

2020-21 UNIVERSITY OF MINNESOTA

**University Senate Minutes: No. 3
Faculty Senate Minutes: No. 3**

**Thursday, November 5, 2020
2:30 - 5:00 p.m.**

The third meeting of the University Senate and the Faculty Senate for 2020-21 was convened on November 5, 2020, online via Zoom, and was also live-streamed and recorded on [YouTube](#). At the time of this meeting, there were 270 voting members of the University Senate, including the 170 voting members of the Faculty Senate. Present were 132 faculty/academic professionals, 25 P&A members, 20 civil service members, and 42 student members. President Joan Gabel presided.

President Joan Gabel called the meeting to order at 2:31 p.m.

1. Motion to Approve Special Rule (*Action by the University and Faculty Senates*)
Professor Phil Buhlmann, chair, Senate and Faculty Consultative Committees

The Faculty Consultative Committee proposes the following special rule during this meeting:

- Speakers are limited to two minutes each time they are recognized.

A $\frac{2}{3}$ majority of those present and voting is required to approve the special rule.

Motion: To approve the special rule.

Approved.

2. Administrative Responses to Senate Actions (*Information for the University and Faculty Senates*)

Faculty Senate

None pending.

University Senate

- [Equity, Access and Diversity Committee Statement on the Events Surrounding the Killing of George Floyd - June 5, 2020](#)
 - [Administrative Response](#) - October 29, 2020

3. Tribute to Deceased Members of the University Community

Faculty/Staff

Thelma Anderson

Student Services Professional
Office of Undergraduate Education
University of Minnesota Twin Cities
1939-2020

Betty Davidson
Executive Office and Administrative Specialist
College of Food, Agricultural and Natural Resource Sciences
University of Minnesota Twin Cities
1959-2020

Warren Eckl, Jr.
Senior Building and Grounds Worker
Facilities Management
University of Minnesota Twin Cities
1954-2020

Kathryn Grimes
Principal Editor/Writer
Office of the Vice President for Research
University of Minnesota Twin Cities
1965-2020

Kenneth Hastings
Office Support Assistant
Auxiliary Services
University of Minnesota Twin Cities
1955-2020

John Heine
Researcher
Natural Resources Research Institute
University of Minnesota Duluth
1961-2020

Robert Holt
Professor
College of Liberal Arts
University of Minnesota Twin Cities
1928-2020

Christopher Hruza
Cook
Auxiliary Services
University of Minnesota Twin Cities

1968-2020

Thomas Juntunen
Researcher
College of Science and Engineering
University of Minnesota Twin Cities
1960-2020

Rosalie Kane
Professor
College of Education and Human Development
University of Minnesota Twin Cities
1940-2020

Robin Kilbury
Finance Professional
Health Sciences Administration
University of Minnesota Twin Cities
1953-2020

Helen Kivnick
Professor
College of Education and Human Development
University of Minnesota Twin Cities
1950-2020

Yu-Ling Lien
Postdoctoral Associate
College of Science and Engineering
University of Minnesota Twin Cities
1982-2020

Linda Lokensgard
Director of Facilities & Events
Law School
University of Minnesota Twin Cities
1962-2020

Maria Lopez
Senior Teaching Specialist
College of Liberal Arts
University of Minnesota Twin Cities
1966-2020

Karen Mortenson

Campus Operations and Protection Specialist
Office of Student Affairs
University of Minnesota Twin Cities
1958-2020

Kakambi Nagaraja
Professor
College of Veterinary Medicine
University of Minnesota Twin Cities
1944-2020

Andy Nguyen
End User Support
School of Public Health
University of Minnesota Twin Cities
1964-2020

Robert Powless
Professor
College of Liberal Arts
University of Minnesota Duluth
1933-2020

Stan Pride
Academic Technologist
College of Science and Engineering
University of Minnesota Twin Cities
1967-2020

Kirk Ramin
Professor
Medical School
University of Minnesota Twin Cities
1962-2020

Ann Redelfs
Teaching Specialist
College of Continuing and Professional Studies
University of Minnesota Twin Cities
1957-2020

David "Max" Schmeling
Researcher
Medical School
University of Minnesota Twin Cities

1955-2020

Lanny Schmidt
Regents Professor
College of Science and Engineering
University of Minnesota Twin Cities
1938-2020

Michael Schmidt
Dining Attendant
Auxiliary Services
University of Minnesota Twin Cities
1955-2020

Byron Sheppard
Mechanic
Facilities Management
University of Minnesota Twin Cities
1953-2020

David Swanson
Electromechanical Systems Specialist
Office of Undergraduate Education
University of Minnesota Twin Cities
1961-2020

Donald Uden
Professor
College of Pharmacy
University of Minnesota Twin Cities
1952-2020

Vilis "Vic" Vikmanis
Assistant Vice President
Academic Health Center
University of Minnesota Twin Cities
1938-2020

Carroll Vomhof
Principal Office and Administrative Support Specialist
Carlson School of Management
University of Minnesota Twin Cities
1934-2020

Mary Winstead

Writer
University of Minnesota Foundation
University of Minnesota Twin Cities
1953-2020

Bill Wolz
Instructor
Swenson College of Science and Engineering
University of Minnesota Duluth
1959-2020

Anne Yuska
Student Services Program Support Specialist
Office of Equity and Diversity
University of Minnesota Twin Cities
1956-2020

Students

Alexander Johnson
College of Liberal Arts
University of Minnesota Twin Cities

Michael “Joey” Lynch
College of Science and Engineering
University of Minnesota Twin Cities

Wesley Maschke
College of Liberal Arts
University of Minnesota Twin Cities

Kyle McCCasey
College of Liberal Arts
University of Minnesota Twin Cities

Mason Slan
College of Liberal Arts
University of Minnesota Twin Cities

4. Approval of Minutes (*Action by the University Senate*)

Professor Robert Goldstein, clerk, University Senate

Motion: To approve the minutes from the following meetings:

- Regular University/Faculty Senate Meeting, April 23, 2020
- Special University/Faculty Senate Meeting, June 1, 2020
- Special University/Faculty Senate Meeting, June 5, 2020

- Special University/Faculty Senate Meeting, June 29, 2020
- Special University/Faculty Senate Meeting, July 15, 2020
- Special University/Faculty Senate Meeting, October 5, 2020

Approved.

5. Approval of Minutes (*Action by the Faculty Senate*)

Professor Robert Goldstein, clerk, University Senate

Motion: To approve the minutes from the following meetings:

- Special Faculty Senate Meeting, June 9, 2020

Approved.

6. President's Report

President Joan T.A. Gabel

Gabel gave the following updates during her report:

Covid-19:

- There have been few cases at the University, but no surges or clusters. There is no evidence of classroom transmission. She thanked people for following the public health guidance. Numbers are relatively stable, but it is very possible that numbers will go back up. Officials are watching the data closely and thinking about what it means for the Maroon and Gold Sunrise Plan.
- 18-24 year olds, the group that was leading transmission at other institutions, has not been the problem age group in the counties where the University's six campuses are located.
- The University has increased testing options. M-Test is available for symptomatic people or those with known exposures. Some of the federal CARES Act money was used to allow the University community to have access to the at-home testing through Vault Health.

Budget

- Finance teams are working hard to evaluate and anticipate challenges facing the University in light of the ongoing pandemic. The temporary salary reductions, freeze on raises, hiring freeze, and retirement incentive option allowed the University to get ahead of some challenges. There have also been natural savings associated with people not traveling and not being on campus. However, the situation is not resolved yet, and the state support for the University may shrink due to the state's own budget challenges related to the pandemic.
- The temporary salary reduction that was approved in June 2020 for at least six month is due to be re-evaluated to see if they need to continue for the next six months. At this time, it seems likely that they will continue.

Spring semester 2021

- The executive vice president and provost [recently announced](#) some modification to grading for fall 2020 and spring 2021.
- All campuses have modified their spring break schedules.
- The instruction modality will be the same as fall, incorporating flexibility for faculty and students.

Important external developments

- The Minnesota State Legislature approved the 2020 capital investment bonding bill, and Governor Tim Walz signed it into law. This allocates \$75 million of capital support for the University. The University has also been given the authority to refinance existing debt and use the savings. Funds will go towards designing and acquiring a clinical research facility; building a new chemistry teaching building; the Institute for Child Development; and Anderson Hall in Duluth, as well as HEAPR.
- In late October, the U.S. Department of Defense awarded \$87.5 million to create a [new Manufacturing Innovation Institute](#) sited at the University of Minnesota
- The University was proud to support the launch of [MBold](#), a statewide coalition of food and agricultural leaders aimed at advancing solutions to pressing food and agricultural challenges.

Systemwide Strategic Plan

- Consulting on metrics for the plan will happen in the coming weeks. The Maroon and Gold Progress Card will be updated to measure those metrics.
- A statewide mental health summit was recently held that included the University, tribal colleges, the Minnesota State system, and Minnesota private schools.
- University leadership has been thinking about what safety means for all, after the death of George Floyd, and is pursuing subject matter expert assistance on how to make the University a place where everyone feels safe and welcome, including Dr. Cedric Alexander, who was retained to perform an external review of the University of Minnesota Police Department (UMPD).
- A task force on institutional racism, as called for in the Equity, Access and Diveristy Committee (EAD)'s [statement](#) on the murder of George Floyd, [will be empaneled](#), with expected kick-off in early 2021.

7. Questions to the President

President Joan T.A. Gabel

No questions.

8. Faculty/Senate Consultative Committees Report

Professor Phil Buhlmann, chair, Faculty/Senate Consultative Committees

Professor Phil Buhlmann, chair, Faculty/Senate Consultative Committees (FCC/SCC), began by assuring senators that senate governance has been in consultation with the administration regarding major decisions. He noted that he and FCC/SCC Vice Chair Ned Patterson are part of

the president's emergency planning group, and members of the FCC serve on several work groups.

Buhlmann gave the following updates:

- Over the summer, the senates and their committees were highly involved in creating and vetting new procedures necessary to bring the University into compliance with new federal Title IX requirements.
- Many peer institutions have canceled spring break; due to input largely from students, the Twin Cities campus has elected to keep spring break, but move it later in the semester to allow for a pivot to online learning afterwards, if necessary. The new spring break will coincide with those of the Minneapolis and St Paul public schools, which will be beneficial to faculty, staff, and students who are parents.
- In order to ensure that SCC meetings address the concerns of all groups (students, faculty, P&A, and civil service) represented thereon, leadership of the Faculty, Student, P&A, and Civil Service Consultative Committees are meeting three weeks ahead of each SCC meeting to discuss and set the agenda.
- In these unprecedented times, there is increasing pressure on University Senate Office staff to provide the minutes in a timely manner. Therefore, University Senate Office leadership has modified the procedure for preparing minutes, allowing them to be produced more quickly.

9. University Senate Rules Amendment to Add Ex Officio Position to the Senate Academic Integrity Committee (*Action by the University Senate*)

Etty DeVeaux, chair, Senate Committee on Committees

Professor Ken Leopold, chair, Senate Academic Integrity Committee

Background information: The Student Academic Integrity Committee has requested to add an ex officio member from the Center for Educational Innovation (CEI). The Senate Committee on Committees approved the request unanimously.

Motion: To amend University Senate Rules, Article II, Section 1 as follows:

1. Ex Officio Members of University Senate Committees

Ex officio representation is accorded because of, or by virtue of, a specified office. An ex officio member has rights of full participation except voting privileges unless otherwise indicated. Ex officio administrative members shall be appointed from each of the offices as specified in the following provisions and shall have the authority to designate someone to attend meetings in their place. Committee chairs who serve ex officio on other committees may designate a representative from their committees to attend in their place. The University Senate vice chair may not designate an alternative representative to the Senate Consultative Committee.

(...)

- Student Academic Integrity-- Office of the Executive Vice President and Provost (two representatives, including the Director of the Office for Student Conduct and Academic Integrity); [Office of the Executive Vice President and Provost \(Center for Educational Innovation\)](#)

Comments: The University is facing new challenges everyday due to the effects of the COVID-19 pandemic and the new classroom modalities facing students and instructors alike. Part of these challenges include maintaining an atmosphere of academic integrity, especially given the frequency at which students are now taking exams outside of a traditional classroom environment.

As part of our efforts to understand these challenges and what the University has done to address them, the Senate Academic Integrity Committee (SAIC) has had the opportunity to have productive presentations from units such as the Center for Educational Innovation (CEI) and Academic Technology Support Services (ATSS). These presentations have given the committee powerful insight into the steps the University has taken to uphold the values of academic integrity and leverage new technologies as they become available.

Given the ever evolving situations and conditions at the University for the foreseeable future, it is my belief that this committee should be as informed as much as possible regarding the fast changing landscape of technology and academic integrity, particularly insofar as they interface with pedagogy and assessment. Therefore, it is my request that the Rules of the University Senate, Article II, Section 1 be amended and the membership of the SAIC be increased to include an ex-officio member from the CEI, to be filled/appointed by its director(s).

Scott Petty, student senator from the College of Food, Agricultural and Natural Resource Sciences (CFANS), asked whether it is the normal process for ex officio membership to be designated in the Rules. Senate leadership confirmed that it is.

Penny Edgell, faculty senator from the College of Liberal Arts (CLA), inquired as to the rationale for adding an ex officio member, as opposed to simply receiving regular updates from CEI. Professor Ken Leopold, chair, Student Academic Integrity Committee (SAIC), responded that issues related to technology and pedagogy and education come up so frequently during committee meetings that it makes sense to have someone present on a regular basis.

With 155 for; 10 against; and 13 abstentions, the motion carried.

10. University Senate Bylaw Amendment Proposal to Create Campus Safety Committee (Action by the University Senate)

Professor Phil Buhlmann, chair, Senate Consultative Committee

Background information: At a special meeting of the University Senate on June 29, 2020, a [proposal](#) was presented to amend the University Senate Bylaws to create a Campus Safety Committee. A bylaws amendment requires approval by a majority of all voting members of the

University Senate in a vote taken at a single meeting or a majority vote of those present and voting at two successive regular meetings of the University Senate. A majority of those present and voting at the meeting on June 29 approved the motion (76-72), but that did not represent a majority of all senators. The bylaw amendment will be approved if a majority of those present at the meeting today vote in favor of the amendment.

Motion: To approve the proposed bylaw amendment.

Comments: SCC Statement on the Proposed Amendment to the University Senate Bylaws to Create a Senate Committee on Campus Safety

On June 29, 2020, the University Senate voted on a proposed amendment to the University Senate Bylaws to create a new senate committee on campus safety. The discussion showed considerable appreciation for the concerns raised by the senators who wrote the proposed amendment. However, senators criticized the absence of wide-spread consultation and raised concerns about the substance of the proposal. Several ideas on how the bylaw amendment could be improved were suggested.

The proposed amendment passed with a narrow majority, with 76 in favor and 72 opposed. While the amendment was favored by a slight majority of the senators who were present and voted, the vote did not meet the threshold required by the University Senate Constitution for a bylaw change to pass in a single senate meeting. The threshold for that would have been a majority of all members of the University Senate, requiring 135 affirmative votes. Because the bylaw proposal was not withdrawn, the University Senate Constitution requires that a second vote be taken at the first regular senate meeting after that June 29 meeting, which is the 11/5/2020 senate meeting. A simple majority vote at that meeting will adopt the bylaw change.

Since early August, the SCC reached out several times to the authors of the proposed amendment, suggesting that they work with other governance entities and stakeholders to develop a revised version of the proposal, taking into account suggestions and concerns voiced at the June 29 senate meeting. To that end, the SCC suggested that the authors consider withdrawing the amendment until after that consultation has been completed. The SCC also noted the August 27 appointment of Dr. Cedric Alexander to conduct an external review of UMPD and suggested his recommendations about oversight of the UMPD be taken into account in shaping a senate committee on public safety. To date, the authors of the proposed amendment have not replied to the SCC, making a second vote in the senate necessary. A student senator and SCC member also contacted the authors and offered to mediate discussions about the amendment between the authors of the amendment and SCC. One of the authors of the proposed amendment replied only to say that they did not see a need for such mediation, copying five other SCC members.

The SCC discussed further steps in its meeting on October 22 and decided to urge senators to oppose the adoption of this proposed bylaw amendment to create a senate committee on campus safety. The SCC opposes adoption not because the suggested

bylaw amendment lacks merit. Instead, it opposes the bylaw change at this time because this amendment would better be considered (i) after the revision of the proposal following recommendations made by senators at the June 29 senate meeting, (ii) after the final report from Dr. Cedric Alexander is available, and (iii) after subsequent full consultation on the shape of a possible safety committee has happened—the kind of robust and widespread consultation that has occurred when previous University Senate committees were formed.

The SCC has committed to set up a task force with the charge to further develop the proposal for a new safety committee or similar governance structure to address the concerns raised by the senators who proposed the bylaw amendment. We very much hope that students, staff, and faculty will contribute to reaching the goal we all share—creating a strong and effective governance role in addressing campus public safety concerns.

The vote at the November 5 senate meeting is not a referendum on the value of a senate committee. A No vote is in effect a temporary postponement of the idea until we are able to make a well-considered decision about the appropriate form for a committee. The SCC commits to considering the issue after Dr. Alexander's report is available, and after appropriate consultation across all governance groups and stakeholders has happened. To this end, the SCC urges senators to vote No to the proposed bylaw amendment.

The Senate Consultative Committee discussed this statement in its meeting on October 22, 2020, and approved it with 12 Yes votes, zero No votes, and 1 abstention by electronic ballot.

A lengthy and heated discussion transpired, during which senators made the following points:

Points raised against the proposal:

- There has not been enough consultation with the administration or other governance committees on the proposal, and no revisions were made based on suggestions from the SCC.
- There has been insufficient consultation with system campuses.
- More data is needed before forming a committee.
- It would be beneficial to wait until Dr. Cedric Alexander releases his recommendations about policing on campus.
- Issues that this committee would address are already addressed in other senate committees, such as EAD and the Social Concerns Committee.
- The proposed membership is too heavy on students and contains too few P&A and civil service representatives.
- The proposal leaves out labor-represented employees (who are not represented in University Senate governance).

Points raised in favor of the proposal:

- The proposal was created by a subgroup of a joint task force of the Council of Graduate Students (COGS) and Professional Student Government (PSG), who consulted with a number of stakeholders, including students from all campuses and community leaders.
- The authors also enlisted help from the Office of the President to revise the proposal prior to bringing it to the University Senate in June 2020.
- It has been six months since George Floyd was killed by police and nothing has been done.
- Equating police presence with safety is a fallacy, and people of color do not experience policing the same way that white people do.
- Although disability-related concerns are part of EAD's charge, there is also a separate Disabilities Issues Committee; precedent exists for the existence of a committee that focuses in on one aspect of another committee's charge.
- Many students live on campus, under the jurisdiction of the UMPD; the proposal should not be delayed based on concerns from faculty and staff who live off campus.
- Dr. Alexander's work pertains to the Twin Cities campus only; this proposal is systemwide.
- Issues of timeliness, process, red tape, and bureaucracy are serious concerns in the governance structure.
- Students are the experts on their own experiences.
- There are more students at the University than faculty and staff, and without students there would be no University.
- If further consultation is required, changes can be made to the committee once it is formed.
- Perfect should not be the enemy of the good. Creating the committee now would be a statement of the body's values.
- This committee is needed because there have been numerous SAFE-U alerts in recent months.

A vote was held and the motion carried, with 119 for, 49 against, and 9 abstentions.

11. Senator Responsibilities (*Information for the University Senate*)

Professor Phil Buhlmann, chair, Senate Consultative Committee

In order to ensure the effective functioning of the senate, senators were encouraged to familiarize themselves with the [responsibilities of senators](#).

12. Statement on Faculty and Supervisor Support for Student and Staff Voting (*Information for the University Senate*)

Professor Aseem Kaul, chair, Social Concerns Committee

On October 9, 2020, the Social Concerns Committee approved a [Statement on Faculty and Supervisor Support for Student and Staff Voting](#). This statement was disseminated by email to faculty and instructors systemwide on Monday, October 12, 2020.

13. Disabilities Issues Statement on Fall 2020 Reopening (*Information for the University Senate*)

Professor Benjamin Munson, chair, Disabilities Issues Committee

On June 24, 2020, the Disabilities Issues Committee approved a [statement](#) with regard to fall 2020 reopening plans.

14. Letters from Senate Committees to Members of the Administration and the Board of Regents (*Information for the University Senate*)

- Senate Judicial Committee [Letter on Confidentiality of its Proceedings](#) - October 15, 2020
- Senate Committee on Finance and Planning [Letter on Senior Vice President Selection and Transition](#) - October 14, 2020
- P&A and Civil Service Consultative Committees [Letter on the Maroon and Gold Sunrise Plan](#) - September 9, 2020
 - [President Gabel's Response](#) - September 22, 2020
- Faculty Consultative Committee [Email to all Faculty about Summer 2020 Consultation](#) - August 31, 2020
- Faculty Consultative Committee [Letter to the Board of Regents to endorse the proposal by President Gabel regarding the start of fall semester 2020 classes](#) - August 23, 2020
- Senate Consultative Committee [Letter to the Board of Regents regarding Title IX regulations](#) - August 11, 2020
- P&A Consultative Committee [Letter in Response to Campus Safety Committee Proposal](#) - June 24, 2020
- P&A Consultative Committee [Letter in Response to Finance and Operations Planning Work Group Recommendations](#) - June 4, 2020

15. Old Business

16. New Business

17. Adjournment

President Gabel adjourned the meeting at 4:38 p.m.

Amber Bathke
University Senate Office