



UNIVERSITY OF MINNESOTA

University Senate Consultative Committee
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FACULTY CONSULTATIVE COMMITTEE
1986-1987

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Science and Mathematics
Morris Campus

Mark Brenner
Horticultural Science and
Landscape Architecture
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St. Paul Campus

Cleon Melsa
Arts and Sciences
Crookston Campus

Charles Campbell
(ex officio, voting, as
Vice Chair of Senate)
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148 Physics

Paul Murphy
History
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Ronald Phillips
Agronomy and Plant Genetics
411 Borlaug Hall
St. Paul Campus

Richard Goldstein
Mechanical Engineering
125 Mechanical Engineering

W. Phillips Shively
Political Science
1414 Social Sciences

FACULTY CONSULTATIVE COMMITTEE
Meeting Schedule, 1986-87

| <u>DATE</u> | <u>LOCATION</u> | <u>GROUP</u> | <u>TIME</u> |
|--------------|------------------|-------------------------------|-------------|
| September 25 | 300 Morrill Hall | FCC and FCC with President | 10:15-12:00 |
| October 2 | Regents Room | FCC and FCC with Ac. V.P. | 1:00-3:00 |
| October 23 | 300 Morrill | FCC and FCC with President | 10:15-12:00 |
| November 6 | 624 Campus Club | FCC | 12:30-3:00 |
| November 20 | 300 Morrill | FCC | 10:30-12:00 |
| December 4 | 300 Morrill | FCC and FCC with President | 10:15-12:00 |
| January 15 | 300 Morrill | FCC | 10:30-12:00 |
| January 22 | 626 Campus Club | FCC and FCC with President | 12:30-4:00 |
| February 5 | Regents Room | FCC and FCC with President | 10:15-12:00 |
| February 19 | 624 Campus Club | FCC | 12:00-2:00 |
| March 5 | 300 Morrill | FCC | 10:15-12:00 |
| April 2 | 300 Morrill | FCC and FCC with President | 10:15-12:00 |
| April 16 | 626 Campus Club | FCC | 12:30-3:00 |

| <u>DATE</u> | <u>LOCATION</u> | <u>GROUP</u> | <u>TIME</u> |
|-------------|-----------------|-------------------------------|----------------------------|
| April 30 | 300 Morrill | FCC and FCC with President | 10:15-12:00 |
| May 14 | Regents Room | FCC and FCC with President | 10:15-11:15, 12:30-1:30 |
| June 4 | 300 Morrill | FCC and FCC with President | 10:15-12:00 |

FACULTY CONSULTATIVE COMMITTEE
of the
UNIVERSITY SENATE
1986-1987

INDEX

ACADEMIC FREEDOM AND ITS LIMITS, IF ANY

Dec. 4, 1986 Central administration support for a University forum on the Strategic Defense Initiative (SDI) and principles of academic freedom (pp. 3-4).

DOC: Minnesota Daily clipping of 11/24/86.

ACADEMIC PLANNING: SEE PLANNING, ACADEMIC

ACADEMIC PROFESSIONAL AND ADMINISTRATIVE CLASS

Sept. 18, 1986 Representation in Senate system (minutes p. 5).

SUPPORT MATERIAL:

CORR: 6/3/86 Greg Fox to Deon Stuthman.

Oct. 2, 1986 Discussion of establishment of subcommittee on representation (p. 3). (SEE also SCC BOOK, meeting of Feb. 5, 1987.)

Nov. 6, 1986 Pre-subcommittee report (pp. 5-6).

Evaluating the Academic Professional Classification; June 1984 Faculty Senate charge noted (p. 8).

DOC: Excerpt from 6/7/84 Faculty Senate minutes.

Nov. 20, 1986 Special committee to evaluate aspects of the classification (pp. 2-3).

Dec. 4, 1986 Nominations for membership on special subcommittee (p. 3).

Membership for special committee to evaluate some effects of the class (p. 2).

MEMO: 1/20/87, Ellen Berscheid charge to Mason Committee membership.

June 4, 1987 Brief report from H. E. Mason, special committee chair.

ADMINISTRATION, CENTRAL

- Sept. 25, 1986 Discussion with President Keller (p. 5).
MEMO: 9/4/86, President to vice presidents regarding administrative reorganization.
- Oct. 23, 1986 Discussion with Pres. Keller and V. P. & Provost Benjamin of organization of Office of Academic Affairs, especially regarding use of acting appointments (pp. 5-6).
CORR: 12/9/86 E. Berscheid to P. Mullen.

APPOINTMENTS, TEMPORARY AND ACTING, FOR FACULTY AND ADMINISTRATIVE POSITIONS

- Feb. 19, 1987 Discussion with OEO Officer Patricia Mullen (p. 2).
MEMO: 2/23/87, P. Mullen to B. Robinett requesting data.
- Apr. 16, 1987 Data showing low incidence of acting appointments converting to regular appointments (p. 2).
CORR: 3/27/87, E. Berscheid to P. Mullen.
CORR: 3/24/87, Mullen to Berscheid with data attached.

APPOINTMENTS AND NOMINATIONS

- Nov. 20, 1986 FCC inclination to shift most FCC/SCC nomination responsibility for Senate and Assembly committees and other boards to Committee on Committees (pp. 1-2).
- Jan. 15, 1987 Naming special nominating committee for Assembly Committee on Committees; proposing names for Student Services Fees Committee and Special Committee on Ac. Prof. and Admin. representation in Senate system (p.4).
DOC: 1/6/87, list of SCC nominating and appointing responsibilities.
- Apr. 2, 1987 Action on nominations for committees, for Senate vice chair, and for shifting several of these tasks to Committee on Committees (p. 1).
Shifting to Committee on Committees responsibility for nominating members of President's Student Behavior Review Panel (p. 3).
- June 4, 1987 Supplementary report of nominations subcommittee (pp. 1-2), re ACIA, Student Legal Services Board, Finance Committee.

ATHLETICS, INTERCOLLEGIATE

- Feb. 19, 1987 Search committee for new faculty reps to Big Ten (p. 1).

CAPITAL CAMPAIGN

Sept. 25, 1986 Discussion with President Keller about endowed chairs (p. 4).

Jan. 22, 1987 Discussion with President of policies on the establishment of endowed chairs (p. 2).

DOC: 1/15/87 "Permanent University Fund Summary."

CHILD CARE

Sept. 18, 1986 (page 2).

CIA: SEE RECRUITING POLICY

COLLECTIVE BARGAINING UNITS

Sept. 18, 1986 Possibility of Senate participation for the unionized Duluth and Waseca campus faculty (p. 2).

CORR: 9/4/86 E. Berscheid to S. Dunham re their Senate participation.

Oct. 2, 1986 Participation of unionized faculty in the Senate (pp. 2-3).

MEMO: 9/22/86, K. Schanfield, Assoc. U. Attorney, to Pres. Keller.

Oct. 23, 1986 Preliminary report on exploring possibility of UMD and UMW Senate participation (p. 1).

MEMO: 12/4/86, K. Schanfield to E. Berscheid.

COMMITMENT TO FOCUS: SEE ALSO PLANNING, ACADEMIC

Sept. 18, 1986 Copies distributed of Citizens League Report on University's Commitment to Focus (p. 2).

Sept. 25, 1986 Discussion with President Keller of Citizens League Report (p. 5).

DOC: 8/27/86, NOTE: Citizens League Report, "Commitment to Focus: More of Both," is shelved in SCC office.)

Discussion with President of Biennial Request and CTF (See also LEGISLATURE).

Dec. 4, 1986 Discussion with President Keller of CTF funding needs and state budget realities (p. 6). (See also LEGISLATURE and ACADEMIC PLANNING.)

Feb. 19, 1987 Proposal for FCC to endorse CTF via a letter to all faculty (pp. 12).

MEMO: 3/18/87, R. Heydinger to E. Berscheid.

CORR: 3/13/87, FCC membership to the faculty with attachment: legislative leadership and members of House Committee on Higher Education.

Sept. 18, 1986 Implementation Task Force on Undergraduate Education (p. 1).

MEMO: 7/24/86, Pres. Keller and Prof. Berscheid charging Implementation Task Force.

Sept. 25, 1986 Special Committee on Minority Programs in Support of Commitment to Focus (Taborn Committee) (pp. 1-2).

CORR: 12/12/85 Pres. Keller and then-SCC chair D. Stuthman charging the Taborn Committee.

CONFLICT-OF-INTEREST

Apr. 2, 1987 Intended development of detailed policy (p. 2).

June 4, 1987 Disclosure of Financial Arrangements with Industry (pp. 2-3).

DRAFT DOC: 5/15/87, University of Minnesota Disclosure of Financial Arrangements with Industry, with cover memos from A. R. Potami and D. Hamilton.

CORR: 6/8/87 and 6/15/87 Berscheid to Hamilton.

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Jan. 15, 1987 Discussion with V.P. S. Dunham of proposed clarifications & modifications to consent decree (pp. 1-2).

CORR: 12/11/86, E. Berscheid to C. Olien (EEOWC chr.).

CORR: 12/11/86, Berscheid to Dunham.

CORR: 12/4/86, Olien to Dunham.

DOC: 10/21/86 and 10/28/86, EEOWC meeting minutes.

CORR: 10/16/86 Dunham to Olien with attachment draft dated 10/15/86.

Apr. 2, 1987 Discussion with V.P. Dunham of proposed settlements to two consent degree petitions: (a) AP&A classification and (b) specificity of standards for promotion and tenure (pp. 1-2).

MEMO: 3/10/87, S. Dunham to six committee chairs with proposed settlements attached.

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CORR: 4/7/87, Berscheid to A. Collins, ACEP Chr.

CORR: 4/6/87, Collins to Berscheid on this and other ACEP/SCEP business.

DRAFT: 3/24/87, from ACEP on increasing in-class contact time on the Twin Cities Campus.

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Apr. 20, 1987 Discussion with President of central administration's plan to move effective date of salary changes from July 1 to September 16 (p. 3).

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Sept. 18, 1986 Nature of the committee (pp. 5-6).

Sept. 25 Discussion with President Keller.

Oct. 2, 1986 Discussion of FDC composition (pp. 1-2).

Oct. 23, 1986 FCC discussion alone and with President of charge and membership (p. 2, pp. 4-5).

Nov. 6, 1986 Discussion of funding support for the FDC; discussion of membership and charge (p. 1).

MEMO: 11/20/86, Pres. Keller and E. Berscheid charge letter to FDC.

Jan. 22, 1987 Progress report from FDC chair Pat Swan (pp. 3-4).

Apr. 16, 1987 Progress report, P. Swan (pp. 3-4).

DOC: 4/16/87, Report to Faculty Senate.

DOC: 5/15/87, FDC's final interim report to Faculty Senate.

DOC: 6/1/87, Report of the Faculty Development Committee
(Note: filed with 1987-88 FCC materials).

FACULTY: FRINGE BENEFITS

Apr. 30, 1987 SCFA motion to Faculty Senate to allow use of pre-tax dollars to fund an optional benefit (p. 3).

DOC: 5/1/87, text of motion.

Management Committee decision to decentralize faculty fringe benefits to college or department budgets (p. 3).

FACULTY: MORTGAGE PLAN

Jan. 15, 1987 Plan to extend existing plan to tenure-track faculty and to academic professionals on probationary appointments (p. 3).

MEMO: 1/20/87, W. P. Shively (SFC) to E. Berscheid.

CORR: 1/20/87, E. Berscheid to G. Maruyama (SCFA).

CORR: 1/20/87, E. Berscheid to W. P. Shively.

FACULTY RETIREMENT FUNDS

Sept. 18, 1986 Creating new committee to monitor (p. 1).

CORR: 9/4/86, E. Berscheid charge letter to a special committee to design the new Faculty Senate committee.

Oct. 23, 1986 Motion to University Senate to establish a Committee on the Faculty Retirement Plan (pp. 1-2).

DOC: 10/86, Text of motion for Senate.

FACULTY: SABBATICALS

Nov. 20, 1986 Brief discussion of SCFA proposal on (p. 2).

Jan. 15, 1987 Academic Affairs' announced intention to synthesize a proposal for sabbaticals (p. 4).

FACULTY SALARIES

Apr. 16, 1987 FCC recommendation on distribution of 1987 increases (p. 3).

CORR: 4/17/87, Berscheid to V.P. Benjamin.

CORR: 4/15/87, G. Maruyama to R. Benjamin attaching 4/87 SCFA recommendation.

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Apr. 30, 1987 Discussion with President on censuring the disruption of Vice President Bush's Carlson lecture (pp. 2-3).

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Sept. 25, 1986 External reviewers and the internal report of the Special Senate Committee on Governance (p. 2).

Oct. 2, 1986 Drafting charge letter to external reviewers (p. 3).

Jan. 22, 1987 Discussion with President of the faculty voice in University governance (pp. 1-2).

Feb. 19, 1987 Recent meetings with the external governance reviewers (p. 3).

Apr. 16, 1987 Planning discussions of the reviewers' reports (p. 1).

Apr. 30, 1987 Reactions to external reviewers' letters (p. 2).

CORR: Trow, Mortimer, and Filip reports: BOUND IN SCC BOOK, meeting of June 4.)

May 14, 1987 Discussion of the external reviewers' letters (pp. 1-2).

GRADUATE EDUCATION

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Apr. 30, 1987 Frier-Pazandak response to critique (pp. 1-2).

CORR: 3/6/86, C. Striebel to E. Berscheid.

MEMO: 4/14/87, C. Pazandak and P. Freier to P. Murphy.

June 4, 1987 Discussion with guests of streamlining the proposed revised University grievance procedures (p. 3).

CORR: 5/1/87, Berscheid to F. Morrison and C. Striebel.

GRIEVANCES: A SUSPENSION CASE

June 4, 1987 As per tenure code, special FCC panel being convened to hear a suspension case (p. 1).

INDIRECT COST RECOVERY FUND DISTRIBUTION POLICY

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Sept. 25, 1986 Discussion with President of his position and the Senate's different recommendation on an ICRF distribution formula (pp. 6-7).

Jan. 22, 1987 Discussion of difference between Senate's recommendation and President's position on distribution (pp. 2-3).

Feb. 19, 1987 Scheduling President's report to the Senate (p. 1).

Mar. 5, 1987 Assuring reporting to Regents of Senate action (p. 1).

Apr. 2, 1987 President to report Senate vote to Regents (p. 2).

Apr. 30, 1987 Reporting on the use of ICR monies (p. 3).

DOC: 2/1/87, "Budgeted ICR Funds for 1986-87"

DOC: 12/12/86, "ICR Funds Distribution/Allocation"

INTERCOLLEGIATE ATHLETICS (Assembly Steering Committee business)

Sept. 18, 1986 Ad hoc group to review ACIA's membership and charge.

CORR: 8/8/86, J. Clark, charging this group.

DOC: Assembly bylaws committee description.

DOC: Big Ten Handbook excerpt.

LEGISLATURE AND THE FACULTY LEGISLATIVE LIAISON

Oct. 23, 1986 Discussion with President on filling legislative liaison position (p. 4).

Nov. 6, 1986 Brief discussion, in closed session, of names proposed (p. 2).

Nov. 20, 1986 Preparing for the appointment of a new legislative liaison (p. 1).

Jan. 15, 1987 Prof. Richard Purple appointed (p. 3).

Feb. 5, 1987 Discussion with R. Purple (pp. 1-2).

MEMO: 12/31/86, V.P. Benjamin to vice presidents et al.
on comparative academic salary data.

Apr. 2, 1987 Discussion with President, update on the legislative session (p. 3).

Apr. 16, 1987 Report from R. Purple, legislative liaison (pp. 2-3).

May 14, 1987 Legislative update from President (p. 2).

June 4, 1987 Discussion with President of outcome of the legislative session (pp. 3-4).

CORR: 6/5/87, Pres. Keller to all faculty.

NEWSLETTER

Mar. 5, 1987 Proposal for a weekly University newspaper for faculty governance and central administration use (p. 1).

Apr. 2, 1987 Discussion with President of possibility of small weekly newspaper (p. 3).

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Apr. 2, 1987 Reciprocal parking locations (p. 2).

CORR: 7/6/87, W. Loud to E. Berscheid.

MEMO, 6/12/87, Mark Pace to Warren Loud.

MEMO: 4/23/87, Warren Loud, chr., to Transportation & Parking Comm.

MEMO: 4/6/87, E. Berscheid to W. Loud.

CORR: 1/15/87, E. Berscheid to W. Loud re parking reservation system for St. Paul Campus faculty attending committee meetings on Minneapolis Campus.

PERMANENT UNIVERSITY FUND: SEE CAPITAL CAMPAIGN.

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- Sept. 25, 1987 FCC discussion (p. 2); discussion with President (pp. 4-5).
- Oct. 2, 1986 Extended discussion with V.P. Benjamin of the academic planning process (pp. 5-8).
- CORR: 9/12/86, E. Berscheid to R. Benjamin.
- Oct. 23, 86 V.P. Benjamin's proposal for a faculty review and advisory committee (pp. 3-4).
- Discussion with Pres. Keller and V.P. Benjamin on academic planning to implement Commitment to Focus (pp. 6-7).
- Nov. 6, 1986 Extended discussion of the planning documents (pp. 2-5).
- Nov. 20, 1986 Discussion of announced timetable (p. 3).
- Dec. 4, 1986 Senate Consultative Committee discussion with President of membership and charge for Provost's Advisory Task Force (pp. 4-6).
- Jan. 8, 1987 Extended discussion in executive session of Provost's Advisory Task Force on Academic Planning (membership, compensation to faculty members' departments).
- CORR: 1/8/87, E. Berscheid to Acting Assoc. V.P. Edward Foster.
- DOC: 1/6/87, Draft Charge #2 to advisory task force.
- CORR: 12/16/86, E. Foster to R. T. St. Laurent re student reps.
- CORR: 12/12/86, St. Laurent to V.P. Benjamin.
- MEMO: 1/6/87, E. Foster to E. Berscheid re membership, tasks, and draft charge.
- Jan. 15, 1987 Membership, advisory task force on planning (p. 2).
- Jan. 22, 1987 Planning guidelines for service unit (p. 4).
- DOC: 1/12/87, Draft Planning Guidelines to Service Units, with cover memo from E. Foster.
- Nature of membership of Provost's Advisory Task Force (p. 4).
- MEMO: 1/14/87, Pres. Keller to E. Berscheid.

PROMOTION AND TENURE

- Feb. 19, 1987 Allegations some units find the P&T procedures under the new tenure code burdensome (pp. 2-3).

June 4, 1987 Procedural modifications recommended by Tenure Committee (p. 2, in Report of Chair).

MEMO: 5/18/87, G. Copa, Chr., Tenure Committee, to E. Berscheid.

RECRUITING, EMPLOYER, ON CAMPUS

Apr. 16, 1987 Motions to Senate expected from the committees addressing the issue (pp. 1-2).

DOC: Social Concerns' motion with 4/6/87 cover memo from E. Berscheid to FCC and Roy St. Laurent.

REGENTS, RELATIONS WITH (SEE ALSO GOVERNANCE)

Sept. 18, 1986 Topics for fall quarter discussion with Regents (p. 6).

Oct. 2, 1986 Discussion of what FCC and Regents might usefully discuss at fall quarter meeting (pp. 3-4).

Oct. 23, 1986 Discussion anticipating fall quarter meeting (pp. 2-3).

Nov. 6, 1986 Topics for Nov. 13 luncheon meeting; characteristics of this type of meeting (p. 2).

Nov. 20, 1986 Reflections on Nov. 13 luncheon meeting (p. 2).

Jan. 15, 1987 Apparent absence of agenda items for a winter quarter meeting (p. 2).

Feb. 5, 1987 Report that since Regents do not have an agenda item to propose for a winter quarter meeting with FCC, next meeting will be spring quarter.

June 4, 1987 Spring Quarter luncheon meeting set (p. 2).

CORR: 5/6/87, E. Berscheid to C. McGuiggan, Chairman of the Board of Regents.

SDI: SEE ACADEMIC FREEDOM

SEARCH AND REVIEW PROCEDURES

Oct. 2, 1986 Accountability of administrator to search committee in final choice (p. 5).

Mar. 5, 1987 Preliminary discussion of possible revision to procedures for administrative searches (p. 2).

Apr. 16, 1987 New FCC proposals on ~~ad~~ administration searches and reviews (p. 2).

DOCS: See also SCC book for records of the meetings of April 30 and May 14).

DRAFT DOC: 4/87, "The Selection and Review of Persons Holding Middle Management Administrative Positions."

MEMO: 2/26/87, C. Olien, EEOWC chr., to E. Berscheid.

DOC: 6/83, Guidelines for Performance Review of Administrators.

DOC: 4/17/80, Senate Search Committee Guidelines.

SEARCHES, CURRENT

June 4, 1987 Discussion with President of search committee for Vice President for Institutional Relations (pp. 2,4).

SENATE COMMITTEES (SEE ALSO APPOINTMENTS & NOMINATIONS)

Apr. 16, 1987 Approving proposal of Assembly Committee on Educational Policy (Twin Cities component of SCEP) to establish an Assembly Committee on Undergraduate Education. (p. 1)

Sept. 18, 1986 Senate Finance Committee report on the O&M and capital legislative requests (pp. 3-5).

Oct. 2, 1986 Making the Assembly Committee on Honors Programs a Senate committee (pp. 4-5).

CORR: 9/15/86, C. A. Williams for Comm. on Comms. to SCC and Business and Rules, with attachments.

Nov. 6, 1986 Brief discussion of charge to the Senate Planning Committee.

CORR: 11/17/86, E. Berscheid to C. Adams, SPC Chr.

MEMO: 9/30/86, Adams to Berscheid.

Dec. 4, 1986 Distributing consultation appropriately among the major committees (pp. 1-2).

Mar. 3, 1987 Strengthening the Senate Planning Committee (p. 1).

Apr. 30, 1987 Discussion with President of material support for Senate committees (p. 2).

SEXUAL HARASSMENT

Oct. 23, 1986 President reports to FCC on his letter to University employees

ANNUAL REPORT, 1986-87
FACULTY CONSULTATIVE COMMITTEE

Membership: Ellen Berscheid (CLA), Chair; Mark Brenner (Ag.); Charles Campbell (IT); Shirley Clark (Educ., CLA), Associate Chair; Richard Goldstein (IT); Joseph Latterell (Morris Campus); Cleon Melsa (Crookston Campus); Paul Murphy (CLA); Ronald Phillips (Ag.); W. Phillips Shively (CLA).

By year's end, the FCC will have held 19 regular meetings, of which eight will have included discussions with President Keller. The FCC Chair and Associate Chair met monthly with the President to prepare agenda for the committee's meetings with him and to discuss matters of mutual concern. In addition, the committee met with the external reviewers of faculty-student governance who visited in February and will have met twice, in an informal setting, with the Board of Regents.

Beyond this, FCC members have accepted additional assignments on a wide range of tasks. Professor Campbell is chairing the Provost's Advisory Task Force on Planning, of which Professors Berscheid and Clark are ex officio members; Professor Shively chairs the Senate Finance Committee; Professors Berscheid and Shively are members of the Provost's Committee on Planning; Professor Phillips chairs the FCC's Special Extended Subcommittee on Senate and Assembly representation for the Academic Professional and Administrative class; Professor Murphy is FCC's coordinator for revising the University Grievance Procedures; Professor Goldstein

chaired the committee that designed the new Senate Committee on the Faculty Retirement Plan, approved for establishment by the Senate in November.

In addition to its ordinary business and the many immediate issues discussed by the FCC this year, some of which are described later in this report, the FCC began a long-range effort to strengthen the role of the faculty in University governance. Of particular concern to the FCC this year were: 1) strengthening the role of the faculty in academic planning, including the role of the Senate Planning Committee; 2) strengthening the role of the faculty in financial decision-making, including the role of the Senate Finance Committee; 3) strengthening faculty voice to the Board of Regents; and 4) obtaining adequate staff support for Senate committees. Progress on each of these is outlined below:

1. Planning. In the fall, the FCC discussed with Vice President and Provost Roger Benjamin his "Strategy for Focus" plan and the academic planning process. He and Acting Associate Vice President for Planning Edward Foster consulted closely with the FCC to arrive at a list of faculty to be invited to serve on the Provost's Advisory Task Force on Planning, a group whose general charge is to make recommendations about academic priorities. The specific charges to the task force, the procedures to be followed, and the identity of the chair of the task force were also developed in close consultation with the FCC. The FCC's request that the department of each faculty member should be compensated for approximately fifty percent of the member's time was granted.

Because the work of this planning task force is of great importance

to the University, the FCC and the Senate Consultative Committee maintain a close liaison with it through having as its chair an FCC and SCC member and through its three ex officio memberships. Moreover, in order to maintain continuity for the work of the task force and its subsequent modifications and implementations by central administration, FCC and SCC nominated Professor Campbell for a second year as vice chair of the Senate and Assembly, thereby also continuing his voting ex officio membership in FCC and SCC. (The Senate and Assembly re-elected him to that office.) The Advisory Task Force on Planning is due to make its report to the Provost June 15, 1987, at which time the Provost's Committee on Planning will consider it.

To maintain a strong faculty presence in planning, the Provost has invited the chair of the FCC to become a permanent member of the Provost's Committee on Planning and, in the Fall of 1987, the Chair of the Senate Planning Committee will also become a permanent member of this group.

2. Financial Decision-Making. The President and the Provost have also been receptive to the FCC's concerns with strengthening the role of the Senate Finance Committee in financial decision-making. The Chair of the Senate Finance Committee has also been invited by the Provost to become a permanent member of the Provost's Planning Committee and has been meeting regularly with it.

In addition, in November, the Chair of the FCC, the Chair of Finance, and the Chair of SCFA began meeting monthly with the Provost to co-ordinate

financial decision-making and planning efforts and to discuss other matters of mutual interest.

3. Faculty Voice to the Board of Regents. At its Fall Quarter meeting with the Regents, the FCC responded to problems the Regents had raised at their meeting with the FCC in June of 1986 about needed improvements in undergraduate education, including improving the communication skills of teaching assistants for whom English is a second language.

At this meeting, the FCC also discussed with the Regents the faculty's role in University governance. In particular, we discussed the value of the present structure for faculty-Regent interaction, which is an informal dinner or luncheon each academic quarter followed by a brief discussion of a topic identified by the FCC and submitted to the Regents for their approval or disapproval several weeks in advance of the meeting. (This custom was initiated approximately ten years ago at the time eight non-voting student representatives were invited to join the four working committees of the Board of Regents.) General concern that the voice of the faculty is sometimes not heard on matters where it should be heard was expressed, and the Regents were informed that we were seeking expert outside opinion on this point as part of a review of the faculty-student governance system. (This service was mandated earlier by the SCC and is discussed in the SCC Annual Report in these minutes.) As a possible alternative to the dinner format and as a stimulus to further discussion, the FCC proposed that the Regents consider inviting one non-voting faculty representative to each of the four working committees of the Board of Regents, with each faculty representative being taken from the elected membership of the FCC. A cordial but frank and vigorous

exchange of views followed. The FCC and the Board of Regents agreed to continue the discussion at their June meeting, after external opinion had been secured and after the numerous points raised could be reflected upon by all immediately concerned, including the President and the Provost. It is anticipated that issues raised by the review of the governance system will come before the Senate next Fall.

4. Staff Support for Senate Committees. The role of faculty in governance would be enhanced considerably if there were adequate staff to support the work of Senate committees. President Keller is sympathetic to the problem, whose dimensions at this time are not precisely known. To learn of the magnitude of the need and to begin to fill it, the President has named a "Co-ordinator of Staff Support for Senate Committees" in Morrill Hall. It is expected that by the time of the Senate Orientation to be held in September, the details of this support structure will be available to the chairs of all Senate committees.

Of the many other matters considered by the FCC this year, the following figured importantly:

A. Selection process for central administrators and reviews of administrators. Concerned about the use of acting appointments to fill major administrative positions, FCC consulted with both President Keller and Equal Opportunity Officer Patricia Mullen. Ms. Mullen provided data which showed that the actual incidence of central administrators moving from an acting to a regular designation is negligible and that such incidence in faculty positions is also very low. However, having

an interest in the fairness and openness of all searches as well as the efficiency and the accountability of administrators, the FCC developed for consideration and action at the May 14 Senate meeting "Proposed Changes in Procedures for the Selection of Vice Presidents and Assistant and Associate Vice Presidents, and the Review of Administrators." The motion, published in these same minutes: 1) Addresses termination of an administrator's appointment when the superior officer who helped select the incumbent and to whom the incumbent is responsible leaves; 2) Makes it a requirement, rather than a suggestion, that the opinion of all interested parties, including the appropriate faculty persons, be solicited for every administrator's annual review; 3) Provides search procedure modifications that, in return for greater accountability for administrative personnel, allow the responsible official a more active role in the search process, while preserving the search committee's right to classify a candidate as "unacceptable;" and 4) is intended to reduce any motivation to use "acting" appointments to delay or evade a fair and open search. It further urges that these procedures be implemented at the college level as well as the central one.

B. Faculty Liaison to the Legislature. The FCC and central administration were fortunate to persuade Professor Richard Purple, Departments of Physiology and Ophthalmology, to accept the post of Faculty Liaison to the Legislature, a position that had remained vacant for some time. Professor Purple reported to the FCC several times during the legislative session on matters of concern to the University and the faculty.

In March the FCC wrote to all faculty members urging them to contact

their legislators to express concern about the University's future. Professor Purple reported to us in mid-April that the legislators had come to understand that the University faculty, on the Twin Cities Campus and the coordinate campuses, largely support Commitment to Focus. In our meetings together, President Keller briefed the FCC on continuing responses and activities related to CTF statewide. Attention to the University's internal implementation of CTF occurred in meetings of the Senate Consultative Committee.

C. Senate Committee on Faculty Retirement Funds. Spurred on by the initiative of the Faculty Affairs Committee, and facilitated by recent Regental action allowing faculty greater flexibility in the investment of their retirement funds, FCC brought to the Fall Quarter Senate meeting a motion to create a Standing Committee of the Senate on the Faculty Retirement Plan, which would report to the Faculty Senate through SCFA. The motion was approved unanimously. That committee made its first report to the Faculty Senate at the April 16 meeting.

D. Faculty Development Committee (FDC). Following Faculty Senate action of June, 1986, which "resolved that the administration and the Faculty Consultative Committee (would) jointly appoint a small committee of faculty and administrators to develop a plan for faculty development over the next decade..." FCC in October submitted to President Keller a double slate of faculty names, suggestions as to the most appropriate administrative officers, and a charge letter to create this important working body. At our request, the Offices of the President and of Academic Affairs agreed to contribute funding to provide staff support to the FDC. Professor Patricia Swan accepted the assignment of chairing the

FDC and made interim reports to the subsequent meetings of the Faculty Senate. FDC was scheduled to submit its final report to the FCC on June 1.

E. Distribution of faculty salary increases. In response to the President's request that, in addition to SCFA, one Senate committee with a University-wide perspective submit a recommendation on salary increase distribution, the FCC did so in April. It concurred in the SCFA recommendation for wholly merit-based distribution, with the caveat that if the amount available is less than 5%, the recommendation should be seriously reconsidered.

F. Extending the faculty mortgage plan. FCC was one of three committees, the others being Finance and Faculty Affairs, that approved the plan's extension, proposed by Vice President David Lilly, to tenure-track faculty and academic professionals on probationary appointments.

G. The Academic Professional and Administrative personnel class. FCC this year has charged two special committees to study questions relating to this class:

1. Evaluation of the Academic Professional classification.

As required for future study by the Faculty Senate at the time it approved the revised tenure code (June, 1984), the FCC has this year named a committee to evaluate the academic professional class with regard to such issues as preservation of academic freedom and willingness to be moved into this classification. Professor H. E. Mason, chair of the Committee

on Academic Freedom and Responsibility Appeals and member of the Tenure Committee, chairs this special committee. Although the committee has found its task to be complex, the chair will make an interim report to FCC either this spring or next fall. It will make a final report to the Faculty Senate, through the FCC, in 1987-88.

2. Academic Professional and Administrative representation in the Senate and Assembly system. Following Senate and Assembly action last spring to extend regular Civil Service membership into several more committees, Mr. Greg Fox, chair of the Academic Staff Advisory Committee, requested consideration of increased eligibility within the Academic Staff for participation in the Senate and Assembly and their committees. FCC member Professor Ron Phillips chairs this committee, which began its work in April.

H. Revision of University grievance procedures. FCC examined the most recent critiques and recommendations concerning the draft revision and continues to monitor and encourage progress towards full agreement on and adoption of revised University grievance procedures. Professor Paul Murphy of the FCC coordinates this project.

I. Distribution policy on indirect cost recovery. FCC engaged, with the President and with others, in numerous discussions of the University's research-related needs at all levels and of the several principles and various practicalities involved in different distribution policies. Following Senate approval last spring of a recommendation for a modification in the Regents policy on a distribution formula, President Keller concluded that although he could abide by the letter of the legislation, he suspected

he would be unable to abide by its spirit. As a consequence, the FCC and other Senate committees, principally the Senate Committee on Research, and central administration continue to discuss the matter with the aim of achieving closer agreement on the allocation of these monies. In the meantime, the Senate Committee on Research has requested the FCC to ask President Keller to delay taking last year's Senate resolution and his opposition to it to the Board of Regents (who must finally determine distribution policy) until better agreement is reached. In the meantime, also, the President and the Provost have provided the Senate Research Committee and the FCC with a detailed breakdown of the current allocation of these ICR monies and have agreed to provide this information routinely to all principal investigators, beginning late this spring.

J. Communications. FCC discussed with President Keller the feasibility of University publication of a small weekly newspaper, to augment "Brief," with communications from faculty governance committees to faculty, faculty opinion pieces, and reports from the administration to the faculty. President Keller agreed to take the proposal to University Relations staff and other associates and to request a report back to the FCC.

Meanwhile, we have continued to appreciate the informative one-to-three line bulletins that appear in "Brief." In addition, we distribute FCC minutes to college consultative committees, chairs of 15 Senate committees, central administrators, and the Regents.

K. Reorganization proposals for central administration. The Committee discussed with the President the revised Peat, Marwick report, and commented on reorganization plans for central administration. FCC expressed

concern with burdening the Provost with so much operational oversight as to distract his energies from academic affairs.

L. The Minnesota Campaign and matching the Permanent University Fund. The President and Academic Vice President frequently briefed the FCC on the progress of the campaign and on the distribution of endowed chairs and the pursuit of outstanding quality in the filling of the chairs.

M. The Consent Decree. Vice President and General Counsel Stephen Dunham kept the FCC informed on proposed clarifications to the Consent Decree. The EEOWC was deeply involved in this matter, as its report will undoubtedly reflect. FCC also discussed with Vice President Dunham the proposed settlements for two petitions filed under the consent decree: that concerning unit-by-unit specificity of standards for the awarding of promotion and tenure, and that concerning the use of the Academic Staff personnel category for University female academic employees.

N. Academic freedom and research relating to the Strategic Defense Initiative (SDI). Noting the Senate's May 15, 1986 vote to defeat a resolution that the University of Minnesota "not accept research projects or grants where the funds are identified as originating with the Strategic Defense Initiative," the FCC discussed with the President administrative support for a University forum on the SDI and academic freedom. While holding firm that the Senate's decision must not be undercut, the FCC supported the idea of a high level informed debate of the broad issues, on campus, particularly if it could be sponsored by one or more collegiate units.

O. The Graduate School. FCC discussed with Dean Robert Holt

the University's improving resources for graduate education and encouraged him to continue his good efforts.

P. Evaluating the implementation of the new tenure code. Late in the spring, the FCC asked the Tenure Committee to prepare to conduct an evaluation, during the latter part of 1987-88, of the implementation of the new tenure code.

Q. Reciprocal parking privileges. FCC has, this spring, requested the Assembly Committee on Transportation and Parking to revisit the issue of which lots shall be available on the St. Paul and Minneapolis Campuses for reciprocal parking.

R. Appointments and Nominations. The FCC, in conjunction with the full SCC, fulfilled its obligations to nominate and appoint membership to several committees and boards both within and outside the Senate and Assembly system. However, occupied with an agenda of ever-increasing magnitude and importance, the Consultative Committee has prevailed upon the Committee on Committees, which is better prepared to do this work, to assume many of the appointment and nominating responsibilities of the FCC that have accumulated over the years. Motions to that effect were approved in the ^{may 14}~~April 16~~ Senate and Assembly meetings. SCC and FCC retain those appointment responsibilities closest to their charge: Finance Committee at-large faculty, students, and chair; Planning Committee faculty, students, and chair; and special committees, sub-committees, and task forces.

Finally, the FCC wishes to thank the chairs and members of all

the Senate committees who worked hard and long in faculty governance this year for their superb cooperation, and to thank also the chair, vice chair, and members of the Student Consultative Committee, who helped make doing the work of the SCC a pleasure, not simply a duty.

Ellen Berscheid

Chair