

CONSECUTIVE MEETINGS OF:

**THE UNIVERSITY SENATE
THE FACULTY SENATE**

THURSDAY, OCTOBER 6, 2011

2:30 - 5:00 P.M.

**25 Mondale Hall--Twin Cities Campus
116 Kiehle Hall--Crookston Campus
410 Library--Duluth Campus
7 Humanities/Fine Arts Building--Morris Campus
Room 322--Rochester Campus
Southwest Research and Outreach Center**

This is a consecutive meeting of the University Senate and Faculty Senate. There are 247 voting members of the University Senate and 160 voting members of the Faculty Senate. A simple majority must be present for a quorum. Most actions require only a simple majority for approval. Actions requiring special majorities for approval are noted under each of those items.

**1. ADMINISTRATIVE RESPONSES TO SENATE ACTIONS
Information**

UNIVERSITY SENATE

Resolution on the Personal Floating Holiday

Approved by the: University Senate March 3, 2011

Approved by the: Administration PENDING

Approved by the: Board of Regents – no action required

University Senate Constitution Amendment – Civil Service Senate

Approved by the: University Senate March 31, 2011

Approved by the: Administration May 9, 2011

Approved by the: Board of Regents June 2011

Resolution on Equity during Budget Cuts

Approved by the: University Senate March 31, 2011

Approved by the: Administration – no action required*

Approved by the: Board of Regents – no action required

* In the face of necessary budget reductions, this administration will seriously consider all options available to ensure that impacts of budget cuts are handled humanely and without significant impact on any one group.

Policy on Individual Conflicts of Interest: Standards that Govern Those Involved in Clinical Health Care

Approved by the: University Senate April 14, 2011

Approved by the: Administration March 2011

Approved by the: Board of Regents – no action required

Statement on Access to HealthPartners Clinics

Approved by the: University Senate April 14, 2011

Approved by the: Administration – no action required*

Approved by the: Board of Regents – no action required
* I appreciate and share the concerns of the SCFA with respect to the importance of maintaining access to the HealthPartners Clinics for our faculty and staff. Both HealthPartners and Medica received copies of your memo, and understand the importance of affordable access to HealthPartners clinics for University participants. I am pleased to report that negotiations have been successful and HealthPartners will continue to be available to University faculty and staff. If you have specific questions, the Office of Human Resources Benefits can provide further detail.

Supporting the Efforts of the Work Group Promoting Academic Civility in Graduate and Professional Education

Approved by the: University Senate May 5, 2011
Approved by the: Administration – no action required
Approved by the: Board of Regents – no action required

Statement on Funding for Classroom Facilities and Technologies

Approved by the: University Senate May 5, 2011
Approved by the: Administration – no action required*
Approved by the: Board of Regents – no action required
* I appreciate the concerns expressed in the statement regarding classroom infrastructure and technology and the intent of the recommendation. Given the current financial uncertainties, however, I cannot endorse so specific a resolution.

FACULTY SENATE

Amendment to the Policy on Expected Student Academic Work per Credit: Twin Cities, Crookston, Morris, Rochester

Approved by the: Faculty Senate March 4, 2010
Approved by the: Administration PENDING
Approved by the: Board of Regents – no action required

Amendment to the Policy on Grading and Transcripts: Withdrawals and Repeating Courses

Approved by the: Faculty Senate September 30, 2010
Approved by the: Administration PENDING
Approved by the: Board of Regents – no action required

Amendment to the Regents Policy on Academic Freedom and Responsibility

Approved by the: Faculty Senate September 30, 2010
Approved by the: Administration April 2011
Approved by the: Board of Regents May 13, 2011
* President Bruininks is asking Senior Vice President and Provost Sullivan, executive officer responsible for the administration of these particular policies, to share and discuss the proposed amendments with the Board of Regents

Amendment to the Regents Policy: Code of Conduct

Approved by the: Faculty Senate December 2, 2010
Approved by the: Administration PENDING
Approved by the: Board of Regents PENDING

Amendment to the Regents Policy: Faculty Tenure

Approved by the: Faculty Senate February 24, 2011

Approved by the: Administration May 2011
Approved by the: Board of Regents June 2011

Amendment to the Syllabi Policy

Approved by the: Faculty Senate February 24, 2011
Approved by the: Administration June 30, 2011
Approved by the: Board of Regents – no action required

Amendment to the Policy on Class Scheduling for Undergraduate and Graduate Classes

Approved by the: Faculty Senate February 24, 2011
Approved by the: Administration May 2011
Approved by the: Board of Regents – no action required

Resolution on Faculty Support for Inclusion of University Governance Activities in P&A and CS Annual Reviews

Approved by the: Faculty Senate February 24, 2011
Approved by the: Administration September 23, 2011*
Approved by the: Board of Regents – no action required

* I appreciate the dedication and commitment that our faculty and staff demonstrate through their active participation in governance and wholly support their participation in these activities. I will ask Vice President Kathryn Brown to encourage all managers and supervisors to consider and recognize that participation in governance committees and activities is included in annual reviews of performance.

2015-16 Morris, Rochester, and Twin Cities Calendars

Approved by the: Faculty Senate March 31, 2011
Approved by the: Administration June 30, 2011
Approved by the: Board of Regents – no action required

Policy on Departmental Exams for Proficiency or Credit for Undergraduate Students

Approved by the: Faculty Senate March 31, 2011
Approved by the: Administration May 2011
Approved by the: Board of Regents – no action required

Policy on Credit for Nationally-Recognized Exams for Undergraduate Students

Approved by the: Faculty Senate March 31, 2011
Approved by the: Administration May 2011
Approved by the: Board of Regents – no action required

Amendments to the Policy on Teaching Awards

Approved by the: Faculty Senate May 5, 2011
Approved by the: Administration PENDING
Approved by the: Board of Regents – no action required

Amendments to the Policy on High School Preparation Standards

Approved by the: Faculty Senate May 5, 2011
Approved by the: Administration PENDING
Approved by the: Board of Regents – no action required

Policy on Credit Requirements for Master's and Doctoral Degrees

Approved by the: Faculty Senate May 5, 2011
Approved by the: Administration June 30, 2011
Approved by the: Board of Regents – no action required

Policy on Leave of Absence and Reinstatement from a Leave: Graduate Students

Approved by the: Faculty Senate May 5, 2011

Approved by the: Administration June 30, 2011*

Approved by the: Board of Regents – no action required

*Amended to include reference to the Duluth Campus in the title, in consultation with academic leadership at UMD.

Policy on Application of Graduate Credits to Degree Requirements

Approved by the: Faculty Senate May 5, 2011

Approved by the: Administration June 30, 2011

Approved by the: Board of Regents – no action required

Policy on Appointments as Director of Graduate Studies

Approved by the: Faculty Senate May 5, 2011

Approved by the: Administration June 30, 2011*

Approved by the: Board of Regents – no action required

*Amended to include a new temporary exclusion of three units in the AHC (Center for Bioethics, Center for Spirituality and Healing, and Allied Health) from the policy because they currently do not have a collegiate home and therefore they do not fit in to the proposed policy requirements.

2. FACULTY CONSULTATIVE COMMITTEE

Policy on Adding, Changing, or Discontinuing Academic Plans Information for the Faculty Senate

FOR INFORMATION:

According to the charge to the Faculty Consultative Committee, it has the authority "[t]o act on behalf of the Faculty Senate when a decision is required prior to the next scheduled meeting of the Faculty Senate and when a decision is required when it would not be possible to convene a special meeting of the Faculty Senate in a timely fashion; such actions will be reported to the Faculty Senate at its next meeting and the Faculty Senate may then overrule the Faculty Consultative Committee."

The Faculty Consultative Committee voted unanimously on May 26, 2011, to approve the following change to the Policy on Adding, Changing, or Discontinuing Academic Plans (language to be added is underlined; language to be deleted is ~~struck out~~):

Adding, Changing, or Discontinuing Academic Plans

Policy Statement

~~This policy provides guidelines for the development and submission for review of proposals from University colleges and campuses for new and changed academic programs. Principles that frame this policy include:~~

- ~~Academic programs should be aligned with the missions of their home unit, and with the University's broad institutional goals and strategic directions.~~
- ~~Proposals for academic programs are to align with related policies, and to reflect common criteria: quality; centrality; comparative advantage; demand; efficiency and effectiveness; and, growth and leveraging of resources.~~

- ~~Decisions to offer, change, or drop academic programs, when they have the potential to affect or involve other units within the University, require consultation early in the program development stage.~~
- ~~The Board of Regents policy calls for Board approval of new academic programs, academic program name changes, and additions or discontinuations of academic programs.~~
- ~~The Executive Vice President and Provost has the delegated responsibility to review and forward as appropriate academic proposals from colleges and campuses for Board consideration and approval.~~
- ~~New and changed programs may not be initiated prior to formal approval by the Board of Regents.~~

Departments, colleges, and campuses have the authority to establish, change, and discontinue academic plans and sub-plans that may appear on official University transcripts, subject to the final authority of the Board of Regents. (See Administrative Policy: Academic Unit Authority over the Curriculum and Major: Twin Cities, Crookston, Morris, Rochester.) This policy includes undergraduate, graduate, and professional credit-bearing degrees, majors, minors, free-standing minors, and certificates.

Creating, Changing or Discontinuing a Plan or Sub-Plan

Collegiate units and coordinate campuses proposing to add, change, or discontinue an academic plan or sub-plan must submit a proposal for review and approval. (See Responsibilities section below and associated procedures.) Collegiate units and coordinate campuses must have a set of publicly available standards and internal processes for developing, reviewing, and approving new, changed, or discontinued plans and sub-plans that are consistent with these procedures.

The Senior Vice President for Academic Affairs and Provost is responsible for reviewing and forwarding, as appropriate, academic proposals for Board of Regents consideration and final action.

Every academic plan must have a home college(s) or coordinate campus.

Collegiate units and campuses may not advertise, initiate, recruit or admit students to new and/or changed plans prior to formal approval by the Board of Regents.

Changing Requirements of an Existing Plan or Sub-Plans

Any change in plan (e.g., major) or sub-plan (e.g., track, emphasis, concentration) requirements takes effect no earlier than the following term and will not normally be imposed on currently enrolled students who have been admitted to the plan or sub-plan, but the new requirements may be offered to them as an option. If the faculty of a collegiate unit or coordinate campus concludes that a new requirement is essential even for currently enrolled students, approval of the dean of the collegiate unit or the chief academic officer of the coordinate campus must be obtained for imposing the requirement on them.

Collegiate units and coordinate campuses must communicate to prospective and current students their local policies and decisions regarding new or revised plan or sub-plan requirements.

REASON FOR POLICY

This policy: ~~is intended to:~~

- Enhances quality, productivity, and efficiency in academic plan development and implementation by faculty, departments, collegiate units, and campuses.

- Ensures that academic plan development is aligned with unit compact statements and institutional, campus, and collegiate unit mission and strategic directions.
- Makes explicit commonly held assumptions about criteria for academic plans and connections to related policies.
- Fosters shared consultation, and where appropriate, planning across academic units.
- Enhances availability, consistency, and coordination of information about the University's academic plans for transcript records, internal analysis, accountability reporting, and accreditation.
- Ensures thorough and timely review of proposals.

**CHRISTOPHER CRAMER, CHAIR
FACULTY CONSULTATIVE COMMITTEE**

**3. FACULTY CONSULTATIVE COMMITTEE
Policy on Credit and Grade Point Requirements
for an Undergraduate (Baccalaureate) Degree
Information for the Faculty Senate**

FOR INFORMATION:

According to the charge to the Faculty Consultative Committee, it has the authority "[t]o act on behalf of the Faculty Senate when a decision is required prior to the next scheduled meeting of the Faculty Senate and when a decision is required when it would not be possible to convene a special meeting of the Faculty Senate in a timely fashion; such actions will be reported to the Faculty Senate at its next meeting and the Faculty Senate may then overrule the Faculty Consultative Committee."

The Faculty Consultative Committee voted unanimously on May 26, 2011, to approve the following change to the Policy on Credit and Grade Point Requirements for an Undergraduate (Baccalaureate) Degree (language to be added is underlined; language to be deleted is ~~struck-out~~):

Credit and Grade Point Requirements for an Undergraduate (Baccalaureate) Degree

Policy Statement

...

1. **Limitation on skills credits.**

~~a) (Twin Cities) No more than 6 semester credits from physical education, study skills, or applied music (in any combination and including transfer credits) will count toward a student's degree, unless the additional credits are a required part of the student's program requirements. This provision does NOT mean a student may count 6 credits of physical education, 6 in study skills, and 6 in applied music; it establishes a TOTAL of 6 credits from all three areas combined as the number that will count toward a degree. (That is, a student may count 6 skills credits, or the number of skills credits required by the major, whichever is greater.) A student may NOT count all the skills credits required by the major plus an additional 6 skills credits.~~

b) a) (Morris) No more than 8 credits in Music Ensembles, Mus 1300 through Mus 1340, no more than 4 credits in WSS 12xx Skills courses, no more than 4 credits in Varsity Athletics, WSS 1401 through WSS 1412, and no more than 4 credits in Psychology Field Experience, Psy 4896 may be applied to the 120-credit degree requirement.

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**CHRISTOPHER CRAMER, CHAIR
FACULTY CONSULTATIVE COMMITTEE**

**4. FACULTY AFFAIRS COMMITTEE
Resolution on Non-Renewal Policy Changes
Information for the Faculty Senate**

At its meeting on April 12, 2011, the Senate Committee on Faculty Affairs (SCFA) discussed a number of proposed changes to the University policy regarding non-renewal of P&A staff. SCFA supports many of the proposed changes, including the "clarification that non-renewal is to be based on a reason," the integration of P&A and civil service employment in calculating years of service for determining the notice period, the discouragement of combined appointment and non-renewal letters, and the provisions regarding extension of a P&A appointment beyond the end-date of the required notice period.

There is one proposed change, however, that SCFA does not support. It is the proposal to shorten the period of notice of non-renewal in the case of long-time employees (10 completed years of service) from one year to six months. It does not appear to the Committee that shortening the notice period for long-time P&A employees would result in any significant benefit to the institution. On the contrary, it might be expected to undermine the morale and commitment of long-time employees, especially those employed as instructional faculty, who normally work under annual contracts, and for whom the search for a comparable position would have to begin early in the fall semester, if it is to be effective. As indicated by our resolution adopted at the April 12 meeting, we also share the concerns expressed by the Committee on Academic Freedom and Tenure that a shortened notice period could have a chilling effect on the exercise of academic freedom by P&A faculty in the classroom. Further, we feel that it would be inequitable to alter the notice period currently in force for current long-time employees, many of whom will have made their work at the University their careers and are now at a stage of those careers when finding a comparable alternative position would be all the more difficult.

Given these concerns, we recommend that the University not change the minimum notice-period for P&A staff who have been continuously employed at the University for the previous 10 or more years. Naturally this recommendation is not intended to apply to employees who may be terminated for cause.

Adopted unanimously by the committee on May 10, 2011

**GEORGE SHEETS, CHAIR
FACULTY AFFAIRS COMMITTEE**

5. TRIBUTE TO DECEASED MEMBERS OF THE UNIVERSITY COMMUNITY

FACULTY/ACADEMIC PROFESSIONALS/STAFF

Robert W. Allison, Jr.
Staff
Facilities Management
1947 – 2011

Joann Anderson
Staff
Veterinary Medical Center
1944 – 2011

Wallace R. Anderson
Physician
Boynton Health Services
1924 – 2011

James D. Banister
Staff
Academic Health Center
1940 – 2011

Jerome Beker
Professor
Social Work
1933 – 2011

John O. Blaisdell
Staff
Facilities Management
1938 – 2011

Betty Brecto
Professor
Business Affairs – University of Minnesota Crookston
1926 – 2011

Lawson Bowen-Meredith
Staff
Facilities Management
1930 – 2011

Richard R. Cline
Professor
Pharmaceutical Care and Health
1970 – 2011

Kenneth Evink
Staff
Plant Services – University of Minnesota Morris
1926 – 2011

Thomas E. Fairbairn
Staff
Facilities Management
1938 – 2011

Clayton F. Giese
Professor
Physics and Astronomy
1931 – 2011

Richard A. Grant
Professor
Humanities – University of Minnesota Morris
1937 – 2011

Terrence L. Hanson
Staff
North Central Research and Outreach Center
1961 – 2011

Eugene A. Johnson
Professor
Biostatistics
1925 – 2011

Herbert W. Johnson
Professor
Agronomy and Plant Genetics
1920 – 2011

Richard L. Johnson
Staff
Energy Management-Steam Distribution
1945 – 2011

Daniel D. Joseph
Regents Professor
Aerospace Engineering and Mechanics
1929 – 2011

Jane E. Maddy
Professor
Continuing Education – University of Minnesota Duluth
1931 – 2011

Eileen G. Miley
Staff
Agricultural Economics
1921 – 2011

Vivian J. Neiger
Academic Professional
Raptor Center
1946 – 2011

Kris S. Nelson
Professor
Center for Urban and Regional Affairs
1951 – 2011

Nancy R. Novak
Consultant
Academic Health Center Human Resources

1946 – 2011

Philip M. Raup
Professor
International Agricultural Programs
1914 – 2011

Guillermo Rojas
Professor
Chicano Studies
1938 – 2011

Teresa Schoeder Sheaffer
Staff
Agronomy and Plant Genetics
1956 – 2011

Laura Shifrin
Staff
Ophthalmology
1963 – 2011

Richard E. Shope
Professor
Veterinary Pathobiology
1926 – 2011

Edward Silberman
Professor
Civil Engineering
1914 – 2011

Byron C. Smith
Staff
Finance
1918 – 2011

Mary P. Snyder
Staff
Boynton Health Services
1937 – 2011

Seppo H. Valppu
Staff
Natural Resources Research Institute – University of Minnesota Duluth
1948 – 2011

Thomas L. Waterbury
Professor
Law School
1923 – 2011

Henry H. Webster
Research Associate

Natural Resources
1930 – 2011

Roger E. Wies
Staff
Repairs Maintenance – University of Minnesota Duluth
1935 – 2011

Robert E. Williams
Staff
Facilities Management
1941 – 2011

Gloria Wolf
Staff
Psychiatry
1941 – 2011

Jack Peter Zetterberg
Senior Analyst
System Academic Administration
1950 – 2011

STUDENTS

Jada R. Brunk
College of Liberal Arts

Logan Hoehne
University of Minnesota Morris

Luke Johnson
School of Fine Arts, University of Minnesota Duluth

McKauley C. Kane
College of Science and Engineering

Bo W. Lo
College of Science and Engineering

Greg J. Moltumyr
Carlson School of Management

Bradley S. Rosendahl
College of Liberal Arts

Tim Stephenson
School of Fine Arts, University of Minnesota Duluth

Sara N. Studer
Carlson School of Management

Maria C. Tapia
College of Liberal Arts

**6. SENATE CONSULTATIVE COMMITTEE REPORT
(5 minutes)**

**7. INTRODUCTIONS
Amy Phenix, Chief of Staff
Kathryn Brown, Vice President for Human Resources
(10 minutes)**

**MOTION A
Consent Agenda
Action by the University Senate
(2 minutes)**

Agenda Items 8. and 9. are considered to be non-controversial or “housekeeping” in nature and are offered as a “Consent Agenda” to be taken up as a single item with one vote. Any item will be taken up separately at the request of a senator. A simple majority is required for approval.

8. MINUTES FOR MAY 5, 2011

MOTION:

To approve the University Senate and Faculty Senate minutes, which are available on the Web at the following URL.

<http://www1.umn.edu/usenate/usenate/110505sen.html>

**STUART GOLDSTEIN, CLERK
UNIVERSITY SENATE**

**9. COMMITTEE ON COMMITTEES
2011-12 Committees of the University Senate**

MOTION:

To approve the University Senate committee memberships for 2011-12.

University Senate committee memberships:

DISABILITIES ISSUES - Faculty: Dale Branton (chair), Becca Gercken, Mary Kennedy, Joanna O’Connell, Julia Robinson, Susan Rose, Michael Silverman, Frank Symons, Carla Tabourne. **Academic Professionals:** Sherry Gray, Kimberly Simon. **Civil Service:** Brian McAdams, Joanie Tool. **Students:** Rebecca Anderson, Amber Mayer, 2 to be named. **Ex Officio:** Donna Johnson, Peggy Mann Rinehart.

EQUITY, ACCESS, AND DIVERSITY - Faculty: Irene Duranczyk (chair), Neil O. Anderson, Michael Goh, Richard Graff, Raul Marrero-Fente, Michelle Page, Janet Thomas, Dominique Tobbell. **Academic Professionals:** Katie Ballering, Gregory Sawyer. **Students:** Lauren Beach,

Yu Fu, 4 to be named. **Civil Service:** Susan Cable-Morrison, Dorothy Schlesselman. **Ex Officio:** Kimberly Hewitt, Peg Lonquist, Anne Phibbs, Charmaine Stewart, Patrick Troup.

FINANCE AND PLANNING - Faculty: Russell Luepker (chair), Sara Chambers, William Durfee, Judith Martin, Fred Morrison, Terry Roe, Gwen Rudney, Sellmann Schultz, Karen Seashore, Aks Zaheer. **Academic Professionals:** Michael Rollefson, 1 to be named. **Civil Service:** Kara Kersteter, Ann Sather. **Students:** Cody Mikl, 3 to be named. **Ex Officio:** Jonathan Binks, Lincoln Kallsen, Kathleen O'Brien, Richard Pfitzenreuter, Arturo Schultz, Thomas Stinson, Michael Volna, 1 to be named.

INFORMATION TECHNOLOGIES - Faculty: Ted Higman (chair), David Arendale, Brent Larson, Yuk Sham, Shashi Shekhar, May Vavrus, Bonnie Westra, 1 to be named. **Academic Professionals:** Allison Jacobsen, James MacDonald, Benton Schnabel, Sue Van Voorhis. **Civil Service:** Noel Phillips. **Students:** Craig Hohn, 2 to be named. **Ex Officio:** John Butler, Ann Hill Duin, Billie Wahlstrom, 1 to be named.

LIBRARY - Faculty/PA: Neil Olszewski (chair), Jennifer Alexander, Phil Buhlmann, Michelle Englund, Elizabeth Fine, David Fox, Susan Geller, Vicki Graham, Ronald Hadsall, John Logie, 2 to be named. **Students:** Bradford Clemens, Monica Howell, Robert Muellerleile, Joseph Spanjers. **Civil Service:** Mary Ford. **Ex Officio:** Jonathan Binks, LeAnn Dean, Joan Howland, Wendy Lougee, Mary Beth Sancomb-Moran, Bill Sozansky, Owen Williams, 1 to be named.

SOCIAL CONCERNS - Academic Professionals: David Golden (chair), Carol Foth, Timothy Sheldon. **Faculty:** John Broadhurst, Stephen Gross, Maria Hanratty, Ahmed Heikal, Kim Robien, Michael Sommers, 1 to be named. **Civil Service:** Susan Cable-Morison, Teresa Schicker, Rebecca von Dissen. **Alumni:** David Fuhs, Sandra Krebsbach, 1 to be named. **Students:** Elizabeth Ault, Leah Iverson, Rebecca Shankle, Elizabeth Shay, 3 to be named. **Ex Officio:** Kaari Nelson, Michael O'Day, Amelious Whyte.

STUDENT ACADEMIC INTEGRITY - Faculty/PA: Eric Watkins (chair), Dana Davis, Patricia Fillipi, Jennifer Goodnough, Francisco Ocampo, Thomas Shield, LeAnn Snow, 1 to be named. **Students:** Levi Atinda, 4 to be named. **Ex Officio:** Sharon Dzik, Laura Coffin Koch.

STUDENT BEHAVIOR - Faculty/PA: Jeanne Higbee (chair), Theresa Baultrippe, Peter Haeg, Todd Helmer, Julia Johnsen, Susanne Jones, Barney Klamecki, Katie Koopmeiners, Christian Mohr, Pamela Nippolt, William Ostvig, Andrea Smith, Marshall Stern, Mary Tate, Becky Yust. **Students:** Julie Collier, Matt Hauer, Sarah Lechowich, David Ormonde, Thomas Schink, Ami Wazlawik, at least 4 to be named. **Ex Officio:** Sharon Dzik.

FOR INFORMATION:

ALL-UNIVERSITY HONORS - Faculty: James Luby (chair), Carl Adams, Roland Guyotte, Phyllis Moen, Fotis Sotiropoulos, William Tolman, 2 to be named. **Academic Professionals:** Peyton Owens, Patrick Troup. **Alumni:** Nancy Devine, Julie Johnson, Stephen Litton, Beth Pinkney, Todd Williams. **Civil Service:** Arlene Birnbaum, Diane Krawczynski. **Students:** Bridget Thompson, Lingzhou Xue, 2 to be named. **Ex Officio:** Kristin Cleveland, Ruth Isaak, Lisa Meyer, Andrew Svec, William Wade, Billie Wahlstrom.

SENATE COMMITTEE ON COMMITTEES - Faculty: Joanna O'Connell (chair), Carl Adams, Vernon Cardwell, William Durfee, William Garrard, Jay Hatch, Lois Heller, David Kirkpatrick, Paula O'Loughlin, Nelson Rhodus, Steven Ruggles, Leslie Sharkey, Steven Yussen, 2 to be named. **Academic Professionals:** Elaine Challacombe, Stacy Doepner-Hove, Frank Douma, Mary Jetter. **Students:** 7 to be named.

SENATE CONSULTATIVE - Faculty: Christopher Cramer (chair), Avner Ben-Ner, Peter Bitterman, Nancy Ehlke, Janet Ericksen, Walt Jacobs, Elaine Tyler May, Jan McCulloch, James Pacala, Kathryn VandenBosch. **Academic Professionals:** Ann Hagen, Steven Pearthree. **Civil Service:** Don Cavalier, Amy L. Olson. **Students:** Harrison Defries, Adam Matula, Jaycob Robinson, Adair Rounthwaite, 3 to be named. **Ex Officio:** Thomas Brothen, Carol Chomsky, Russell Leupker, Kathryn VandenBosch, Richard Ziegler.

**JOANNA O'CONNELL, CHAIR
SENATE COMMITTEE ON COMMITTEES**

END OF MOTION A

**10. SENATE CONSULTATIVE COMMITTEE
Senator Responsibilities
Information for the University Senate
(5 minutes)**

Responsibilities of Faculty Senators

In order to ensure that the faculty governance system operates effectively to represent faculty concerns and perspectives, individuals serving as Faculty Senators should:

1. Attend all University and Faculty Senate meetings or arrange for an alternate to attend
2. Review docket materials before Senate meetings and be prepared to discuss and vote on issues presented.
3. Share draft policies and policy amendments with colleagues for discussion before Senate action.
4. Distribute to colleagues in their college information on significant matters before the Senate and solicit faculty views on such issues.
5. Bring to the Senate, or one of its committees, issues of concern to their colleagues.
6. Communicate regularly with faculty governance bodies in their academic units.
7. Consider serving on one of the Senate committees.
8. Remember that, while they are elected as delegates from their academic units, “[e]ach member of the University Senate shall represent the University as a whole.”

Adopted unanimously by the Faculty Consultative Committee 8/17/06.

Responsibilities of Student Senators

In order to ensure that the University governance system operates effectively to represent student concerns and perspectives, individuals serving as Student Senators should:

1. Attend all University and Student Senate meetings or arrange for an alternate to attend.
2. Review docket materials before Senate meetings and be prepared to discuss and vote on

issues presented.

3. Share draft policies and policy amendments with constituents and relevant student organizations for discussion before Senate action.
4. Distribute to constituents and relevant student organizations information on significant matters before the Senate and solicit student views on such issues.
5. Bring to the Senate, or one of its committees, issues of concern to their constituents and relevant student organizations.
6. Communicate regularly with student governance bodies.
7. Consider serving on one of the Senate committees.
8. Remember that, while they are elected as delegates from their academic units, "[e]ach member of the University Senate shall represent the University as a whole."

Adopted unanimously by the Student Senate Consultative Committee 9/14/06.

11. UNIVERSITY SENATE BYLAW AMENDMENT
Senate Consultative Committee Charge
Action by the University Senate
(2 minutes)

MOTION:

To amend Article II, Section 5(I) of the University Senate Bylaws as follows (language to be added is underlined; language to be deleted is ~~struck out~~). As an amendment to the University Senate Bylaws, the motion requires either a majority of all voting members of the University Senate (124) at one regular or special meeting, or a majority of all voting members of the University Senate present and voting at each of two meetings. This is the first meeting at which this motion is being presented.

ARTICLE II. COMMITTEES OF THE UNIVERSITY SENATE (Changes to this article are subject to vote only by the University Senate)

5. University Senate Committee Charges

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I. SENATE CONSULTATIVE COMMITTEE

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Duties and Responsibilities

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- g. To provide for a budget subcommittee of the University Senate composed of the vice chair of the University Senate as chair, and the chairs and vice chairs of the Civil Service, Faculty, P&A, and Student Consultative Committees, ~~and one faculty member and one student member of the Senate Consultative Committee chosen by the vice chair of the~~

~~University Senate~~. The Clerk of the Senate shall be an ex officio member of the subcommittee.

- h. To provide for a Business and Rules Committee composed of the Chair and Vice Chair of the Faculty Consultative Committee, the Chair and one additional member of the Student Senate Consultative Committee, one academic professional member of the Senate Consultative Committee, one civil service member of the Senate Consultative Committee, the Clerk of the Senate, and the Vice Chair of the Senate. The Chair of the Senate Consultative Committee shall serve as chair of the Business and Rules Committee. The Business and Rules Committee shall be responsible for drafting the docket of the University Senate but final authority for approving the docket shall rest with the Senate Consultative Committee.
- i. To dispose of business which appears to be not germane to the purposes of the University Senate.
- j. To make editorial changes in University Senate policies and documents (including the constitution, bylaws, and rules) to reflect changes in titles of administrative offices or officers; the changes will be reported to the University Senate for information.
- k. To correct grammatical and punctuation errors and to approve other non-substantive technical amendments in existing administrative policies previously approved by the University Senate and in University Senate documents (including the constitution, bylaws, and rules); such actions will be reported to the University Senate at its next meeting and the University Senate may then overrule the Senate Consultative Committee.

COMMENT:

The Senate Consultative Committee (SCC) has concluded that it would be a better use of the University Senate's time to permit clerical and non-controversial changes to be made by SCC and reported to the University Senate for information—rather than having to waste the body's time voting on these matters. As provided in the language, all such changes would be reported to the University Senate at the meeting following the SCC vote and the University Senate would have the authority to overrule SCC.

Changes to the constitution, even if clerical, non-substantive, and non-controversial, would also have to be approved by the Board of Regents.

**CHRISTOPHER CRAMER, CHAIR
SENATE CONSULTATIVE COMMITTEE**

**12. SENATE CONSULTATIVE COMMITTEE
Resolution on Consultation Prior to Reorganization
Action by the University Senate
(10 minutes)**

MOTION:

To approve the Resolution on Consultation Prior to Reorganization as follows.

Resolution on Consultation Prior to Reorganization

Preamble

The structure and organization of the University's academic units and central administration have a profound effect on faculty, staff, and students, and decisions about modifying those structures will benefit from the knowledge and experience of those affected. This resolution therefore identifies appropriate governance committees to be consulted before any major reorganization decision is made. To be effective, such consultation must occur early in the consideration of any such changes.

For reorganizations in central administration, the consultation should be with appropriate University Senate committees. For reorganizations within campuses or colleges, the consultation should be with the appropriate campus, college, and departmental governance bodies. Because major structural change within campuses and colleges has implications outside those units as well, the resolution provides for determination whether consultation with Senate committees is warranted when such change is considered.

I. Reorganization of Campuses and Collegiate Units

Proposals to establish new collegiate units, merge or eliminate existing collegiate units, reorganize a college in a substantial way, or to make a significant modification in the mission (with college- or campus-wide impact or ramification) to an existing college/campus, should be reviewed by the appropriate governance body of an affected college or campus unit. The responsible central administrator (President, Provost, or Senior Vice President) should consult with the chair of the Senate Consultative Committee (SCC) to plan additional consultation with other Senate committees as appropriate, and the timetable for such consultation. In planning for such additional consultation, the chair of SCC will coordinate with the chairs of the other Senate consultative committees.

II. Reorganization of Other University-Wide or Campus-Wide Units

Proposals to reorganize or eliminate non-collegiate, all-University units (such as the Graduate School) should be reviewed by governance bodies within the affected units and by SCC. The chair of SCC and the responsible central administrator (President, Provost, or Senior Vice President) should plan additional consultation with other Senate committees as appropriate, and the timetable for such consultation. In planning for such additional consultation, the chair of SCC will coordinate with the chairs of the other Senate consultative committees.

III. Reorganization of Academic Units Within and Across Colleges and Campuses

Proposals to establish, eliminate, split, or merge collegiate academic departments or to move an academic department to a different college should be reviewed by appropriate college governance committees. The responsible central administrator (President, Provost, or Senior Vice President) should consult with the chair of the SCC before any final decisions are made. The chair of SCC will coordinate with the chairs of the other Senate consultative committees to ensure their involvement when appropriate. Proposals to establish, eliminate, split, merge, or move non-departmental academic units (e.g., including but not limited to centers and programs) should also be reviewed by appropriate college governance committees, but need not be reported to Senate committees.

IV. Administrative Reorganization

1. When the president considers (a) the establishment or elimination of senior administrative position(s) of high rank (vice president, provost, chancellor), or (b) a significant reorganization of the central administration, he or she should consult with the chair of the SCC. The chair of

SCC will coordinate with the chairs of the other Senate consultative committees to ensure their involvement when appropriate. Approval of the committee(s) or their chairs is not required.

2. When a campus executive officer (chancellor or provost) considers the establishment or elimination of senior administrative positions for a campus, the provost or chancellor should consult with the appropriate consultative body (assembly executive committee or its faculty-student equivalent). Approval by that consultative body is not required.

COMMENT:

This resolution replaces the 1999 Policy on Reorganization adopted by the University Senate, which itself replaced several existing policies dating from 1956 through 1971. The intent is to remove ambiguities in the 1999 policy and convert it to a resolution, to be agreed on by the President and the Senate.

**CHRISTOPHER CRAMER, CHAIR
SENATE CONSULTATIVE COMMITTEE**

**13. PRESIDENT'S REPORT
(10 minutes)**

**14. QUESTIONS TO THE PRESIDENT
(15 minutes)**

Questions to the President should be submitted in writing to the University Senate office no later than Tuesday, October 4, 2011. The President may also choose to take questions from the floor.

15. UNIVERSITY SENATE OLD BUSINESS

16. UNIVERSITY SENATE NEW BUSINESS

17. UNIVERSITY SENATE ADJOURNMENT

**THIS CONCLUDES THE UNIVERSITY SENATE BUSINESS.
THE SUBSEQUENT ITEMS ARE FACULTY SENATE BUSINESS ONLY.**

MEETING OF THE FACULTY SENATE

18. FACULTY CONSULTATIVE COMMITTEE REPORT (5 minutes)

19. FACULTY LEGISLATIVE LIAISONS UPDATE (5 minutes)

20. COMMITTEE ON COMMITTEES 2011-12 Committees of the Faculty Senate Action by the Faculty Senate (2 minutes)

MOTION:

To approve the Faculty Senate committee memberships for 2011-12. A simple majority is required for approval.

Faculty Senate committee memberships:

ACADEMIC FREEDOM AND TENURE - Faculty: Barbara Elliott and Christine Marran (co-chairs), Yusuf Abul-Hajj, Christopher Federico, Joseph Gaugler, Teresa Kimberley, Jessica Larson, Paul Porter, Terrence Simon, Carol Wells. **Academic Professionals:** William Craig, Gary Peter. **Ex Officio:** Arlene Carney, Paula O'Loughlin.

EDUCATIONAL POLICY - Faculty/PA: Thomas Brothen (chair), Lee-Ann Breuch, Norman Chervany, Alon McCormick, Peh Ng, Jane Phillips, Margaret Root Kustritz, Leslie Schiff, Paul Siliciano, Elaine Tarone, Cathrine Wambach, 1 to be named. **Students:** Sean Finn, 4 to be named. **Ex Officio:** Barbara Brandt, Robert McMaster, Henning Schroeder.

FACULTY AFFAIRS - Faculty: George Sheets (chair), William Beeman, Ben Bornshtein, Linda Chlan, Kathryn Hanna, Joseph Konstan, Frank Kulacki, Benjamin Munson, Jason Shaw, Geoffrey Sirc, James Wojtaszek. **Academic Professionals:** Randy Croce, Pamela Stenhjem. **Ex Officio:** Kathryn Brown, Arlene Carney, Dann Chapman, Barbara Elliott, Theodor Litman, Christine Marran. **Students:** 2 to be named.

JUDICIAL - Faculty: Paula O'Loughlin (chair), David Andow, David Biesboer, Martha Bigelow, David Born, Sauman Chu, Patricia Frazier, Marti Hope Gonzales, Satish Gupta, Kenneth Heller, Brian Horgan, Kathleen Hull, Kim Johnson, Thomas Larson, Dawn Lowe, George Maldonado, Susan Noakes, Mary Lay Schuster, Paul Shaw, Roderick Squires. **Legal Advisor:** Jan Halverson, Karen Schanfield.

RESEARCH - Faculty: Linda Bearinger (chair), Alvaro Alonso, Melissa Anderson, Anna Clark, Paul Cleary, Jerry Cohen, Demoz Gebre, Maria Gini, Seung-Ho Joo, Jennifer Linde, Randy Moore, Christopher Nappa, Kola Okuyemi, LaDora Thompson, J.T. Vaughan. **Academic Professionals:** Greg Haugstad, Kyla Wahlstrom. **Civil Service:** Margaret Catambay. **Students:** Breanne Byiers, Marc Dunham, 1 to be named. **Ex Officio:** Arlene Carney, Robin Dittmann, Frances Lawrenz, Tucker LeBien, Timothy Mulcahy, Federico Ponce de Leon, Karen Williams, Lynn Zentner.

FOR INFORMATION:

ACADEMIC HEALTH CENTER FACULTY CONSULTATIVE - Faculty: Colin Campbell (chair), Susan Berry, Cynthia Gross, Leslie Lytle, Paul Olin, Ned Patterson, Cheryl Robertson, 1 to be named. **Ex Officio:** 1 to be named.

ADVISORY COMMITTEE ON ATHLETICS - Faculty/PA: Virginia Zuiker (chair), Rayla Allison, Linda Brady, Ravi Janardan, Timothy Johnson, Perry Leo, Na'im Madyun, Paul Siliciano, Jennifer Tigges. **Civil Service:** Patricia Roth. **Alumni:** Archie Givens, Tim Manning. **Students:** Robert Peters, 3 to be named. **Ex Officio:** J.T. Bruett, Lynn Holleran, Joel Maturi.

FACULTY ACADEMIC OVERSIGHT ON INTERCOLLEGIATE ATHLETICS - Faculty: Timothy Johnson (chair), Patrick Arndt, Linda Brady, Sean Garrick, Susan Meyer Goldstein, Murray Jensen, Perry Leo, Virginia Zuiker. **Ex Officio:** J.T. Bruett, Lynn Holleran, Sue Van Voorhis.

FACULTY CONSULTATIVE - Faculty: Christopher Cramer (chair), Avner Ben-Ner, Peter Bitterman, Nancy Ehlke, Janet Ericksen, Walt Jacobs, Elaine Tyler May, Jan McCulloch, James Pacala, Kathryn VandenBosch. **Ex Officio:** Linda Bearinger, Elizabeth Boyle, Thomas Brothen, Colin Campbell, Carol Chomsky, Caroline Hayes, Russell Luepker, George Sheets, Kathryn VandenBosch, Richard Ziegler.

**JOANNA O'CONNELL, CHAIR
FACULTY COMMITTEE ON COMMITTEES**

21. FACULTY SENATE BYLAW AMENDMENT
Faculty Consultative Committee Charge
Action by the Faculty Senate
(2 minutes)

MOTION:

To amend Article IV, Section 5(H) of the Faculty Senate Bylaws as follows (language to be added is underlined; language to be deleted is ~~struck-out~~). As an amendment to the Faculty Senate Bylaws, the motion requires either a majority of all voting members of the Faculty Senate (81) at one regular or special meeting, or a majority of all voting members of the Faculty Senate present and voting at each of two meetings. This is the first meeting at which this motion is being presented.

ARTICLE IV. COMMITTEES OF THE FACULTY SENATE (Changes to this article are subject to vote only by the Faculty Senate)

5. Faculty Senate Committee Charges

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H. FACULTY CONSULTATIVE COMMITTEE

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Membership

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- The Nominating Subcommittee is responsible for identifying Twin Cities faculty candidates for the Faculty Consultative Committee. The Nominating Subcommittee shall consist of the Twin Cities voting members of the Faculty Consultative Committee (except the chair and vice chair), the chairs of Senate committees who are ex officio members of the Faculty Consultative Committee, and the immediate past voting members of the Faculty Consultative Committee. The Nominating Subcommittee shall elect a chair from among its members. The Nominating Subcommittee shall nominate twice as many faculty candidates for the Faculty Consultative Committee, who are confirmed as willing to serve, as are to be elected each year from the Twin Cities campus and from those faculty from the Duluth campus eligible to vote in Senate elections. To achieve balanced representation across the Twin Cities campus, the Nominating Subcommittee may choose to pair candidates. The final slate of candidates shall be announced in the Faculty Senate docket for a spring semester meeting. Additional nominations of eligible faculty, confirmed as willing to serve, may be made by: (1) petition of 12 voting members of the Twin Cities faculty, provided that the petition is in the hands of the clerk of the Senate the day before the Faculty Senate meeting; (2) nomination on the floor of the Faculty Senate by members of the Twin Cities Faculty Delegation when the slate is presented. If the nominees are paired, any additional nomination shall specify against which pair the nominee will run. The clerk of the Senate shall present the slate to the Twin Cities Faculty Delegation for its approval. In the event there are additional nominations, the Twin Cities Faculty Delegation will reduce the slate to twice the number to be elected by voting by secret ballot. ~~shall by vote in order to reduce the slate to twice the number to be elected. The vote shall be taken by secret ballot in a manner determined by the Twin Cities Faculty Delegation. The clerk of the Senate shall present the final slate the Twin Cities Faculty Delegation for its approval.~~ The slate as approved shall be presented to the faculty for an election, conducted in accordance with the preceding paragraph of the Faculty Senate Bylaws.

...

Duties and Responsibilities

...

- j. To ~~make~~ approve editorial changes in existing administrative policies previously approved by the Faculty Senate and in Faculty Senate policies and documents (including the constitution, bylaws, and rules), and to reflect changes in titles of administrative offices or officers; the changes will be reported to the Faculty Senate for information.
- k. To correct grammatical and punctuation errors and to approve other non-substantive technical amendments in existing administrative policies previously approved by the Faculty Senate and in Faculty Senate documents (including the constitution, bylaws, and rules); such actions will be reported to the Faculty Senate at its next meeting and the Faculty Senate may then overrule the Faculty Consultative Committee.
- kl. To provide for a Business and Rules Committee composed of the Chair and Vice Chair of the Faculty Consultative Committee, the Clerk of the Senate, and the Vice Chair of the Senate. The Chair of the Faculty Consultative Committee shall serve as chair of the Business and Rules Committee. The Business and Rules Committee shall be responsible for drafting the docket of the Faculty Senate.

COMMENT:

The Faculty Consultative Committee (FCC) was informed about the grammatical problem with the paragraph describing the Nominating Subcommittee and associated processes, and recommends correcting the language as noted.

FCC also concluded that it would be a better use of the Faculty Senate's time to permit changes such as these, entirely non-substantive, to be made by FCC and reported to the Faculty Senate for information—rather than having to waste the body's time voting on matters that are entirely clerical and non-controversial. As provided in the language, all such changes would be reported to the Faculty Senate at the meeting following the FCC vote and the Faculty Senate would have the authority to overrule FCC.

Changes to the constitution, even if clerical, non-substantive, and non-controversial, would also have to be approved by the Board of Regents.

**CHRISTOPHER CRAMER, CHAIR
FACULTY CONSULTATIVE COMMITTEE**

**22. FINANCE AND PLANNING COMMITTEE
Report on Vice Presidential Units
Discussion by the Faculty Senate
(20 minutes)**

SCFP Report on Vice Presidential Units at the University of Minnesota

Background:

In the context of the “new normal” facing the University of Minnesota, questions regarding the size and scope of administration are widely discussed. A natural corollary to this question about administration is the associated cost. These issues, raised in the Faculty Senate and by individual senators, were addressed by the Senate Committee on Finance and Planning (SCFP) during the spring semester.

The SCFP recognized it was relatively uninformed about the size and scope of many administrative activities and felt that presentations from the vice presidents would be helpful in its understanding and fulfilling its job of advising the Faculty Consultative Committee, the Faculty and University Senates and administration.

To accomplish this, the SCFP met with heads of eight vice presidential units: Carol Carrier – Office of Human Resources, Stephen Cawley – Office of Information Technology, Tim Mulcahy – Office of the VP for Research, Kathleen O’Brien – Office of University Services, Richard Pfitzenreuter – University Budget and Finance, Robert Jones - Office of the Senior VP for System Administration, Mark Rotenberg – Office of General Counsel, Tom Sullivan – Academic Affairs.

The Academic Health Center was excluded because of a new vice-president and a reorganization of that unit which began in the winter of 2011. It is anticipated that the SCFP will review this unit later in 2011.

A number of observations, conclusions and suggestions arose from these discussions. This report does not focus on any specific unit because each is distinct in its mission and scope of activities. Nonetheless, there are generalizations that can be made and should be considered by President Kaler.

Overview:

The SCFP began with the understanding that the University is a \$3+-billion organization, measured by its budget, and that any organization of that magnitude will have administrative costs associated with carrying out its mission. The questions that have been raised are (1) whether those costs are appropriate and (2) whether they are excessive by comparison with peer institutions, and perhaps by comparison to other non-profit organizations and private-sector organizations of comparable size. The SCFP did not have data available either on the University's peer research universities or the private sector, and believes that such comparisons are very difficult to make because of the many different ways organizations, public and private, categorize expenses and employees. The committee also observed that the University is one of the largest employers in the state.

The SCFP was impressed with the vice presidential organizations and the many tasks these administrative units perform to further the mission of the University. It is apparent that increasing regulations and related compliance costs, expanding research funding, and more students result in additional administrative work leading to expansion of some units. Also recognized are the burdens placed by external and internal groups, specifically, the expectations of politicians, alumni, businesses, and other groups outside of the University. Internally, the students, faculty, staff, and Regents place demands on the administration for services and structures to improve the education, research, and service missions. Finally, current and previous administrations expanded administrative units in keeping with advances in technology and their (the administration's) visions for the future.

With a new president and new administration, the SCFP believes now is the time to look at the administrative organization and functions. The need for examination and evaluation is heightened by the budget cuts in state funding. The following observations and suggestions should be considered in the context of strengthening the education, research, and service missions of the institution.

Observations and Suggestions:

- a. There appears to be duplication of functions within vice presidential units. For example, several vice-presidential units have their own communications, information technology, and public relations staff. There are likely functions in college, department, and division subunits that also replicate these and other central administrative functions, although the SCFP did not review the colleges. While many functions within vice-presidential organizations are justifiable, it is questionable whether all are needed or cost efficient.
- b. Each vice presidential unit has numerous subunits performing important functions for that unit but there are also centers, institutes, and programs that may be or may not be associated with the mission of the vice-presidential unit. Many of these are the result of previous presidential initiatives and administrations. Some continue their existence well past their initiation and initial justification. Some may continue to play vital roles but others do not. It is not apparent why some subunits are in the vice-presidential unit where they are placed. It is also apparent that many subunits have no regular review or a sunset provision once they have achieved their initial goals. The administration should independently evaluate all these units for their continuance, merger and/or transfer to other units.

As noted in the attached appendix, all vice-presidential units require substantial human and other resources to perform their work. Steps have already been taken to reduce costs and streamline operations in many areas. This work should continue in the context of increasing financial pressures. The SCFP intends to continue to monitor progress in these activities.

The appendix (available at: http://www1.umn.edu/usenate/scfp/vp_unit_appendix.pdf) shows an organization chart for each unit.

**RUSSELL LUEPKER, CHAIR
FINANCE AND PLANNING COMMITTEE**

**23. FACULTY CONSULTATIVE COMMITTEE
Gender Equity in Salaries Study
Discussion by the Faculty Senate
(20 minutes)**

FROM: E. Thomas Sullivan, Senior Vice President for Academic Affairs and Provost

RE: Gender Equity in Salaries Study

I received today a report from an independent consultant regarding a statistical analysis of faculty salaries by gender on the Twin Cities campus. The report is the result of a process begun by the Women's Faculty Cabinet (WFC), which presented to me in May 2010 an analysis that indicated the existence of a gap between male and female faculty salaries on the Twin Cities campus. I shared the WFC report with the University's Office of Institutional Research and the Office of Human Resources. Following consultation with these offices, and additional consultation with the WFC and with leadership of the Faculty Consultative Committee, I directed the Vice President for Human Resources to work in collaboration with leadership from the WFC and the FCC, the Office of Institutional Research, and the Office for Equity and Diversity, to hire an independent outside consultant to advise the University regarding best practice methodologies for performing a statistical analysis of gender equity in faculty salaries at a complex research university.

Vice President Carol Carrier formed an Executive Steering Committee consisting of herself, WFC officers Michele Goodwin and Patricia Frazier, FCC chair and vice chair Kathryn VandenBosch and Christopher Cramer, Institutional Research Director Peter Radcliffe, Office for Equity and Diversity Associate Vice President Kris Lockhart, and Associate Vice President and Chief of Staff to the Provost Sharon Reich Paulsen. The Steering Committee assisted in the selection of the consultant, drafted scope-of-work directions, and met with the consultant several times, both in person and through video conferencing. The consultant also met separately with the Women's Faculty Cabinet, with FCC, and with the Senate Finance and Planning Committee. The resulting report is attached.

The consultant found "evidence that male faculty are, overall, paid an average of 2.2% more than female faculty." The consultant further indicated that "[m]ore detailed analyses provide statistical evidence that this gap in salary is not evenly distributed across the schools/colleges nor is it evenly distributed across the ranks." The consultant noted that: "[t]hese conclusions do not identify specific individuals whose salary warrants adjustment. Further, these methods do not identify the causes of any gap in salary, and indeed, in some circumstances a gap in salary between male and female faculty might be justifiable based on merit or other information." The consultant emphasized that "no single statistical model can capture all of the complexities of the salary structure of a large institution like the University of Minnesota. As a result, several models were examined, each based on its own set of assumptions. . . . These analyses strongly support the overall conclusions." Among the limitations noted by the consultant are: (1) the analyses do not take merit into account; (2) the "results have very little to say about a given individual"; and (3) the results "cannot be considered to provide a proof that there is a gender gap in salary" (emphasis in original).

The consultant's recommendations, based on his analysis, are: (1) "Develop a system for identifying and correcting cases where an individual's salary should be appropriately adjusted."

Based on the consultant's experience at the University of Wisconsin, he offered specific suggestions regarding a possible process to use, noting that the process should be individualized and that "an across-the-board remedy whereby each female faculty member receives a salary adjustment of 2.2% is not recommended" (emphasis in original); (2) "Work to identify the causes of salary inequities, and develop policies to prevent their recurrence"; and (3) "Routinely monitor faculty salaries at the institutional level." More information regarding each of these recommendations is contained in the consultant's report.

The June 22, 2011, report is available at:

http://www1.umn.edu/usenate/fsenate/110622_gender_equity_report.pdf

Paper copies will not be available at the meeting.

**CHRISTOPHER CRAMER, CHAIR
FACULTY CONSULTATIVE COMMITTEE**

24. FACULTY SENATE OLD BUSINESS

25. FACULTY SENATE NEW BUSINESS

26. FACULTY SENATE ADJOURNMENT

Statement on Professor Judith Martin
Senate Committee on Finance and Planning

The Senate Committee on Finance and Planning notes with great sadness the untimely death of one of its valued members and former chair, Professor Judith Martin. Professor Martin was deeply and actively dedicated to the welfare of the University and demonstrated that commitment in her service to us over many years and in many ways. She provided valuable insights to the Committee and brought a wealth of knowledge, experience, and wisdom that are irreplaceable. She also brought warmth, a lively wit, and charm to the Committee. She will be greatly missed.

Adopted unanimously October 4, 2011

Statement on Professor Judith Martin
Faculty Consultative Committee

We join our colleagues on the Committee on Finance and Planning in expressing our deep sadness at the death of Professor Judith Martin. As former member and chair of the Faculty Consultative Committee, and in her many other roles in and outside of governance, she contributed enormously to the well-being of faculty, staff, and students at the University. We and the University have suffered a great loss and we mourn her passing.

Adopted unanimously October 5, 2011

COMMENT:

The Faculty Consultative Committee will ask unanimous consent, under New Business, to include these two statements in the minutes of the October 6 Faculty Senate meeting.