

Faculty Consultative Committee (FCC)
November 17, 2016
Minutes of the Meeting

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 represents the views of, nor are they binding on, the senate, the administration, or the Board of Regents.

[In these minutes: Conversation with Gophers Athletics Director Mark Coyle; Announcements – Legislative Liaison Positions Update, Unionization Update, Forum on Freedom of Expression, FCC Statement About Outcome of Presidential Election; Discussion with Provost Hanson]

PRESENT: Colin Campbell (chair), Joseph Konstan (vice chair), Catherine French, Dan Feeney, Michael Kyba, George Trachte, Susan Wick, Shawn Curley, Janet Ericksen, Peggy Nelson, Amy Pittenger, Peter Tiffin

REGRETS: Kathleen Krichbaum, Monica Luciana, Robert Blair, Greta Friedemann-Sanchez, Ruth Okediji

GUESTS: Gopher Athletics Director Mark Coyle, Provost Hanson

OTHERS ATTENDING: Jake Ricker, associate director, Athletic Communications

1. Conversation with Gopher Athletics Director Mark Coyle: Professor Campbell convened the meeting, and welcomed Gopher Athletics Director Mark Coyle. Before beginning, Professor Campbell called for a round of introductions.

Following introductions, Professor Campbell said that while the committee provided Mr. Coyle with questions in advance of today's meeting, before answering those, he asked Mr. Coyle to feel free to make opening remarks. Mr. Coyle said he was hired by the University in June of 2016 and then proceeded to talk about his experience and background. He said it is his goal to create a department where the focus is on the student-athletes, and to accomplish this the emphasis will be on:

- Living in truth, always.
- Having the Athletics Department be student-athlete centered by investing in their academic, athletic, and social experiences.
- Focusing on being first class staff, coaches and student-athletes because they all represent more than just their team, but rather the entire institution.
- Holding coaches, who have made a commitment to student-athletes that they will get a degree and compete for championships, accountable for their promises, and holding student-athletes accountable for working hard athletically, academically, etc.
- Operating in a transparent manner.

Mr. Coyle said in the relatively short time he has been at the University he has been doing a lot of talking about his philosophy, but in reality he believes people are defined by their actions.

From his perspective, he believes there is a strong correlation between doing well academically, and doing well athletically. He added what excited him, in part, about coming to the University was that the University of Minnesota is the highest rated public institution for student-athlete academic success from an academic progress rate (APR) standpoint, and he takes great pride in this.

Following his opening remarks, Professor Campbell asked Mr. Coyle to respond to the questions he had been provided ahead of time. The first question was because some faculty do not view University athletics favorably and are frustrated by what they perceive as large amounts of limited University resources being spent to support a couple sports, please share your perspective on this and what should be done about it. Mr. Coyle said he believes communication is key, and this involves being truthful and honest. With that said, he noted that the Gopher Athletics budget this year is \$105 million with the University giving the department approximately \$7 million. In return, the department gives back roughly \$16 million in tuition (paid through scholarships or out of pocket by partial scholarships and walk-on student-athletes). It is also important to note that these numbers do not take into account the impact Gopher Athletics has on parking, and other revenue generating parts of the University. In his opinion, when athletics is done right, it can be a tremendous asset to an institution, and, when done poorly, it can be a nightmare for an institution.

In response to a question about what protocols are in place to train personnel on gender and race issues, and how these protocols intersect with the Office for Equity and Diversity (OED), Mr. Coyle noted that Gopher Athletics has a strong partnership with OED. He added that OED has a certificate series that helps participants develop tools for advancing equity and diversity in all aspects of their personal and professional lives, and a number of the Gopher Athletics staff have participated in this program. The University recognizes the importance of student-athlete development, which focuses on important life skills. A big part of the Athletes Village will be the Center for Excellence, which will focus on developing student-athletes' leadership skills as well as housing academic and nutrition centers.

Professor Campbell said that the committee met with a few students last fall, one of which was a student-athlete, and she shared her experiences with harassment in the Athletics Department. In this student's experience, there was not a lot of support within the department for students who experienced racial injustices. Mr. Coyle said the Athletics Department works hard with its athletes to have a voice. While Gopher Athletics may not be able to solve all the social issues in the country or the world, it can and will continue to collectively work with departments and organizations across campus for a respectful environment.

Regarding gender equity, asked Professor Curley, what is the Athletics Department doing to balance gender equity issues given the biggest revenue generating sports are men's sports. Mr. Coyle replied that while the University has three sports that generate revenue 1) football, 2) men's basketball, and 3) men's hockey, every sport matters. To make his point, he shared an example from his time at the University of Kentucky.

Please comment on how a student's grade point average impacts their eligibility to participate in sports, requested Professor Kyba. Does the University have GPA expectations for student

athletes? Yes, said Mr. Coyle, the University does have GPA expectations for its student-athletes, and then reiterated his earlier comment that the University of Minnesota is the highest rated public institution for student-athlete academic success from an academic progress rate (APR) standpoint. He added that the University's graduation success rate was recently released and that is 90%, which is among the highest in the country. Gopher Athletics is very proud of how its student athletes are doing academically. Mr. Coyle went on to provide information about the McNamara Academic Center (MAC) - http://www.mac.umn.edu/sa_of_the_month.html. MAC's goal is to foster the development of student athletes as they balance academics with athletics while pursuing a baccalaureate degree.

Where is there room for improvement for Gopher Athletics, asked Professor Campbell? In Mr. Coyle's opinion, Gopher Athletics needs to do a better job of listening, e.g., what can Gopher Athletics do to help recruit top academic students via the collegiate experience. Gopher Athletics needs to be able to listen and engage with the campus community to help achieve the University's overall mission. Getting this message out, said Professor Konstan, is hard, and this is not the message that is being communicated right now. He then cited a few examples such as Gopher Athletics outreach efforts of inviting faculty and staff to athletic events by giving them free tickets; however, these are tickets for events that would not sell out anyway, and the seats are usually bad. Additionally, noted Professor Konstan, nothing is being done to promote the athletic events that are coming up. More should be done to publicize these social opportunities. In response, Mr. Coyle said he and Jake Ricker, associate director, Athletic Communications, can have someone in the Athletics Department work with faculty who are interested in bringing in groups of students, for example, as a way to give them a collegiate athletic experience that they may have not had otherwise.

What can faculty do to make the Gopher Athletics' mission easier to achieve, asked Professor Campbell? Additionally, what do faculty do that makes it hard for the Athletics Department to achieve its mission? First, and foremost, giving the department feedback would make it easier for the department to achieve its mission, said Mr. Coyle. He added that he wants nothing more than for the Athletics Department to make the University community and beyond proud. If there are things the Athletics Department can do to be better partners with the rest of the University community, said Mr. Coyle, let him know. In Professor Konstan's opinion, a recurring theme in athletics seems to be a sense of entitlement, to a degree. What can be done to curb this sense of entitlement? Mr. Coyle said he is working on creating a culture of "low ego, high output," and he puts a lot of emphasis on accountability. The sense of entitlement that Professor Konstan raises, said Mr. Coyle, embarrasses him. He added that he believes part of the reason he was hired into this position was to address this issue.

Professor French asked what is being done to address what some people perceive as a culture of harassment in the Athletics Department. Mr. Coyle replied that department staff are currently going through mandatory sexual harassment training, and, additionally, the student-athletes have regular meetings with their teams where harassment and other issues of concern are discussed. Student-athlete expectations are communicated regularly and often to students. Professor French proposed that the Athletics Office should have a role or at least oversight in the training. The office could do something broader or oversee how the information is provided/conveyed to the student athletes. It is important that students do something early

when they come to campus as part of an orientation. As a suggestion, she said that opportunities such as role-playing to convey the message might be used. Mr. Ricker added that every January/February an all student-athletes meeting is held in collaboration with the Aurora Center and they use some of these more interactive techniques to get their message across.

At the Big Ten Academic Alliance Governance Leadership Conference this fall at Michigan State University, said Professor Konstan, the president of Michigan State University reported having asked her athletics director to develop a plan whereby that athletics department could survive without football given the concerns raised by concussions and traumatic brain injury. With all due respect to the president of Michigan State University, said Mr. Coyle, he does not believe football will go away. In his opinion, football will continue to try to get creative in terms of safety, etc. Having said that, he believes it is likely football will be a different game in the future.

Professor Campbell said the sport he is most concerned about is basketball. The emphasis on getting better over time, staying in school and getting good grades does not seem to be as true for basketball players. Mr. Coyle said when he meets with the recruits he tells them that the most important thing the University will give them is a degree. Given the average professional sports career is about 2.9 years, having a degree to fall back on is critically important. He went on to provide information about the Gopher Graduation Program (GGP), which is an initiative of Gopher Athletics to help former student athletes return to the University to complete their undergraduate degrees. He said countless former student athletes have taken advantage of this program, and, going forward, a goal is to have these graduates talk with current students about the value having a degree.

In response to a question about the impact of the National Collegiate Athletic Association (NCAA) rule allowing stipends to cover living expenses, e.g., food, on the athletic programs, students, and teams, Mr. Coyle said this rule change has been helpful in many ways but has created pressure on collegiate athletics as a whole, and provided an example. With this change, Mr. Coyle predicts the gap will likely get bigger between the Power Five and Group of Five conferences – for more information go to http://www.espn.com/college-sports/story/_/id/12185230/power-5-conferences-pass-cost-attendance-measure-ncaa-autonomy-begins.

The conversation then segued briefly into topic of food insecurities among student-athletes. Mr. Coyle said student-athletes are provided one meal/day and have access to unlimited snacks. Athletes Village will have a nutritional center, and conversations are taking place about possibly opening this center up to all students; however, no decision has been made. In Mr. Coyle's opinion, the more student-athletes are able to interact with non-student-athletes the better.

Next, in response to a question about what he would like faculty to know about Gopher Athletics, Mr. Coyle said that Gopher Athletics is a big organization, and even with the best of intentions, if the unit makes a mistake, it needs to be held accountable for those mistakes.

What academic degree programs are over and under-represented by student-athletes, asked Professor Kyba? Mr. Ricker said a majority of student-athletes are registered in either the College of Liberal Arts (CLA) or the College of Education and Human Development (CEHD) (70%), but there are student-athletes from a wide variety of majors. Gopher Athletics will be getting the breakdown of this information soon and will be happy to share it with the committee when they do.

Professor Campbell thanked Mr. Coyle for attending today's meeting, and Mr. Coyle, in turn, thanked the committee for the opportunity to meet with them and for their support.

After Mr. Coyle left, the committee took a few minutes to debrief from their conversation with him.

2. Announcements: Professor Campbell reported that candidates have been interviewed for the open legislative liaison positions, and he and Professor Konstan have made their recommendations to the President's Office as outlined in the process. Given the offer letters have not yet been sent out, Professor Campbell said no more on this subject. In response to a question from Professor French about the terms of the legislative liaison positions, Professor Campbell explained that they are one-year terms with the possibility of renewal, assuming all parties involved are in agreement.

Regarding the unionization efforts that are underway, Professor Campbell said that no one knows when a vote will actually take place. It seems inevitable, depending on the Bureau of Mediation Services' decision as to who is eligible to vote, that either the Service Employees International Union (SEIU) or the University of Minnesota will likely appeal to the Minnesota Court of Appeals. While there have been discussions about having another forum on this topic, these efforts are going slower than initially anticipated. Professor French suggested asking Professor Sally Gregory Kohlstedt as a possible panelist for the forum. Professor Feeney then asked about whether the uncertainty around whether the University of Minnesota will unionize or not is having an impact on its ability to recruit faculty. Anecdotally, Professor Konstan said he has not heard that this uncertainty is having an impact on recruiting. Professor Tiffin noted that applicants should be made aware of the unionization efforts, and not notifying them would be a disservice to the applicants.

Professor Campbell reported having met with the Student Senate Consultative Committee about putting together a co-organized freedom of expression forum on campus. Progress on this effort is going well, but also moving slower than expected. Professor Campbell noted, however, that he has persuaded the students that they need to work hard to identify the various constituencies that should be represented at the forum.

Lastly, Professor Campbell said he has heard from people who are asking whether or not the FCC plans to make a statement about the outcome of the presidential election. He asked members to think about whether the FCC should make a statement or not, and let him know their thoughts. In Professor Campbell's opinion, he believes doing nothing is probably the best policy right now. He also informed members that there is a sanctuary campus movement afoot

at the University and apparently a number of people from the University community have signed a petition in support of the University being a sanctuary campus.

3. Discussion with Provost Hanson: Professor Campbell welcomed Provost Hanson as members were continuing to talk about if the FCC should make a statement or not about the outcome of the presidential election. After some discussion, it was the sense of the committee that administrators and the FCC should stay out of politics.

Moving on, the discussion segued into today's campus forum, *Reaffirming Our Values, Rebuilding the Social Compact*

(<http://www.academic.umn.edu/provost/communications/november2016.html>). Provost Hanson said it was a good, non-partisan discussion, and, in her opinion, it was useful. While about 300 people participated in the discussion, unfortunately, there were not as many students as they would have liked; apparently the noon hour is not a good time for students to be able to participate.

Professor Campbell informed Provost Hanson about plans to hold a freedom of expression forum. He said he has been talking with student leaders about co-sponsoring this event. Based on his conversations with student leaders, a number of students feel that their voices are being stifled, and they are under the impression that freedom of expression and academic freedom applies only to faculty, and not students. The goal for this forum is to give students a venue for expressing themselves. The essence of freedom of expression is having a forum and discussing ideas, and it is not chanting and shutting down meetings. In terms of timeframe, Professor Campbell said he is hoping the forum will happen sometime in the early part of spring semester.

Provost Hanson reported that the liberal education discussion will kick off fairly soon on the Twin Cities campus. A small planning group is working on how to facilitate this discussion. Often things that come top down, said Professor Wick, are not received well by faculty, and so the goal is to send the message that this discussion is faculty driven. Professor Konstan agreed and said this effort needs to be faculty driven, faculty led, and all decisions faculty made, and it needs to be communicated this way. Provost Hanson agreed, underscoring that the curriculum is in the hands of the faculty; it will be important for everyone to participate in this discussion and for the entire faculty to offer their views and to listen to others' views on general education in order to arrive at some sort of consensus. Provost Hanson also noted that the budget meeting process is being made more open/transparent, which is a good thing in itself, and this should also, she believes, make it easier to talk about liberal education in terms not driven by concerns about financial implications. Rather than simply thinking about enrollment dollars, faculty should be able to think about how they believe students should best be educated at this moment of history.

Professor Campbell brought up an article in today's Star Tribune, *At Minnesota state colleges, faculty fear a one-size-fits-all curriculum*, and asked Provost Hanson whether this decision could have an impact on the University. On this topic, as the University thinks about its liberal education requirements, the University has transfer and articulation responsibilities, said Provost Hanson. The University has a significant number of transfer students and it has been

working on ramping up its support services for these students. Undoubtedly, the topic of transfer students will make the liberal education discussion more complicated because transfer students are an important part of the eco-system for this University and for the state, and these opportunities need to be provided. Professor Wick added that as the liberal education discussion takes place, thought needs to be given to the transfer situation between community colleges and Minnesota State Colleges and Universities (MnSCU) and the University of Minnesota as well as the Grand Challenges.

Regarding the issue of student mental health, Provost Hanson reported that she recently heard from Student Counseling Services (SCS) at Boynton and they are keeping up with demand at this time. Professor French noted that at a recent directors of undergraduate studies meeting the topic of student mental health came up, and she thinks it would be a good idea to involve the Office of Undergraduate Education (OUE) in these discussions because it would be a good way to get feedback on resources and get faculty involved in the conversation too. Provost Hanson said there have been a lot of discussions about this topic because there are a lot of different perspectives on this issue. OUE and SCS and Boynton do connect directly through Vice Provost McMaster and Vice Provost Danita Brown Young, who meet regularly. The Joint Taskforce on Student Mental Health will also be able to provide guidance on these matters when it issues its report/recommendations. In addition to what faculty can do to help alleviate stress in the classroom, said Professor French, at the last Senate meeting it was mentioned that there are some careers that are particularly stressful and so the University also has a responsibility to help prepare students for dealing with their future career choice, which may be stressful. Provost Hanson acknowledged this point, and she and the committee spent a few more minutes talking about student mental health in general.

Professor Campbell asked about the timeline for filling the position, director, Office for Diversity in Graduate Education, vacated by Patricia Jones Whyte who recently retired. Provost Hanson said the goal is to fill the position as soon as possible. She added that Vice Provost for Graduate Education Scott Lanyon is making a concerted effort to focus on diversity and financial issues facing graduate students.

Professor Campbell thanked Provost Hanson for a good discussion.

4. **Adjournment:** Hearing no further business, Professor Campbell adjourned the meeting.

Renee Dempsey
University Senate Office