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 Subject: 10/31 SCFA Minutes

~~SENATE COMMITTEE ON FACULTY AFFAIRS~~

Thursday, October 31, 1996
 238 Morrill Hall, Regents Room
 3:00 - 5:00 p.m.

Present: Daniel Feeney (chair), Josef Altholz, Carol Carrier, Carol Chomsky,
 Cheryl Coryea, Mary Dempsey, Robert Fahnhorst, Judith Gaston, Richard McGehee,
 Anne Pick, Richard Purple

Regrets: Richard Goldstein, Rolland Guyotte, Carol Miller, Naomi Scheman,
 Bernard Selzler

Absent: Jack Merwin, Samuel Myers

Guests: n/a

Others: n/a

1. CHAIRUS REPORT

Professor Feeney said that an idea is under consideration by FCC to address the needs of informing people throughout the state of faculty concerns. The name of this group might be the Committee on Public Understanding.

Responsibility Center Management (RCM) has a new name. It is now known as Incentives for Managed Growth (IMG).

Provost Shively was asked at a FCC meeting earlier in the day if salaries for senior faculty would be brought up to market level as those of assistant professors currently are. The Provost affirmed that this is what the University is going to do. He also responded to a question regarding the growth or cut in tenured faculty positions. In response, he said that there would be more tenure track than term appointments developed.

The committee can expect e-mail detailing the tenure discussion from around the country (i.e., the Wall Street Journal article, the cases of the University of Nebraska and the American Council Of Learned Societies Resolution, etc.).

2. SUBCOMMITTEE REPORTS

A. Faculty Retirement Subcommittee:

Professor Feeney reported on behalf of Subcommittee Chair, Professor Richard Goldstein. Professor Feeney said that the group is discussing whether or not to expand the options available through Minnesota Mutual. Other issues concerning this subcommittee:

- * Vanguard is working to be more user-friendly through a web page.
- * The retiree benefits issue is to be addressed during the academic year.

Additional agenda items are welcome from any SCFA members.

Another committee member said that the Civil Service Committee (non-union) will be pursuing a retirees program that is similar to the one available to faculty.

B. Tenure Subcommittee

Professor Mary Dempsey provided a brief summary of the history regarding tenure on campus over the past couple of years. Professor Feeney recommended that Professor Dempsey to share her recent e-mail exchange with former AHC Provost Brody.

The committee proceeded to discuss the status of the Law School and the signing of collective bargaining cards. One committee member said that there was a possible second Sullivan proposal to come.

Because the Regents have not responded to the Tenure proposal forwarded by the Faculty Senate, the one year provision allowing provosts to act on tenure and promotion decisions has expired. Therefore, this role returns to the Vice President for Academic Affairs. Professor Dempsey will be sending a letter concerning this issue to the Vice President in the near future.

A brief summary of the collective bargaining process with the Board of Regents was provided by one of the committee members. It was noted that the Regents are proceeding as slowly as possible regarding all requests by the UFA/AAUP.

C. Administrative Evaluation Subcommittee

Professor Carol Chomsky told the committee that the subcommittee was assigned two responsibilities. The first was to develop a University response to the Minnesota Data Practices Act. She provided handouts for the committee with a proposed draft response. This item is ready to be reviewed at the committee's convenience.

The second issue before the subcommittee along with Assoc. V.P. Carol Carrier was the process for reviewing administrators at the University. The new guidelines have been developed. They are being tested now, and will be evaluated for effectiveness. Dr. Carrier said that four deans were reviewed under these new guidelines. These individuals are in the process of being interviewed regarding the new format. After these meetings are completed, the subcommittee could come before the committee to relay the findings.

D. Health Care Subcommittee

Professor Richard McGehee explained that the University takes part in the State employees health benefits package. This package is negotiated annually without any University of Minnesota representation. In 1990, a task force was developed to investigate if the University should separate from the State health care plan. The task force and SCFA voted to approve separation. Nevertheless, the motion was overwhelmingly defeated by the Faculty Senate.

The committee discussed the relationship between collective bargaining and health care. It was speculated that the faculty may be represented in the State

health care negotiations if they became unionized.

Professor McGehee listed a number of issues faculty may wish to discuss:

- * The value of managed care
- * Out of area coverage
- * First dollar coverage vs. catastrophic coverage (some professional organizations offer this service)
- * Including the AHC in the service facilities

The committee continued to discuss additional issues relevant to health benefits for faculty. Professor Feeney said that there is interest in having additional SCFA members serve on the subcommittee. Interested committee members may contact Professor McGehee.

D. Non-retirement Benefits Subcommittee

Ms. Judith Gaston said that she had an upcoming meeting scheduled with the chair of the Academic Staff Advisory Benefits Subcommittee and the chair of the Civil Service Committee. They will be meeting to discuss the overlap that exists in their agendas, and the possibility of working collaboratively on these issues. Particularly, they are interested in the Discount Benefits Program. Professor Feeney, the chair of the Academic Staff Advisory Committee (ASAC), and the chair of the Civil Service Committee (CSC) have signed a letter to President Hasselmo in support of this benefits program.

The next issue that will be handled collaboratively with the ASAC is the leave policy given the upcoming semester conversion. Ms. Gaston contacted peer institutions to collect their policies on the matter.

Both the ASAC and the CSC are interested in working collaboratively on the tuition benefits program. Additional items have been identified by ASAC and CSC. Ms. Gaston asked the committee for additional ideas.

In the context of addressing leaves, the committee proceeded to discuss the change to semesters and the potential of collective bargaining. It was noted that the UFA has not listed the semester conversion as items to be included in the cease and desist order. It was noted that the leave policies can vary not only by college, but also between departments in large colleges. The group decided that it would be beneficial for the subcommittee to present the need for advice from the DeansU Council.

3. 1996-97 AGENDA ITEMS

Professor Feeney proceeded to solicit input on a number of potential agenda items. The following list summarizes that conversation:

- * User Fees for Home Access to the Internet > The first 30 hours are free. Each additional 30 hours cost \$4. Some discounts are available for individuals who are constant users from home. The concern was that the Senate Committee on Computer and Information Systems stood against this policy. Nevertheless, the administration proceeded forward against the committee's advice.
- * Cancellation of faculty pay if a summer session class is canceled due to low enrollment > Some departments are allowing faculty to retain this pay if a class is canceled as long as they teach a class gratis during a forthcoming quarter.
- * The Advocacy Office > The committee decided to table addressing the issue.
- * Grant Administration Policies > The committee should inquire about the development of policies.
- * Incentives for Managed Growth (formerly known as RCM) > The group decided that it was interested in hearing about this issue. The trial implementation of RCM was thoroughly discussed with the Senate Committee on Finance and Planning. Those to invite would include Assoc. V.P. Bob Kvavik and Assoc. V.P. Richard

Pfutzenreuter.

- * Develop a Relationship with the Board of Regents > The committee declined.
- * Sexual Harassment Policy > The Sexual Harassment Board will be coming before SCFA at the following meeting as they work to improve the policy.
- * Kiosk > It is being published periodically, but is not being emphasized. One committee member said that this issues is an internal issue, and therefore should not be included in the external relation efforts being developed by faculty. The committee decided to put this item on hold.
- * Conflict of Interest Policy > The committee was interested in viewing any data regarding the implementation of the policy.
- * The Difference between Term Faculty and P&A > FCC has charged SCFA to investigate this issue. This was prioritized as a high priority item
- * Salary Policy > Under the cease and desist order, this item cannot be addressed. Nevertheless, this may be addressed in the forthcoming months.
- * Administrative Review/Data Practices Act > These will be reviewed
- * AHC/Biological Science Reorganization > One committee member said that this issue is likely to impact the entire University just as tenure review was initiated in the AHC. The group decided to invite the AHC-PFCC to meet with SCFA and discuss this issue.
- * Involvement with the Legislature > Some legislators are sensitive to faculty concerns, and are not pleased with the Regents' actions. It would be necessary for the faculty to communicate one single, united message.
- * Elections of Regents > There are considerations of reorganizing the process of selecting Regents. There are two University faculty in the State legislature who can facilitate communication. It was decided to discuss this, and the previous issue with Professors Craig Swan (faculty lobbyist), Virginia Gray and Fred Morrison.
- * Patent Policy (Intellectual Property Policy) > It may be intended to apply for patents, but infringe on royalties as well. It was noted that this item is under the cease and desist order. The committee requested that a list of the issues under the cease and desist order. One committee member said that he would look into getting this information for the SCFA.
- * President Search > It would be beneficial for the faculty to have an opportunity to meet with the final candidates. It might be beneficial for another joint letter to be produced with Academic Staff Advisory Committee and the Civil Service Committee. In addition, Professor Feeney said that he address this concern to Professor Gray.

Professor Feeney said that he would try to summarize these potential agenda items and request ranking by the committee members.

Kevin Gormley
University of Minnesota