

Minutes\*

**Faculty Consultative/Steering Committee  
October 20, 1988**

Present: Mark Brenner (chair), Warren Ibele, Lynnette Mullins, Ronald Phillips, Burton Shapiro, W. Phillips Shively, Michael Steffes, James VanAlstine

Guests: Thomas Scott, Deon Stuthman, Marilee Ward

[Note: Originally intended to be a meeting of the Senate Consultative Committee, the student members were unable to attend, so the recommendations from the meeting come from the Faculty Consultative/Steering Committee.]

**1. Change in Bylaws, Assembly Committee on Intercollegiate Athletics  
(Assembly Steering Committee)**

Professor Brenner announced that he had scheduled this meeting in order to ensure that the members of the Committee had had sufficient time to review both the proposed changes in the ACIA bylaws as well as the changes in the Senate committee structure.

The Committee approved minor editorial revisions in the ACIA bylaws having to do with appointment of members.

A question was asked about the staffing to be provided to ACIA; Professor Stuthman reported that the individual now works in the office of Dean Stein. He promised to find out how the budgeting for the position was arranged but commented that there was no intention of increasing the budgeting for the staff support.

Professor Stuthman was asked if participation by ACIA in the evaluation of individuals did not constitute micro-management; he replied that it is appropriate for ACIA to be represented in the search for positions and it is therefore appropriate, in some parallel fashion, for the committee to be involved in evaluation. ACIA will not be involved in the annual evaluation of coaches, for example, but will contribute to it through the academic audits conducted each year.

The faculty members of the Assembly Steering Committee voted to endorse and to forward the proposed changes in ACIA to the Assembly for action on November 17.

**2. Other Athletic Items**

Professor Stuthman asked if it would be permissible to set aside about 10 minutes of time on the Assembly docket for the new Director of Women's Intercollegiate Athletics; she wishes to speak to the Assembly about her academic and athletic agenda. The Committee approved this request.

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\* These minutes reflect discussion and debate at a meeting of a committee of the University of Minnesota Senate or Twin Cities Campus Assembly; none of the comments, conclusions, or actions reported in these minutes represent the views of, nor are they binding on, the Senate or Assembly, the Administration, or the Board of Regents.

Professor Stuthman was asked about the search for the Director of Men's Intercollegiate Athletics; he said that there were good reasons for appointing the new director now, rather than waiting for a new president, and that there were three very strong candidates. Professor Stuthman rejected comparisons with vice presidential appointments, where the searches are being stayed pending the appointment of the new president; the positions, he pointed out, are not at the same level. He asserted that there is a need for leadership in men's athletics now.

There was strong support for making the appointment now, and the Committee agreed that Professor Brenner should make that position known if circumstances appeared to warrant it.

**3. Change in the Senate committee structure**  
(Senate Consultative Committee)

Professor Scott reported that the changes which had been sought by Committee members during the discussion on October 6 had been incorporated in the revisions. Mr. Engstrand reported that there was agreement among the central administrators and the committee members that the Use of Human Subjects in Research and the Animal Care committees should be removed from the Senate structure and made into administrative committees which would have representation from the Senate Research Committee on them. It was agreed that inquiry should be made of the Research Executive Council if it wished to or should play a role in the activities of the two committees.

The Committee endorsed the proposal and placed it on the docket for the November 17 meeting of the Senate. Committee members agreed on the format and list of materials to be provided to the members of the Senate.

The Committee adjourned at 12:00.

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**Faculty Consultative Committee**  
**October 20, 1988**

Present: Mark Brenner (chair), Warren Ibele, Lynnette Mullins, Ronald Phillips, Burton Shapiro, W. Phillips Shively, Michael Steffes, James VanAlstine

Guests: Shirley Clark, Amos Deinard, Gayle Grika (Footnote), Richard Goldstein, A. R. Potami, Susan Sevareid (Daily), Maureen Smith (Brief)

**1. Report of the Chair**

Conduct of Business Professor Brenner observed that the Committee has fallen into the pattern of

considering items of business twice, once for information and once for action. Unless Committee members objected, he would hereafter follow that as explicit practice. The Committee agreed.

Representation of UMD faculty Professor Brenner reported that he had discussed with the University Attorney's office the possibility of representation of non-bargaining-unit UMD faculty in the governance system; they want communication with the Senate and the Consultative Committee. (There are 55 such faculty members, 39 of whom are in the UMD medical school.) The interim solution Professor Brenner has proposed is that those faculty members not in the bargaining unit be permitted to elect a representative to FCC and SCC meetings as a non-voting guest; that individual would be permitted to participate in the meetings but could not vote. Those faculty could also vote in Senate elections with the Twin Cities campus.

The possibility of representation of the bargaining unit faculty would have to be addressed in a "meet and confer" session; in no event could those faculty participate in decisions related to terms and conditions of employment.

There was discussion of representation for the Waseca campus; the majority of Committee members appeared to be unwilling to expand the membership to 12 faculty, with 1/6 of the members representing very few faculty at Duluth and Waseca. It was also pointed out that representation on the Consultative Committee was not supposed to be by unit but rather to represent the interests of the institution.

Search for Betty Robinett's successor Professor Brenner told the Committee that Academic Affairs was ready to begin the search for the Assistant Vice President; he asked if the Committee wished to see the position description. It decided it did, seeing the functions of the office as of central interest to the faculty. Later in the meeting Vice President Clark agreed to provide it to Professor Brenner for his review and for circulation to the Committee, although she expressed the hope that the initiation of the search would not have to be delayed. In response to an inquiry, Vice President Clark said the search would not be national but it would not be limited to an internal search, either.

Presentation to the Regents Selection Committee Professor Brenner reported that he had been invited to make a presentation to the new Regents Selection Committee; he said he intended to speak about the criteria which should be considered as the group selects candidates for the Board of Regents. He asked Committee members to think about the criteria and to get in touch with him if they have suggestions. Among those mentioned at the meeting were these:

- Once selected, a regent should represent the people of the State, not a particular group or set of interests.
- Once an issue has been identified, a regent should be able to take a firm stand on it.
- They should be able to listen, deliberate, understand, and make good decisions.
- They should be able to change their minds on issues, but not respond to every ripple in the political winds of the State.

- They should be team players.
- They should understand that the role of regents is to examine and change policies and should leave management up to the administration; if they don't like the management, they should change the administration.
- There should be varieties of expertise on the board, especially corporate management, and that might be more important than representation.
- There should be a set of criteria for the selection of any individual, but the Committee should also consider the mix of people and experience on the Board as a whole.
- Political experience should be considered.

It was agreed that Professor Brenner would examine the research literature on regents and trustees to become familiar with the findings of those who have studied university governance.

Recreational Sports Facility Professor Brenner told the Committee he had been asked at the recent Regents' meeting what the faculty thought about spending additional funds to make the facility "first class" by adding air conditioning, ensuring there were sufficient lockers, and adding a faculty locker room. He had responded that the faculty had not discussed the proposal. The Regents decreed there would be no construction until an additional \$2.5 million was identified by the administration for these additional costs.

Professor Ibele, who sits on the Recreational Sports Board of Governors, told the Committee that the University's recreational sport facilities are the "absolute pits." We all want a first class facility, he said, but that idea has to be put in the context of serving thousands of students and staff; it cannot be the same as a "first class" facility in the nature of the Decathlon Club or the Minneapolis Athletic Club. The call for the increased expenditures came as a surprise; the Board of Governors will hear from the Director of Recreational Sports about the air conditioning and lockers in the near future.

There seemed to be agreement that the faculty should carry a greater part of the financial burden in the fee structure for the facility (especially since the students are already supporting the construction through their fees) and that the additional funds required should not come from the reserves, the O + M budget, or from any gifts already received by the University.

The report of the chair was continued to later in the meeting.

## **2. Action on the Judicial Committee recommendations**

Professor Deinard joined the meeting again to participate in FCC disposition of the Judicial Committee recommendations. [The recommendations appeared in the October 6 minutes of FCC and will not be referred to at length again in these minutes.] Committee members agreed on the following actions:

Recommendation #    FCC Action or Recommendation

1. The Morrison/Striebel/Deinard document will be reviewed by, among others, FCC.
5. Professor Deinard will obtain estimates of the cost of making a videotape for training Judicial Committee members.
15. Possible distribution to faculty of information about the grievance procedures and Judicial Committee will await approval of the changes.
- 7,8,  
9,11 FCC will take up at a future meeting.
2. The funds for a faculty advocate are available, but the appointment should be made by SCFA; FCC will direct SCFA to act.
16. Vice President Clark said that administrator training will begin this year and be expanded in the future. FCC remains very interested in the training.
- 3,4. There was discussion of using graduate students, under faculty supervision, to serve as faculty assistance officers; Professor Deinard is to meet with Professor Flagler to obtain more information.
14. FCC will ask the Tenure Committee to look at the timing of the notification required to ascertain if the date can be moved from May 15 to April 15; the Judicial Committee will determine where its procedures can be expedited; Academic Affairs will explore whether it can (return to) the April 15 deadline (although not this year, because the calendar has already been set).
10. FCC will instruct the Judicial Committee to incorporate in its procedures a provision for reporting to central administration on systemic or enduring department problems which come to its attention during hearings.
13. FCC will instruct the Tenure Committee to request the Judicial Committee to modify its procedures to add time lines; the Tenure Committee would then review and approve the changes.

Professor Brenner will notify Professor Deinard when the FCC will take up the items it must address.

### **3. NSF Cap on Investigator Salaries**

Professor Brenner welcomed Richard Goldstein, representing SCFA, and Tony Potami from the Office of Research and Technology Transfer Administration.

NSF has imposed a cap on the salary that may be paid to an investigator on one of its grants; the limit is \$95,000 per 12 months or about \$7,900 per month. There are 59 individuals at the University of Minnesota who are affected by this regulation; there are other grant applications pending which would increase the number.

Committee members spent a considerable while conversing with Mr. Potami and Professor Goldstein about the origins of the salary cap, the likelihood of it being adopted by other federal agencies (low), and the problems it causes for University faculty who are on NSF grants. The biggest difficulty arises in the area of summer payments; there are some faculty who will also be subject to a salary decrease during the academic year. It was noted that although some on the faculty might be surprised to learn that some of their colleagues are paid more than \$95,000 from research grants, it is typically the most prominent and productive members of the faculty who are on such grants.

The recommendations of the Committee were to accept the position of the Research Executive Council that salary shortfalls for the regular academic year be funded, for one year only, by the University and that the University lobby to have the NSF regulation changed or dropped. It is not proposed that there be any University support for the summer months.

### **1. Report of the Chair, continued**

Minnesota Plan II It was agreed, given the lateness of the hour, that the discussion of the Minnesota Plan II, the program for enhancing the working environment for women, would be delayed until one of the meetings in November.

FCC presentation to the Regents Professor Brenner reported that he had been asked by Regents' Secretary Barbara Muesing if the FCC wished to appear on some regular basis before the Educational Policy Committee of the Board of Regents. It was suggested that FCC might rather wish to appear before the Faculty, Staff, and Student Affairs Committee, or perhaps both of the committees. Vice President Clark said that if FCC were not to appear before Educational Policy, her monthly report was flexible and that she would be open to suggestions from FCC on what might be included in it; she said she has been trying to highlight items such as faculty honors and program changes which do not reach the Regents.

Miscellany Professor Brenner reported on various items, including a possible lunch with the Regents on November 10, changes in the cost structure for health insurance, Memorial Stadium, the appointment of a nominating committee (Professors Price (chair), Ibele, and Shively), Regents' action thanking Professor Rubenstein for his letter to legislators, the need for increased civil service salaries, the presidential search and the problems associated with having or not having the names of finalists made public.

It was agreed that the matter of civil service salaries should be taken up by the Senate Finance Committee.

The Committee adjourned at 3:20.

-- Gary Engstrand

University of Minnesota