

SENATE COMMITTEE ON SOCIAL CONCERNS  
MINUTES OF MEETING  
NOVEMBER 22, 2010  
Morrill Hall Room 238A

[In these minutes: community relations; WFC pay equity study; committee business]

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

PRESENT: Timothy Sheldon (Chair), Ahmed Heikal, Rebecca Shankle, Leah Iverson, Kirsten Makarov, Robert Morrison, Michael O'Day, Jenny Weber, Elizabeth Ault, John Boardhurst, Lisa Pogoff, Kaari Nelson, Susan Cable Morrison

REGRETS: Kim Robien, Michael Sommers, Maria Hanratty, Marynel Ryan Van Zee, Marissa Wagar, Rebecca Von Dissen, Sandra Kresbach, Joseph Marchesani, David Golden

ABSENT: Amelious Whyte, Elizabeth Shay

GUESTS: Jan Morlock, Director Office of Community Relations, Merrie Benasutti, Associate Director HHH Institute for Public Affairs (Center for Integrative Leadership), Peg Wolff, Principle Public Relations Representative, Professor Caroline Hayes

called the meeting to order, and welcomed those present. He asked the committee members to introduce themselves.

**Community Relations**

Jan Morlock, Director of the Office of Community Relations, provided the Social Concerns Committee with an overview of the Office of Community Relations (OCR). The OCR is part of the Office of Government and Community Relations. OCR works with regional and local governments and the communities adjacent to the Twin Cities Campus on issues of mutual concern. Ms. Morlock noted that community relations are quite complex due to the sophisticated government sector in Minnesota and the location of the Twin Cities Campus next to six local government jurisdictions. This results in a wide range of constituencies and areas of mutual interest. OCR works closely with University Planning and Operations because when land use is radically changed such as for building a stadium it impacts the campus-adjacent communities. Part of OCR's work is facilitating communication of the University's plans with the communities they impact, and looking for areas of mutual interest or opportunity. OCR is also involved in University policies as they relate to the campus environment.

In order to do its work, the OCR has many essential relationships such as the:

- Center for Integrative Leadership and West Bank CHANCE
- Office for Student Affairs
  - Student Neighbor Liaison Program
  - Greek Affairs
  - Alcohol Policy and Abuse Prevention
- University Services
  - University Planning – when the campus master plan was recently recast it did not stop at the University’s borders, but included consideration of the campus in relation to the surrounding communities.
- Center for Urban and Regional Affairs
  - Based on the West Bank but has relationships throughout the metro area including a partnership with Hennepin.
- Office of the Executive Vice President for System Academic Administration
  - Office of Public Engagement
  - Urban Research and Outreach
- Academic and operational units doing outreach or community engagement.

The OCR also has many long-term partnerships including the:

- Campus Community Advisory Committee – which provides an opportunity for the St. Paul Campus units and their off campus neighbors such as the City of Falcon Heights, City of St. Paul, City of Lauderdale, and the State Fair to work together on issues of common interest particularly related to land use.
- Stadium Area Advisory Group – this group was created informally in 2002 and continues to this day.
  - Good Neighbor Fund – This grant fund grew out of the Stadium Advisory Group and is managed by a group of campus neighbors. The proceeds from the endowment can be used to enhance the beauty, serenity, and security of the neighborhoods adjacent to the campus
- University District Alliance – The Alliance is a partnership with the communities adjacent to the University campus in Minneapolis. It looks at how to preserve and promote the neighborhoods around the Minneapolis campus as premier places to live, learn, work, play and visit. It arose from concern about these urban neighborhoods and their trajectory. Some of these concerns are related directly to University policy. For example, changing the University from a commuter campus to a residential campus over the last 15 years, has altered the housing market, demographics, and economics of the surrounding neighborhoods. There was a wave of conversion of single-family homes to absentee, investor-owned properties and neighborhoods lost their long-term residents. The Alliance is promoting age diversity in the communities, and encouraging those who work on the campus to live in the neighborhood. One way it has done this is through a homebuyer incentive program.
- Cedar Riverside Partnership – This is a partnership between the University and Augsburg University, the University of Minnesota Medical Center Fairview, Hennepin County, and the City of Minneapolis. The focus is on keeping Cedar Riverside a vibrant neighborhood.

- Riverfront Development Corporation – Karen Himle, the Vice President for University Relations serves on this corporation created by the City of Minneapolis.
- Strategic Compliance Team (City of Minneapolis) – The purpose of this group is to help keep neighborhood rental properties safe and maintained.
- Other essential relationships include those with off campus community organizations such as neighborhood revitalization programs, business associations, and industrial property owners associations.

Speaking specifically about the West Bank, Ms. Morlock stated that the Center for Integrative Leadership provides the most systematic community engagement from the University. Ms. Morlock asked Merrie Benasutti, Associate Director of HHH Institute for Public Affairs, to discuss this work with the Committee. Ms. Benasutti provided the Committee with a handout about the Cedar Humphrey Action for Neighborhood Collaborative Engagement (CHANCE). She explained that CHANCE is a model of university-civic engagement and integrative leadership. It is based on the belief that the future of the Cedar Riverside neighborhood and the University of Minnesota are intertwined. There are three essential elements to CHANCE.

1. It is student led. It was created by graduate students to engage the Cedar River Side Neighborhood. In this year-long public affairs course, the students learn about the neighborhood for a semester and then undertake community based research projects in partnership with neighborhood organizations.
2. It is place based. It is specifically focused on the Cedar Riverside Neighborhood.
3. It is based on community research with the intent to authentically partner with the community. For instance, it has resulted in the creation of a neighborhood safety patrol, arts funding grants, the creation of a park that was formerly slated for development, and a more central neighborhood location for the proposed Light Rail Transit (LRT) station.

Ms. Benasutti stated further that there are “two sides” to CHANCE. One side is community-based research and the other is community engagement. Looking particularly to the relationship with the Somali community, CHACE facilitates an East African Neighbor Series with events such as the Cedar-Riverside Women’s Night Out, Multicultural Dinner and weekly Somali American Conversation Circles. There are also opportunities for Somali cultural training and neighborhood tours. Another CHANCE project was the map created with the neighborhood business association.

Mr. Sheldon asked committee members if they had any questions pertaining to the University’s relationship with the broader surrounding community. Professor John Broadhurst asked how the University could make the neighborhood more livable without pricing students and others out of it. Ms. Morlock stated many factors impact property values, but noted that on the West Bank cooperative housing was created in the 1970’s. It is the largest community owned and directed concentration of affordable housing in the

Twin Cities. This is a great strength for the West Bank. Another factor is that a large proportion of individuals who live on the West Bank live in a few densely populated developments. This is very affordable housing for low-income individuals. Riverside Plaza has an operating subsidy and it is currently undergoing reinvestment that will keep the apartments affordable.

On the west side of the Marcy Holmes neighborhood, however, the per square foot land value is at or above that of property in downtown Minneapolis. This is because of the cash flow landlords can create by renting to students by the bedroom and not reinvesting in the homes. The challenge is preserving the historic single-family homes. The University must also educate students about the local housing market and how to navigate it. In the Southeast Como neighborhood there is some price pressure, but the situation is less extreme because the homes are smaller.

Ms. Morlock also noted that the impact of the LRT would be two-fold. It will increase the value of surrounding areas, but also create more accessible commuting from more affordable neighborhoods.

Michael O'Day asked what impact the students have on the local neighborhoods other than on housing costs. Ms. Morlock responded that students provide an economic vitality, and a vigorous University connection to the neighborhoods. She also noted the negative impact of student alcohol abuse and the violence that comes with it.

Mr. Sheldon asked what types of mutual activity the neighborhoods and the OCR could engage in to address the issues of violence and alcohol abuse. Ms. Morlock noted that multiple programs are in place.

- Student education – Ms. Morlock noted this is important, but it is not the entire solution.
- Policing – Ms. Morlock stated this sets a tone, but is not the long term answer.
- Presidentially charged alcohol abuse prevention and policy committee chaired by Edward Ehlinger, Director Boynton Health Service, and Jerry Rinehart, Vice Provost Student Affairs, and community and faculty experts.
- Social host ordinance recently past in Minneapolis and St.

Peg Wolff, Principle Public Relations Representative, noted the availability of community based restorative justice programs for students fined for alcohol related offenses. She stated these programs result in low rates of recidivism for those who participate in them. Ms. Wolff also mentioned the campaign entitled the “The Other Hangover.” This campaign is designed to create awareness about the impact alcohol abuse has on students’ reputations. Ms. Morlock offered to speak to the committee in the future and Ms. Benasutti provided the website for CHANCE

[www.leadership.umn.edu/student\\_initiatives/chance](http://www.leadership.umn.edu/student_initiatives/chance)

### **Women’s Faculty Cabinet (WFC) Salary Equity Study**

Professor Caroline Hayes provided the committee with an executive summary of the WFC December 2010 Salary Equity Study and noted that both the summary and the full study can be found on the WFC website ([www.academic.umn.edu/wfc/reports.html](http://www.academic.umn.edu/wfc/reports.html)).

She stated the study was conducted by the WFC with the cooperation of the administration and the Office of Institutional Research. The data for the study was originally requested in 2007, but the data had to be cleaned and some additional data had to be collected. The process was completed in 2010. The study found that significant salary difference still exist between male and female faculty at the University of Minnesota Twin-Cities Campus. Even after making adjustments for 16 variables including rank, discipline, experience, years since highest degree and minority status, female faculty still earned significantly less than male faculty overall and at each rank. At the assistant professor level the salary gap is 4.6%, at the associate professor level it is 4.4% and at the full professor level the difference is 7.7%. At the full professor level, this works out to an average difference of \$9,283 per year. Various studies suggest that these types of inequities effect morale, productivity, recruiting and retention, and other investments in faculty.

Professor Hayes next explained the *Rajender* consent decree. Shyamala Rajender was an instructor in the University of Minnesota chemistry department who was repeatedly passed over for faculty positions. She believed the University was selecting male candidates who were less qualified then she was. She charged the University of Minnesota with sex discrimination. Her charge later became a class action lawsuit affecting 1,300 female faculty members and academic professionals at the University of Minnesota. The 1980 *Rajender* Consent Decree led to a variety of affirmative action goals and in 1989 a settlement was reached under which all women covered by the decree received permanent increases to their base salaries. Dr. Charlotte Striebel, a statistician and lawyer, conducted statistical analyses of 1986 salary data on behalf of these women. The current WFC pay equity study compares the raw percentage differences between Dr. Striebel's study with those of the WFC study. Professor Hayes noted that there is remarkably little change between the percentage differences in 1989 and in 2007 at the associate and full professor levels when analogous figures are compared.

The WFC is advisory to the Provost, and provided him with the WFC report and recommendations. The Provost reviewed the study and acknowledged that there was an issue that required further review. Funds were set aside to hire an outside consultant to perform an independent assessment, and an RFP has been issued for the consultant. In its report, the WFC recommended that data monitoring and public disclosure of this data be done on a regular basis, and that salary adjustments be made now to correct the problem. Professor Hayes noted that according to AAUP statistics the salary gaps at the University of Minnesota are similar to those at other Universities. Professor Hayes concluded that if the University of Minnesota takes a lead in addressing the salary gap, it could give the University a strong edge in faculty recruitment and retention.

A committee member asked if the reason for the differences was because women are hired for lower salaries or because their merit scores are lower. Professor Hayes answered that both these issues need to be looked at separately. A 2010 National Research Council study suggests that nationally, male and female faculty do not differ in performance criteria that correlate with salary.

Elizabeth Ault asked if there was any data for adjunct faculty salaries. Professor Hayes stated that there are national studies on this, but the WFC has not looked at current data for adjuncts at the University of Minnesota. She noted that if the resources are available, salary studies should be as broad as possible and ideally should include these groups.

Professor Broadhurst asked if there was any information on trailing-spouse hires. Professor Hayes stated she did not know whether the University kept data on trailing spouses. Professor Morrison noted that it would be more impactful to look at the pay equity gap over a career. Professor Hayes stated that the gender pay gap increases with seniority and that gap is strongly significant.

Mr. Sheldon suggested looking at the total compensation lost by one gender versus the other. How much longer would a woman have to work to get equivalent lifetime compensation? Mr. Sheldon then noted that there was no specific action for the committee to take but asked to be kept informed about future events.

Professor Hayes stated that one of the reasons for speaking to the Senate Committees is to inform faculty, create an understanding of the situation, and to help keep the next administration focused on these issues.

Professor Ahmed asked if the four to seven percent difference in salaries was specific to gender inequality, or if for instance, two males in the same unit might have larger percentage differences in salary. Professor Hayes responded, that while there are large differences in salaries for males within the same discipline or individuals within the same department, the salary percentage differences in the study are still strongly significant effects. They are not “just noise from random variation.”

Professor Morrison asked if the data had been broken down by white and non-white. Professor Hayes responded that the variable of race was controlled for but the WFC study did not explicitly analyze this variable. Professor Hayes stated she believes the University should address salary and equity issues for both gender and race and that the mechanisms for addressing and improving the climate for both of these groups have much overlap. Mr. Sheldon thanked Professor Hayes.

### **Old Business**

Mr. Sheldon reported that he presented the personal holiday resolution to the Senate Consultative Committee (SCC) for their review prior to placement on the University Senate agenda. He stated that overall, the SCC’s response was positive. However, the SCC suggested keeping the resolution general and not focusing on the use of the personal holiday for religious purposes. Mr. Sheldon stated he would send out the revised resolution to committee members for their approval. The resolution will be on the University Senate agenda for February 3.

Mr. Sheldon reminded the committee that they would not meeting again until February and asked them to consider the upcoming topics of nutrition across the University, and nutritional counseling for athletes.

Hearing no further business, Mr. Sheldon adjourned the meeting.

Dawn Zugay  
University Senate Office