

Minutes\*

**Faculty Consultative Committee**  
**Thursday, April 15, 1999**  
**12:45 – 3:00**  
**Room 238 Morrill Hall**

Present: Fred Morrison (chair pro tem), Kent Bales, Linda Brady, Gary Davis, Mary Dempsey, Sara Evans, Marilyn Grave, Stephen Gudeman, David Hamilton, M. Janice Hogan, Leonard Kuhi, Marvin Marshak, Fred Morrison, V. Rama Murthy,

Absent: Roberta Humphreys, Michael Korth, Judith Martin, Matthew Tirrell

Guests: Professors Carl Adams and Judith Garrard (past FCC chairs); President Mark Yudof

Other: Maureen Smith (University Relations)

[In these minutes: committee business; the Senate budget; discussion with the President, including the basketball matter, the legislative situation, the budget, and departmental retention of a tenure line; communication of Senate actions]

**1. Committee Staff; Personnel Committee**

(This portion of the meeting was closed and staff did not attend. Individuals who had served as FCC Chair within the past 5 years were invited to join this portion of the meeting. Professor Marilyn Grave, a member of FCC, served as secretary for this portion of the meeting.)

The Committee discussed internal FCC and Senate operations. Professor Dempsey circulated a memorandum containing several motions. The Committee discussed the role of the President's Chief of Staff, who is the formal supervisor of Senate staff in the organizational structure of the University; it also discussed the qualifications of the Clerk of the Senate, and the possibility of establishing a personnel committee within or for the FCC/Senate staff. It also discussed the issue of the FCC chair's role and responsibilities, both with regard to internal administrative matters and with regard to representing the views of faculty (or the FCC) as a whole. The obligation of the FCC itself to act as an "exemplary model of consultation" was emphasized. Respect for the role and office of FCC chair was also emphasized, with strong sentiments in favor of broad consultation and an appropriate role for the chair.

It was moved, seconded and approved that there should be a personnel committee of three members of FCC, to advise on personnel matters relating to the staff. The exact composition of this subcommittee of FCC will be discussed again.

The role of the Clerk of the Senate was also discussed, including its historical development at the University, and the role of the Clerk in supervising the staff in the Senate office. It was moved, seconded

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and approved that the personnel committee, created under the previous motion, should examine this question.

At this point, the meeting was opened; Professor Evans excused herself to leave to attend a professional meeting.

## **2. Report on the Senate Budget**

Professor Morrison now called on Professor Hogan, who, as Senate vice chair, serves as chair of the Senate Budget Committee, to make a report. Professor Hogan reviewed with the Committee the major items in the Senate budget. It was agreed that the Budget Committee should meet in the winter, when the budget is being prepared, and then again in the spring (if necessary) when the actual allocation is known (to review actions to be taken if the allocation varies significantly from the proposed budget). At the beginning of each year, FCC members will be provided a broad breakdown of the Senate budget.

## **3. Meeting with Deans**

Professor Morrison suggested that the Committee should interact more with the deans. This proposal received the nodding agreement of a number of Committee members.

## **4. Discussion with President Yudof**

Professor Morrison welcomed President Yudof to the meeting. A number of topics were discussed in the hour that he met with the Committee.

-- The basketball situation. The President suggested that AFTER the current investigation is completed, the faculty may wish to look more broadly at academic misconduct and how it is dealt with. Professor Marshak cautioned against urging the institution to be stampeded to mindless enforcement of every rule, without exception or waiver; it is important that the University be seen and be a caring place, trying to get as much out of students as they are capable of performing, and it should not turn into a fascist organization in application of rules.

Professor Morrison noted that some faculty perceive that it requires too much of their personal effort to pursue individual allegations of lack of academic integrity, and the faculty should emphasize the importance of pursuing violations of academic integrity by asking that responsibility for pursuing such cases be transferred to an administrative office, such as the dean's office.

It was agreed that Professor Marshak would draft an opinion piece on academic integrity.

-- The legislative situation. The President and Committee discussed the status of the University's request, and in particular the prospects for funding for the Academic Health Center (the President described the problems as similar around the country, which means they "beg for a national solution").

-- The budget. The treatment of overhead as a "tail" and the failure of IMG to provide funding for common goods were a major focus of discussion, and the need to get away from the notion that all the money belongs to the units, with overhead being paid for by a "tax" on the units or treated as a retrenchment. There may be a need for a modest change in IMG to provide for funding of common

goods, a discussion in which the President said the faculty should play a major role. There may be disagreement over specific projects or costs, but should not be about overhead generally.

The President said he did not want to re-open the entire IMG discussion, but only to look at common goods. He said he would like to speak with Professors Evans and Morrison about a mechanism by which to review the issues. IMG itself is a reasonably good practice, he concluded. Professor Marshak recalled that it was SAID when IMG was implemented that it would be modified on the basis of experience.

-- Departmental retention of a tenure line. In some colleges, it is the practice that if a department votes against recommending tenure for a tenure-track candidate, the department retains the line (whereas if the department recommends tenure and the college says "no," then the line is subject to negotiation, because the question of departmental behavior is raised). There are units, however, where if a department does not recommend tenure, it loses the line--which is an incentive to recommend tenure even in weak cases, for fear of otherwise losing the line. The President expressed support for allowing the department to retain the line, and said he would welcome a recommendation from the Committee on Faculty Affairs on this issue which he could take to the deans. The only question was whether or not this is an issue upon which institutional consistency is desirable.

-- Part-time faculty. The President commented briefly on the draft report from the Academic Appointments Subcommittee, and specifically on the point recommending a limit on the number of part-time faculty. He suggested this issue may need additional thought.

Professor Morrison thanked the President for joining the meeting.

## **5. Communication of Senate Actions**

Professor Morrison turned to the author of these minutes for a last item. Professors Evans and Morrison asked the Committee staff to meet with Vice President Gardebring about how to communicate more effectively and regularly the actions of the Senate to the University community. Professor Evans suggested that Committee members might have suggestions.

Professor Morrison pointed out that in the old days, a letter transmitting a new policy would have been sent to everyone. Now, perhaps a 6-line email reporting that a policy has been adopted, with reference to a web site and a telephone number, would be appropriate. Notification about Regents', administrative, and Senate policies should all be made the same way, with a common format, with notices of new policies sent out once a week or once a month or however frequently needed. He suggested the three offices work together to develop a format.

There being no other business, Professor Morrison adjourned the meeting at 3:15.

-- Gary Engstrand