

Minutes*

**Faculty Consultative Committee
May 28, 1992**

Present: Thomas Scott (chair), Judith Garrard, Paul Holm, Norman Kerr, Stanford Lehmborg, Burton Shapiro, Charles Speaks, Charlotte Striebel, Shirley Zimmerman

Guests: Geoff Gorvin (Footnote), President Nils Hasselmo, Barbara Muesing (Regents' Office)

1. Report of the Chair

Professor Scott convened the meeting at 10:10; two items were taken up:

- Professor Scott briefly reviewed the numbers and different opinions related to the allocation of the soon-to-be-vacant Waseca student seat on the Senate Consultative Committee.
- Professor Shapiro reported on the discussion with Margaret Carlson at the Finance and Planning meeting earlier in the week about the location of the Alumni Association; he recommended, and the Committee agreed, that this was not an appropriate item of business of the faculty governance system and that it should be dropped.

2. Discussion with President Hasselmo

Diversity Forum: Professor Scott next welcomed the President to the meeting and inquired of his impression of the Diversity Forum that had taken place the day before. The President said that on balance the Forum was a useful event; his greatest concern was that there is a need for action rather than more talk, but the Forum did air issues which need to be addressed. It is also important, he said, to highlight both the successes as well as the problems the University has had in its efforts to achieve diversity. He welcomed the involvement of the governance system in those efforts, particularly in monitoring activities to identify that which works and that which does not.

The President said he was inclined to continue the Diversity Task Force; it has been a useful mechanism for pooling expertise and riding herd on the institution, and it was understood from the beginning that the group would identify steps to be taken, not additional policies to be adopted.

Events at Duluth: Asked what was occurring with respect to the hate crimes on the Duluth campus, the President said there is an intense FBI investigation under way to identify and apprehend the perpetrators. Chancellor Ianni is taking steps to try to galvanize the campus. Asked how the situation might be avoided in the future, the President said there must be a general mobilization of the campus, because these actions represent a threat to EVERYONE on the campus. He agreed with the observation that too much time appears to elapse between the incident and action taken in response, but observed that with the requirements of due process, and the staff time required, the process does take a long time--to

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the frustration of all involved.

Other Items: The President then touched upon a number of issues.

- He expressed appreciation to the governance system and the Senate for its leadership in acting on the policies on teaching evaluation and advising; these are complicated but important issues and demonstrate that the faculty governance system is functioning. It is important, he added, to have these faculty-driven policies as the basis for administrative action.
- The faculty compensation policy is also a step forward, even if modest, the President said; there MUST be peer involvement in setting salaries (unless the faculty wish not to have it).
- The review of the grievance process is VERY important. The General Counsel has raised a few questions with Professor Bognanno, chair of the review committee, but the President said he was confident they could be resolved and that the Senate could act in the Fall.
- He also expressed appreciation for the thoughtful analysis of the report of the ad hoc committee on athletics and said the directions it proposed, including an assertion of strong faculty control over athletics, are appropriate and necessary. He said that he does have a close relationship with ACIA but would be interested in strengthening it. He assured the Committee that both he and the faculty representatives work very closely with ACIA and that no policy decisions would be made without ACIA involvement. The President expressed some reservations about the creation of two groups involved in athletics, one exclusively faculty and the other made up of the non-faculty constituencies of athletics, but expressed confidence that some arrangement could be worked out.
- The University will have to deal with questions about faculty workload from the legislature; he said the administration would like to join forces with the governance system to develop policies that might be helpful. The development of such policies, he explained, would serve as a communication device, not an effort to impose different work expectations. He said that Senior Vice President Infante would work with FCC on this issue.
- The planning process will be a major issue in the Fall, the President said; the process for planning is now being put in place. The Planning Council will be largely ex-officio, comprised of administrators, faculty, staff, and students (such as the chair of FCC), as well as representatives from the Foundation, the Alumni Association, and perhaps other major State constituencies of the University. Its chief responsibilities will be to identify the issues to be addressed in the planning process as well as to communicate with the constituencies represented. It will also assist in presenting a refined statement of the strategic issues to be taken up, a statement which can serve as the basis for focus group discussions.
- The President expressed appreciation to the Committee, and its chair and vice chair, for the excellent working relationship it has had with the administration during difficult times;

the governance system, he said, has been very helpful in shaping the strategy to deal with the budget problems.

Fringe Benefits for Part-Time Staff: The President was asked if any action would be taken on a recommendation to provide pro-rated fringe benefits to part-time staff--something that the Committee on Equal Opportunity for Women recommended a long time ago on the ground that it is a fairness as well as a financial issue. President Hasselmo agreed that it has been an issue for a long time, but noted the problem of resources; it will remain on the agenda, he said, but declined to predict if it would rise to the top of the list of priorities in funding. He told the Committee that the costs of the change would not be insignificant.

Impact of Budget: Asked about the people affected by the budget decisions, the President said the administration has a reasonably good idea of who will be affected. This, he observed, is the most deplorable effect of the reductions; there will be nearly 1000 people gone from the University after all the cuts are made. On balance, however, he said he believes the University has done a credible job in providing transition arrangements for those who leave.

Alumni Association Location: Professor Scott reported to the President that following brief discussion earlier in the meeting, the Committee had concluded that the matter of the location of the Alumni Association was not an issue for the governance system to be involved in--and FCC was withdrawing from any further consideration of the issue.

Crookston: The President next reported that the University is establishing cooperative relationships with the State University System to look at ways 4-year programs at UMC could benefit from interaction with the State Universities, especially those at Morehead and Bemidji. These discussions and possible cooperation, it was noted by one Committee member, might diffuse possible opposition of the State University System to the creation of 4-year programs at UMC. What remains to be explored, the President said, was the mobility of faculty and students among institutions in the northwestern part of the state.

Miscellany: The conversation also included brief comment on the departure of Hospital Director Robert Dickler, about whose departure the President expressed regret and whose ability he commended. He also assured the Committee that the strong leadership would continue and that the Hospital and health sciences issues would be included in the planning process).

The President also agreed with the observation that there should be widespread internal dissemination about what happened to the assets of the Waseca campus, human and material, and more information on what led to the decision to close the campus.

The Endowment and Fund-Raising: A question about the recent large increase in the Macalester College endowment prompted a question about whether or not the University is doing all it can to raise money from the private sector to increase the endowment--something that may be of increasing importance as State funds decline. The President responded that the University has an endowment of nearly \$500 million, among the largest endowments among public institutions. Last year private fund-raising brought in \$109 million, third among public institutions behind Wisconsin and Berkeley. He agreed that one did not see these funds in the budget documents. He also pointed out that 92 endowed

faculty positions have been added SINCE the end of the Minnesota Campaign five years ago. The University, he concluded, is doing well in raising private funds--but the effects are so dispersed that they are not as visible as other funding sources.

It is to be hoped, it was said in reply, that greater emphasis will be placed on flexible funds in the future, or funds targeted at core functions; one can get the impression that some of the funds have been devoted to tangential activities or rather exotic fields. This is a continual problem, the President said: University priorities do not always match donor interests. There is always an emphasis on core programs, he said, but areas that have distinct professional constituencies usually find it easier to raise funds. The President observed, however, that the University IS on the lower end of the spectrum in terms of flexible dollars available to it--and the University screens projects very carefully; there are many for which it has decided not to seek to raise funds. (He also noted that when a discretionary grant of \$5.5 million was provided by the McKnight Foundation, it was assigned to the Arts and Humanities and will be put to a number of uses on the advice of a distinguished panel of faculty; the first use is summer stipends.)

It was also agreed, in a related matter, that the most recent report on the occupants of the endowed chairs would be distributed to Committee members.

Professor Scott thanked the President for his time.

The Committee spent a few moments discussing the possibilities for representation of the Duluth faculty on FCC and on the allocation of the student seat; it then adjourned at 11:50.

-- Gary Engstrand

University of Minnesota