY LEVEL OFFICE (E.L.O.)

#### FORMAL

Status of Complainant	Status of Respondent	Date and Issue	Date and Outcome
Undergrad Student	Civil Service Employee	5/27/87, Requested a relationship; implied that it would be an affair.	2/1/88, Written agreement: written warning, agreement to follow U of M and professional code; agrees to no consenting relationships with subordinates.
Civil Service Employee (former)	Tenured Faculty Member	6/3/87, Inappropriate, unwanted sexual advances.	1/8/88, Faculty member retired before internal process was completed. (See also '86-'87 report; 4-8-87 outcome.)
Student Employee (Undergrad)	Probationary Faculty Member	6/1/87, Seductive manner; overly complimentary; too much attention to employee's personal appearance.	9/25/87, Respondent denied charges; complaint withdrawn.

#### SUMMARY

	Total	87-88	86-87	86-85	88-84
Formal	24	3	11	5	5
Informal	47	3	10	10	14
Other Units	23	5	18	NA	NA
Inquiries	159	11	22	24	18
		22	61	39	37

## INFORMAL

Status of Complainant	Status of Respondent	Date and Issue	Date and Outcome
Undergraduate Student	Tenured Associate Professor	7/22/87, Offensive examples used in classroom; one occasion touched her leg. Also very harsh in judging student's ability.	2/1/88, Met with faculty member and Dean. Explained student's perception and the reaction to faculty behavior.
Graduate Student	Tenured Professor	7/27/87, Student described feelings of threat from sexual signals of faculty member. Events took place over the summer.	9/8/87, Student agreed to complain at time of event in future; dept head and E.L.O. agreed to immediate review.
Undergraduate Student	Lecturer	7/29/87, Consenting relationship developed while at another institution continued after student came to University—became destructive to self image.	9/15/87, Met with dept head and instructor to advise respondent of University policy.

### SEXUAL HARRASSMENT COMPLAINTS FILED AND CLOSED BETWEEN 7/1/87 AND 4/1/88

#### REPORTS OF COMPLAINTS FROM OTHER UNITS

Status of Complainant	Status of Respondent	Date and Issue	Handled by	Date and Outcome
Undergrad Student	Civil Service (Union)	5/18/87, "Peeping Tom" behavior in student dorm bathroom.	Director	8/7/87, Mandated counseling; month suspension without pay; reassigned for summer.
Civil Service	Civil Service Supervisor	5/22/87, Intimidating work atmosphere; inappropriate sexual jokes.	Director	8/7/87, Director warned supervisor regarding behavior.
Undergrad Student	Tenured Faculty	Unwanted sexual attention.	UMD Entry Level Officer	5/18/87, Complaint dismissed by UMD, E.L.O.
Several Students	Temporary Faculty	1/21/87, Classroom atmosphere during sessions with student presentations included joking demeaning to women; racist, sexist language; instructor participated.	UMD Entry Level Officer	8/18/87, Written reprimand.*
Student Employee	Civil Service (Union)	8/14/87, Uses bad language; intimidates complainant and tries to date.	UMD Equal Opportunity Officer	10/18/87, Warning and mandatory education.

\*Filed State Department of Human Rights claim (5/6/87).

Reported by Patricia A. Mullen, Entry Level Officer for Sexual Harassment

**GARY M. McLEAN**  
Chair

## MEETING OF THE FACULTY SENATE

Thursday, May 19, 1988

(Immediately following the University Senate meeting)

The Senate constitution provides that all members of the faculty who hold regular appointments as defined in the *Regulations Concerning Faculty Tenure* may be present at Faculty Senate meetings and shall be entitled to speak and to offer motions for Faculty Senate action. Only elected faculty members (or their designated alternates) shall be entitled to vote.

### I. FACULTY AFFAIRS COMMITTEE

#### ASSISTANCE PROGRAM, FACULTY AND ACADEMIC STAFF

##### MOTION:

That the Faculty Senate support creation of a faculty and academic staff assistance program as proposed below.

##### BACKGROUND

"Employee Assistance Program" (EAP) has become the operating term for diagnostic and referral services that begin a process whereby employees can resolve personal problems that compromise job performance. Although an emphasis on alcohol and drug abuse has remained a central focus for some EAP programs, development over the years has been characterized by an expanded focus to address a wide range of personal problems that adversely affect performance. This latter approach is referred to as "broad brush," including problems in the areas of financial, legal, psychological, family, vocational, as well as alcohol/drug abuse.

##### EMPLOYEE ASSISTANCE PROGRAMS AT THE UNIVERSITY

The University of Minnesota has had experience with four EAP referral services and their activities. Formal programs for civil service, physical plant, and hospital employees are ongoing today. An informal volunteer faculty effort to provide support and assistance to faculty members is no longer active, so faculty and academic staff is the one identifiable group on campus currently not served by any such program.

##### ATTEMPTS TO ESTABLISH A FACULTY EAP AT THE UNIVERSITY

In 1980 and again in 1981, motions were brought before the University Senate for endorsement of an employee assistance program for faculty. These motions were defeated by narrow margins.

##### RATIONALE FOR EMPLOYEE/FACULTY & ACADEMIC STAFF ASSISTANCE PROGRAMS

Faculty and academic staff assistance programming is based on the premises that:

- Persons at every level of an organization occasionally face personal problems that may affect happiness, health, work performance, and career advancement. Mental health professionals believe that in a typical lifetime people will face several occasions where formal services may be beneficial.
- Department chairpersons and administrators rarely have the background or appropriate experience to determine if a faculty member's or academic staff member's difficulties are being caused by personal problems. Such people frequently welcome help in determining how to correct a situation and restore productivity.
- The service provided is one of diagnosis and referral, staffed by professionals with clinical and diagnostic skill, broad knowledge of referral resources, and the capability to advise on costs and insurance coverage for a treatment referral if one is made.
- Faculty and academic staff should not feel threatened by using such a service because personal information and the use of the service itself are confidential issues between the client and the service provider.
- The service is a benefit from the employer with no cost to the faculty member or academic staff member.

##### STRUCTURAL CONSIDERATIONS FOR A FACULTY AND ACADEMIC STAFF ASSISTANCE PROGRAM

- House budgetarily in the Office of the Provost and Vice President for Academic Affairs
- Provide office space in a multi-use facility adjacent to the campus where anonymous use of services is enhanced
- Combine remedial and developmental approaches
- Incorporate a training component for campus administrators
- Hire experienced professionals with faculty peer status

## XII. QUESTIONS TO THE PRESIDENT

(15 minutes)

Questions shall be submitted in writing to the Clerk eight calendar days before the meeting. The Consultative Committee shall review them. Because a limited time is allotted to answering questions, it may be necessary for the Committee to combine similar questions and to withhold others. The committee will also be guided by the breadth of interest in the issue. All questions received, together with the names of the questioners, shall be distributed at the meeting. The Consultative Committee shall group questions by general topic and shall indicate those which have been forwarded for answers. The person answering a question may, if he/she chooses, entertain additional questions from the floor which extend the original question.

## XIII. OLD BUSINESS

## XIV. NEW BUSINESS

(15 minutes)

Please feel free to use this item to comment on a topic you believe is of general interest to the Senate. The Senate is reminded that this entry in the agenda (not to be confused with the Senate's "Questions to the President") may be used to raise specific issues, concerns and/or ideas of general interest. A motion is not required. As much as anything, the Business and Rules Committee wishes to remind the Senate that all ideas presented need not flow from a committee.

## XV. TRIBUTE TO DECEASED FACULTY MEMBERS

**Abraham S. Berman, 1921-1988**  
**Lawrence E. Conroy, 1926-1988**  
**Frederick E. Shideman, 1915-1988**

## XVI. ADJOURNMENT

### POSSIBLE DIRECTIONS FOR A FACULTY AND ACADEMIC STAFF ASSISTANCE PROGRAM

#### HOUSE BUDGETARILY IN THE OFFICE OF THE PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS

A maxim of organizational psychology holds that placement of a program within a given structure determines the highest level from which referrals will be made, i.e., no referrals will come from organizational levels above that at which the program is placed. Following the lead of the University of Missouri (the campus where such a faculty program has enjoyed success), and wanting to make this program available to as many faculty members and academic staff members as possible, we recommend housing the program at Minnesota in the Provost's office.

#### COMBINE REMEDIAL AND DEVELOPMENTAL APPROACHES

Increasing emphasis has been given to conceptualizing employee assistance programming in terms of a developmental model, not only in terms of a remedial model. Interest in developmental models stressing a continuum of services from prevention to remediation has evolved from findings that deterioration in a global sense is not common in university settings. For the general faculty and academic staff population, performance is more likely to be lessened in certain areas of the overall career, and even to co-exist with average or above average performance in other areas of the faculty member's or academic staff members' professional life.<sup>(1)</sup>

Faculty development programs of various kinds may address specific areas of concern. The initial focus for Minnesota's program will undoubtedly be on establishing a referral service for faculty and academic staff concerned about alcohol and drug use. However, the program may want to consider long-range special programming to address needs of specific faculty groups, such as those working toward tenure or those preparing for retirement. Incorporating a developmental with a remedial approach is not only more comprehensive but offers an effective way to minimize reluctance to use such a service because of some perceived stigma. The long-range goals of the program will fall under the purview of an advisory committee set up at the beginning of the program.

#### ADVISORY COMMITTEE

In order to ensure continuity within the office and to provide appropriate consultative functions, an advisory committee will be set up. Membership of this committee shall be as follows:

- A representative from the Senate Committee on Faculty Affairs
- A representative from the Student Counseling Bureau
- A representative from the Academic Staff Advisory Committee
- A representative from the Behavioral Sciences whose research focus is on alcohol and drug abuse issues

In its initial phase, the program will focus on:

- Alcohol and drug abuse problems
- Referrals for financial and mental health needs
- Training programs for administrators

#### REFERENCE

<sup>(1)</sup>Thoreson, Richard W., Kristi S. Roberts, and Elizabeth A. Pascoe, *The University of Missouri-Columbia Employee Assistance Program: A Case Study of Implementation and Change*, CUPA Journal, 1980, pp. 51-62.

#### BUDGET

Director, 100% time	\$65,000
Licensed professional with earned graduate degree (preferred background in alcohol/drug abuse, mental health, counseling skills, diagnostic interviewing skills, and personal development training). (This salary figure includes a 26% fringe benefit package.)	
Receptionist/Secretary, 100% time	\$20,000

**GEOFFREY MARUYAMA**  
Chair

**II. TENURE COMMITTEE**  
**ANNUAL REPORT, 1987-88**

The University Senate Tenure Committee addressed three major areas of concern during the 1987-88 academic year.

First, the committee addressed a variety of matters arising under the Regulations Concerning Faculty Tenure (adopted in 1985). The committee promulgated a formal interpretation of "discipline-related service," one of the primary criteria for tenure evaluation. The Faculty Senate voted its support for the interpretation at its April meeting; the Board of Regents is scheduled to consider the interpretation at its May meeting. In conjunction with Associate Vice President Robinett, the committee reviewed the use of "T" appointments. The committee evaluated several suggestions from the Judicial Committee about the tenure regulations and has placed on its agenda for next year the question whether to develop time limits for Judicial Committee action. The committee considered a recommendation from Vice President Benjamin that section 7.61 of the tenure regulations be amended to allow

non-departmentalized colleges to make tenure recommendations directly to the Vice President. After holding a public hearing, the committee ultimately rejected the recommendation. The committee chair served on an ad hoc committee, created by the Consultative Committee, to review proposed procedures for the selection of holders of University chairs funded with money from the Permanent University Fund.

Second, the committee proposed the establishment of a task force to evaluate the effectiveness of the end of mandatory retirement. The Consultative Committee is now in the process of forming that task force.

Third, the committee evaluated and responded to several recommendations concerning tenure matters presented in Plan for Focus (Report of the Advisory Task Force on Planning, June 1987). In response to one such recommendation, the committee agreed that during the 1988-89 academic year it should consider whether the probationary period for tenure-track faculty should be lengthened.

**PHILIP P. FRICKEY**  
Chair

**MEETING OF THE UNIVERSITY STUDENT SENATE**  
**Thursday, May 19, 1988**

(Immediately following the Faculty Senate meeting)

The voting membership of the University Student Senate totals 65, including the Student Consultative Committee.

**I. REPORT OF THE CHAIR**  
(3 minutes)

**II. ELECTION OF 1988-89 STUDENT SENATE CHAIR**  
(3 minutes)

**III. STUDENT SENATE CONSULTATIVE COMMITTEE**  
REPORT BY CHAIR  
(3 minutes)

**IV. STUDENT REPRESENTATIVES TO BOARD OF REGENTS**

REPORT OF THE CHAIR  
(3 minutes)

**V. OLD BUSINESS**

**VI. NEW BUSINESS**

**VII. ADJOURNMENT**



UNIVERSITY OF MINNESOTA

Office of the Clerk of the Senate  
427 Morrill Hall  
100 Church Street S.E.  
Minneapolis, Minnesota 55455  
(612) 625-9369

May 6, 1988

To: University Senators

From: Marilee Ward, Clerk *MW*

On May 19 the University Senate and Twin Cities Campus Assembly will consider a motion advanced by the Consultative/Steering Committee, the Committee on Committees, and the Business and Rules Committee to revise the present structure of Senate and Assembly, Standing, and Operations Committees and reduce the number from 41 to 19. The duties and responsibilities of the committees to be dissolved would be absorbed by the continuing Senate or Assembly Committees. Advance notice is being sent to you because the constitution and bylaws of both bodies would be affected when the implementation proposals are made next year, if the motion is approved on May 19.

Another motion would add the Chair of the Student Senate to the membership of the Student Senate Consultative Committee. This is a proposed amendment to the bylaws of the Senate.

A third motion, which would be on the Twin Cities Campus Assembly agenda, would change the membership of the Intercollegiate Athletics Committee by reducing faculty/academic professional membership from 8 to 7 and student membership from 5 to 2, and by adding one civil service staff member. An amendment to that proposal to be offered by the Steering Committee would reduce student membership from 5 to 3 and add one civil service staff member.

23 September 1988

To: All Senate and Assembly Committee Chairs  
From: Tom Scott, Chair, "Restructuring Committee"  
Subject: Restructuring Senate and Assembly Committees

Proceeding on the basis of Senate action of 19 May 1988, the ad hoc Restructuring Committee will present to the SCC and the Senate a plan for reorganizing the current Senate and Assembly committee structure.

The plan has three basic features: (1) it significantly reduces the number of Senate and Assembly committees by combining their functions in a smaller number of committees, many of which will become more important in faculty-student governance; (2) it encourages the use of subcommittees and special ad hoc committees to deal more intensively with important current issues; (3) it strengthens the agenda control of the Consultative Committee vis-a-vis the work of the other committees so that the Senate can proceed in a more coordinated and effective manner, enhancing, presumably, the role of faculty-student governance at the University.

With minor exceptions, the proposed new structure will be similar to the motion adopted by the Senate in May. (Attached)



Senate Minutes, May 19, 1988

IV. CONSULTATIVE COMMITTEE  
COMMITTEE ON COMMITTEES  
BUSINESS AND RULES COMMITTEE

Revision of the Senate and Assembly Committee Structure

MOTION:

To change the Senate and Assembly committee structure by reducing the number of committees from 41 to 20.

The major committees will continue as Senate/Assembly committees and will absorb the duties and responsibilities of those committees that will be eliminated. They will appoint subcommittees, as necessary, to assist with their responsibilities (see proposed structure below).

Subcommittee memberships shall have approximately the same ratio of faculty, students, civil service, and alumni as the parent committee and shall include ex officio representation as appropriate. If an exception is necessary, the parent committee shall consult with the Committee on Committees. Committee on Committees shall also serve as a resource for subcommittee nominations.

The Senate/Assembly shall recommend that central administration fund released time for the faculty chairs of the Consultative, Judicial, Educational Policy, Finance and Planning, and Faculty Affairs Committees and that initially it be equivalent to one course of teaching each year (except for the Consultative Committee, which is currently by arrangement) with review of the policy at the end of the first year. If the chair is a student, the recommendation is that central administration should fund compensation.

The Consultative Committee shall convene on a regular basis the chairs of the major Senate/Assembly committees as a coordinating committee to discuss and track agenda items.

The Committee on Committees shall be responsible for proposing the membership of and charge to the Senate/Assembly committees.

*over*

PROPOSED NEW STRUCTURE

Senate Consultative Committee  
Business & Rules Committee

Educational Policy Committee

Honors Programs Committee  
International Education Committee  
Summer Sessions Committee  
Extension & Community Programs Committee  
Educational Development Committee  
Undergraduate Education Committee  
University-ROTC Relationships Committee  
Convocations & the Arts Committee  
Calendar Committee  
Student Academic Support Services Committee

Finance & Planning Committee

Finance Committee  
Planning Committee  
Physical Plant & Space Allocation Committee

Faculty Affairs Committee

Tenure Committee  
Faculty Retirement Plan Committee

Judicial Committee (pending changes in grievance procedure)

Academic Freedom & Responsibility Appeals Committee

Committee on Committees

Equal Employment Opportunity for Women Committee

Research Committee (pending)

Library Committee

All-University Honors Committee

Social Concerns Committee

Student Affairs Committee

International Students Committee  
University Health Services Committee

Services for the Handicapped Committee

University College Assembly

Computing & Information Systems Committee

Animal Care Committee (pending)

Use of Human Subjects in Research Committee (pending)

The following committees shall include representation from the Twin Cities campus only:

Support Services Committee

Placement Services Committee  
Transportation & Parking Committee  
University Bookstores Committee  
Housing Committee

Student Behavior Committee

Intercollegiate Athletics Committee

*a change to com. but*