

Minutes*

**Faculty Consultative Committee
February 16, 1989**

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

Guests: Acting Vice President Shirley M. Clark, Associate Vice President Dolores M. Cross, Maureen Smith (Brief)

1. Report of the Chair

Smoking policy Professor Brenner raised with the Committee the notion that it might recommend a smoking ban for all University meeting rooms. He said he would report back after he had received information from the Minnesota Coalition for a Smoke-Free Society. No action was proposed or taken.

Meeting with the Regents The Committee agreed that a social function with the Regents would be welcome and accepted the President's suggestion that it be held at Eastcliff.

Socials for Legislators Professor Brenner reported that Professor Rubenstein had obtained a computer print-out of faculty members by legislative district and that it was now necessary to identify individual faculty members who would be willing to host social events for their legislators. Professor Maruyama, President of UMFA, has agreed to do the organizing work but has asked for assistance from the Committee. Several Committee members agreed to help. It was pointed out that as the events are arranged, it is important to extend telephone invitations to 10 - 15 faculty in order to make sure they will attend (rather than simply send out a mailing, which can produce minimal attendance).

Funds for financial management systems Professor Brenner recalled that President Hasselmo had told the legislature that he would commit \$10 million, to be reallocated from internal funds, to improvement of financial management systems at the University; would that money, Professor Brenner asked Vice President Clark, come from academic programs? She said they would not, although the source of the funds has not yet been specifically identified.

The Committee and Vice President Clark talked about several issues related to current University funds.

Northstar Poll One Committee member drew to the attention of the Committee the results of a recent Northstar Poll, which indicated that about one-half the respondents believed the University had the right amount of money and about 20% believed the University has too much and 20% believed the University had too little. Those who believed it had too little thought the University could not do what it needs to do; those who believed it had too much thought there was waste. These results are different from the University's own poll, conducted last summer, and may provide a better indication of how the public feels about funding support for the University.

* 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.

2. Position Descriptions, Vice Presidents

Committee members had previously received from the President's Office draft position descriptions for the Vice President for Research and Dean of the Graduate School and the Vice Provost for the Arts, Sciences, and Engineering. Professor Brenner began by reporting that he was aware from conversations that several of the deans remained very concerned about the creation of this position; several see it as a post which could evolve into substantially more than is currently envisioned. Vice President Clark responded that the President has been meeting with those deans who have the strongest objections in order to provide clarifications and to assure them that they will continue to have the same responsibilities, especially with respect to entrepreneurial research activities. There seemed to be some sentiment for being more specific about the job responsibilities in order to forestall an unanticipated expansion of power in the position.

Asked about what funds the new vice president would control, Vice President Clark thought it would principally include those which are not a part of fixed costs or those which are not controlled by the colleges. She also observed that the vice president would be required to abide by University policies on spending Indirect Cost Recovery funds and all other University policies and that the incumbent would also be within the Provost and Vice President "cluster" and as such would be very much of a coordinator in that group.

The Committee agreed that it would recommend some wording changes in the position description, including substitution of the word "coordinate" for "administer" when responsibilities for research funds and intercollegiate research activities are mentioned. It also agreed that somewhere there should be mention of "supporting and fostering" such intercollegiate research activities and that the deans, especially those whose colleges are heavily involved in research, should constitute the primary consulting group of the new vice president.

There was less commentary on the position description for the Vice Provost for the Arts, Sciences, and Engineering. One point, iterated from many previous Committee discussions, was that this description still smacked of a "dean of undergraduate studies" and that if left that way, it would seriously weaken the ability of the occupant to represent and advocate the interests of the core arts and sciences. It was also agreed that the Vice Provost should have an articulated responsibility for maintaining communication with the academic vice chancellors on the coordinate campuses.

3. Search Guidelines, Faculty of Color

The discussion began with an objection being raised to the notion that the curriculum and other goals of departments should be adjusted in order to make it possible to hire faculty of color. The choice of the direction of planning and development, it was maintained, should not be controlled by the availability of faculty. It was also agreed that faculty of color already on the staff should not be called upon to determine that the pool was identified and that the position "description focussed on areas where people of color are available." Most of the faculty of color now are junior faculty; this would place a burdensome responsibility on them at precisely the time they need to work to obtain tenure.

The Committee did agree that packets of information would be a useful tool for departments but

that they should be developed centrally because most of the information they would contain would pertain to the institution and the community.

Associate Vice President Cross told the Committee that the idea of relying on faculty of color already on the staff grew out of the notion of networking; this concept the Committee endorsed. She also pointed out that the funds which would be available under this guideline are intended to be dollars of last resort--to be sought when a department has exhausted every other means available to it to recruit minority faculty. She also emphasized that these guidelines were not in any way to be considered something with which departments were to "comply" but were instead to help reach a level of understanding in recruiting in order to reach beyond the normal means.

Although Professor Overmier was unable to attend the meeting, he had sent to Professor Brenner his comments about the proposed guidelines. In addition to the foregoing points, Professor Overmier also made the following points:

- While faculty of color are likely sensitive about some factors which other faculty are not, it is likely inaccurate to assume that they are specially knowledgeable about applicant pools and demographics.
- It is not accurate to assume that department chairs have the flexibility to reassign faculty at will or that the faculty are sufficiently multi-skilled to be able to accept such reassignment--especially in a research university that emphasizes specialization.

The Committee expressed appreciation for Dr. Cross's clarifications; she in turn solicited comments and suggestions on how the University might do a better job of recruiting faculty of color and on how the guidelines might yet be improved.

4. Search Committees

In response to a request from President Hasselmo, the Committee assembled a list of names of nominees to serve on the search committees for the General Counsel and for the Vice President for Student Affairs.

The Committee adjourned at 3:00.

-- Gary Engstrand