

# MEETING OF THE STUDENT SENATE

THURSDAY, MAY 15, 1997

11:30 a.m.

25 Law Building—Twin Cities Campus  
305 Selvig Hall—Crookston Campus  
355/57 Kirby Student Center—Duluth Campus  
Behmler Hall Conference Room—Morris Campus

The Senate Constitution provides that any student eligible to vote for senators may be admitted to Student Senate meetings and shall be entitled to speak at the discretion of the Student Senate. Only elected student members (or their designated alternates) shall be entitled to vote. For a quorum, a majority of the voting membership (29) must be present. Amendments to motions in the printed agenda must be submitted to the Clerk of the Senate at least 48 hours in advance of the meeting to allow for appropriate distribution. Consideration of amendments not received at least 48 hours in advance requires suspension of the rules by a majority of those members present and voting.

## I. CAMPUS ASSEMBLY REPORTS (10 minutes)

## II. STUDENT LEGISLATIVE COALITION REPORT (10 minutes)

## III. ELECTION OF ACTING CHAIR AND VICE CHAIR OF THE STUDENT SENATE FOR 1997-98 Action (15 minutes)

## IV. STUDENT TASK FORCE ON PROFESSOR EVALUATIONS MISSION STATEMENT Action (10 minutes)

### MOTION:

To approve the following Mission Statement on Professor Evaluations:

### Mission Statement on Professor Evaluations

The University of Minnesota is committed to providing service, user friendliness, and a quality education to its students. The ability of students to access summary data of quarterly student evaluations will assist in the course registration process and will provide a great service to students. The evaluations will assist students in choosing courses with the highest quality professors and help students match the teaching styles of professors with their learning style. The ability of all students to access summative professor evaluations will occur by making the evaluations available in written and secured World Wide Web format. The expectation of internal mechanisms is to exclude teaching assistants as defined by job classifications.

## V. RESOLUTION ON STUDENT STUDY SPACE Discussion (10 minutes)

The text of the Resolution appears under Item IV. on the University Senate agenda.

## VI. STUDENT SENATE CHAIR REPORT (5 minutes)

## VII. OLD BUSINESS

## VIII. NEW BUSINESS

## IX. ADJOURNMENT

# MEETING OF THE UNIVERSITY SENATE

MAY 15, 1997

2:00 p.m.

25 Law Building—Twin Cities Campus  
305 Selvig Hall—Crookston Campus  
355/57 Kirby Student Center—Duluth Campus  
Behmler Hall Conference Room—Morris Campus

The voting membership of the University Senate totals 212, including the President, 154 members of the faculty (including the Faculty Consultative Committee), and 57 students (including the Student Consultative Committee). For a quorum, a majority of the voting membership (107) must be present. Advance notice is required for amendments to the constitution and 142 affirmative votes at one meeting or 107 affirmative votes at each of two meetings, the second of which shall be the next regular meeting. Advance notice is required for amendments to the bylaws and 107 affirmative votes. Other actions require only a simple majority of the members present and voting. Amendments to motions in the printed agenda must be submitted to the Clerk of the Senate at least 48 hours in advance of the meeting to allow for appropriate distribution. Consideration of amendments not received at least 48 hours in advance requires suspension of the rules by a majority of those members present and voting.

Any member of the faculty and any academic professional and student eligible to vote for senators shall be entitled to speak at the discretion of the Senate. Only elected members or alternates, the Senate Consultative Committee and, in case of a tie, the chair, shall be entitled to vote.

Representatives may designate any eligible alternates from their colleges, schools, or student constituencies as the alternates to serve in their places by written notice to the Senate Office prior to the commencement of any meeting of the Senate.

### ATTENDANCE RECORD

A roll of elected and ex officio members will be available at each door of the meeting room, and members are asked to sign in. A summary of attendance for the year will be included in the minutes of the last meeting of the year.

### RULES

Rules will be available at the door.

## I. ELECTION OF VICE CHAIR FOR 1997-98 Action (5 minutes)

## II. FACULTY AFFAIRS COMMITTEE SENATE CONSULTATIVE COMMITTEE

### Policy on Sexual Harassment and Consensual Relationships Action (30 minutes)

### PREAMBLE:

The policy on Sexual Harassment and Consensual Relationships is the result of substantial efforts by the Sexual Harassment Board to develop a policy that is broadly supported by the University community. The Board has spent over a year consulting with a wide range of university committees, groups, and administrators in order to achieve this goal. The policy has been unanimously endorsed by several Senate Committees (including SCFA, EEOWC, and SSCC), and University committees representing other groups on campus (Academic Staff Advisory Committee, Civil Service Committee). The Executive Committee of the Commission on Women also

has unanimously endorsed the policy as has the CLA Council of Chairs. Finally, the Board has consulted with appropriate administrators (including Marvin Marshak, Senior VP for Academic Affairs; Carol Carrier, Associate VP for Human Resources; and Stephanie Lieberman, Director of OEE/AA).

### MOTION:

That the University Senate approve the following Policy on Sexual Harassment and Consensual Relationships:

### UNIVERSITY OF MINNESOTA POLICY ON SEXUAL HARASSMENT AND CONSENSUAL RELATIONSHIPS

#### SEXUAL HARASSMENT

##### Section 1: Introduction

Sexual harassment in any situation is reprehensible and will not be tolerated in this University. It subverts the mission of the University and threatens the careers and well-being of students, faculty and staff. In a university setting, a power differential is inherent in a faculty member's or supervisor's relationship to his or her students or subordinates. However, this policy takes into account all instances of sexual harassment irrespective of university status. It is viewed as a violation of Title VII and Title IX of the 1964 Civil Rights Act and the Minnesota Human Rights Act.

##### Section 2: Policy

Sexual harassment is prohibited. Unwelcome sexual advances, requests for sexual favors, and/or other verbal or physical conduct of a sexual nature constitute sexual harassment when:

- (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment or academic advancement,
- (2) submission to or rejection of such conduct by an individual is used as the basis for employment or academic decisions affecting this individual, or
- (3) such conduct has the purpose or effect of unreasonably interfering with an individual's work or academic performance or creating an intimidating, hostile, or offensive working or academic environment.

This policy applies to the conduct of all persons involved in the mission and/or services of the University, except those whose conduct may be covered under separate university collective bargaining contracts.

##### Section 3: Procedures and Guidelines

It is the responsibility of department heads, supervisors, managers, deans, provosts, chancellors and vice presidents to take timely and appropriate action when they know or should know of the existence of sexual harassment. Other persons who suspect sexual harassment should report it to the Office of Equal Opportunity and Affirmative Action. Responsibility for administering the policy and procedures generally lies with the Office of Equal Opportunity and Affirmative Action with review by the Sexual Harassment Board. Each campus will develop procedures for investigating complaints of sexual harassment. These procedures will adhere to due process for all concerned. They must be approved by the Director of the University Equal Opportunity Office prior to implementation. Violations of this policy could lead to disciplinary action up to and including termination of employment or dismissal from an academic program.

## CONSENSUAL SEXUAL OR ROMANTIC RELATIONSHIPS

### Section 1: Introduction

Decision-making responsibilities should not restrict individuals' rights of association and expression unless the exercise of those freedoms conflicts with the institutional necessity of impartiality in academic and employment decisions. As a consequence, the University's Nepotism Policy prohibits persons who are related through blood, marriage or other committed relationship to evaluate, supervise, or participate in employment decisions regarding the other person. The same rules apply to sexual or romantic relationships between supervisors and their subordinates who are not married or in committed relationships because these relationships may also call into question the ability of the supervisor to assess the performance of another solely on academic or professional merit. Similarly, the University Code of Conduct states that members of the University community must not abuse the authority they have been given and must take care to ensure that any personal relationships do not result in situations that might interfere with objective judgment.

The power disparity in supervisor/subordinate relationships make them vulnerable to exploitation as well as claims of exploitation. This is particularly true in faculty/student relationships. The respect and trust accorded a member of the faculty by a student as well as the power exercised by faculty in giving grades or recommendations for future study and employment make voluntary consent by the student suspect.

### Section 2: Policy

For the purposes of this policy, the term supervisor refers to any employee, student, or other person in a position to hire, supervise, grade, advise, evaluate, or otherwise directly influence the academic progress or employment of another employee, student, or other person. The term subordinate refers to any employee, student, or other person who is hired, supervised, graded, advised, evaluated, or otherwise directly influenced by the supervisor.

Given the complexity of the University and the variety of relationships that can exist, different standards apply to different types of relationships that generally fall under the above category.

(1) Sexual or romantic relationships between instructors and advisors and their current students, and between supervisors and their immediate subordinates, are always prohibited whether or not the relationship is consensual.

(2) In other situations involving less direct supervisory relationships, it may be possible to eliminate the conflict of interest by ensuring that the individuals do not evaluate or otherwise directly influence each other's employment. In these cases, the individuals must consult with an appropriate responsible administrator (e.g., a supervisor, Department head, human resources consultant, EEO officer, or Dean) so that such arrangements to eliminate the conflict can be made and documented.

(3) Individuals should be aware that consensual sexual or romantic relationship can result in claims of sexual harassment because the voluntariness of the consent may be questioned when a power differential exists. If a sexual harassment claim subsequently is filed, the argument that the relationship was consensual will be evaluated in light of this power differential.

### Section 3: Procedures and Guidelines

The Office of Equal Opportunity and Affirmative Action may be consulted with respect to the appropriate procedures to be used in making alternative arrangements to eliminate conflicts of interest. It is the responsibility of the supervisor(s) of the parties to address violations of this policy. Violations of this policy could lead to disciplinary action up to and including termination of employment or dismissal from an academic program.

This policy should be reevaluated three years following its adoption.

**DANIEL FEENEY, Chair, Faculty Affairs Committee**  
**VIRGINIA GRAY, Chair, Senate Consultative Committee**

## III. SOCIAL CONCERNS COMMITTEE FINANCE AND PLANNING COMMITTEE FACILITIES MANAGEMENT SUBCOMMITTEE

### Resolution Recommending an Energy and Environment Policy for the University of Minnesota Action (15 minutes)

#### MOTION:

To approve the following Resolution:

#### University Senate Resolution Recommending an Energy and Environment Conservation Policy for the University of Minnesota

**WHEREAS**, the University has established a tradition of energy conservation and a concern for the environmental impact of its actions, and

**WHEREAS**, the issue of energy conservation has become of critical importance in decisions on the purchase and operation of University properties, and

**WHEREAS**, the issue of global climatic change has emerged as an issue of paramount concern in the scientific community, and

**WHEREAS**, President Clinton has pledged that the USA should stabilize its emission of greenhouse gases at 1990 levels by the year 2000, and

**WHEREAS**, the Minneapolis-Saint Paul Urban CO<sub>2</sub> Project Plan offers a framework for substantially reducing metropolitan CO<sub>2</sub> emissions,

**THEREFORE, BE IT RESOLVED THAT THE UNIVERSITY SENATE RECOMMENDS:**

That the Board of Regents of the University of Minnesota adopt as University policy the consideration of conservation of energy resources in the purchase and operation of University properties, and

That the Board of Regents should reaffirm the University's commitment to conserve natural resources in the construction, renovation, and maintenance of University structures for the optimal utilization of space in all future buildings and building site plans, and

That the Board of Regents should reaffirm the University's commitments to pollution reduction and waste abatement programs.

#### COMMENT:

The Senate Committee on Finance and Planning and the Social Concerns Committee agree that the Facilities Management Subcommittee should serve in a liaison role between Facilities Management and the Committee on Finance and Planning with respect to the energy conservation and environmental impact issues pertaining to the operation and maintenance of University properties.

#### SUPPORTING STATEMENTS

##### I. Guidelines for Internal Energy Use

- A. Reduce energy loss in all University-owned and leased buildings
  - a. inventory current energy use
  - b. initiate retrofit programs on existing buildings
  - c. continue participation in EPA's 'Green Lights' and 'Energy Star Buildings' and Demand Side Management programs
  - d. evaluate energy and environmental costs of renovation versus rebuilding

- B. Expand installation of centralized cooling systems serving multiple University buildings (they offer increased operating efficiencies and economies of scale)
- C. Reduce energy use in other University operations through investment and purchasing decisions:
  - a. by introduction of new energy technologies (establish partnerships with utilities, businesses, and other governmental agencies to research and make available information on the latest technologies)
  - b. by creation of an Energy Investment Fund, to help implement funding for energy-saving programs
- D. Promote solid waste reduction and recycling programs at the University
- E. Reduce energy use and emissions in University's fleet of vehicles
  - a. encourage increased efficiency and use of alternative fuels
  - b. promote the purchase of vehicles with low CO<sub>2</sub> emissions
  - c. reevaluate current fuel efficiency standards for all University vehicles; increase standards where necessary
- F. Increase public transit ridership
  - a. support municipal and other initiatives for increasing public ridership by University faculty, staff and students living in nearby urban areas
  - b. support U-Pass program
- G. Increase multiple occupancy vehicle commuting
  - a. continue and expand incentives for car-pooling by staff and students
  - b. lower the parking fees for multiple occupancy vehicles
- H. Support and extend Campus Connector and Campus Circulator bus services.
- I. Aggressively promote bicycling as a major transportation mode
  - a. augment bicycle user-friendly policies, such as increased bicycle racks
  - b. introduce lockable racks
  - c. expand sheltered bike parking areas
  - d. introduce restricted campus bicycle lanes and paths.
- J. Provide still more local energy-efficient housing for off-campus students
  - a. support low rent incentives
  - b. modernize amenities

##### II. Guidelines for External Energy Use

The University Board of Regents should encourage expanded use of renewable and low-carbon sources of energy production by its suppliers:

- A. Encourage use of natural gas in addition to coal and oil in steam plant operations
- B. Maximize steam plant efficiency by including cogeneration of electricity in steam plant operations
- C. Encourage expansion of wind power as an energy source in NSP's and other supplier's service areas
- D. Encourage implementation of biomass as an energy source
  - a. support and encourage the joint NSP/University biomass project
  - b. support implementation of biomass processing for energy production

**ERIC BAUER, Chair, Social Concerns Committee**  
**FRED MORRISON, Chair, Finance and Planning Committee**  
**GARY MALZER, Chair, Facilities Management Subcommittee**

## IV. STUDENT AFFAIRS COMMITTEE EDUCATIONAL POLICY COMMITTEE SENATE CONSULTATIVE COMMITTEE

### Resolution on Student Study Space Action (15 minutes)

#### MOTION:

To approve the following Resolution:

#### Resolution on Student Study Space

**WHEREAS**, student study space on campus is of vital concern to the academic environment at the University of Minnesota, and

**WHEREAS**, in the administration there is no central advocate for student study space and no one person is assigned responsibility for study space, and

**WHEREAS**, student study space faces deterioration or conversion every year, with little or no student input, and

**WHEREAS**, there is not a set mandate for a certain percentage of student study space in new or renovated University buildings, and

**WHEREAS**, student study space in the residence halls is unavailable for use due to overcrowding, and

**WHEREAS**, student study space has been made increasingly unavailable in food service operation areas, and

**WHEREAS**, there exists a need for incentives for departmental student study space, and

**WHEREAS**, increased personal computer use at the University will require an increase in both internet and ethernet jacks across campus,

**THEREFORE, BE IT RESOLVED THAT** the University Senate advises the Administration to encourage ongoing examination of student study space on campus by explicitly identifying departments and/or individuals whose role it shall be to monitor the quantity, quality, ease of access and safety of student study space on campus in consultation with student representative bodies, and

**BE IT FURTHER RESOLVED THAT** the University Senate advises that for each renovation of existing buildings and construction of new buildings, a certain percentage of space — to be determined in consultation with the Senate Committee on Student Affairs and other appropriate student representative bodies — should be dedicated for student study areas, and

**BE IT FURTHER RESOLVED THAT** Food Services be encouraged to make space available in food service operation areas as student study space during non-peak hours, and

**BE IT FURTHER RESOLVED THAT** the University Senate advises the Administration to encourage departments and other units to preserve and/or add study space, and

**BE IT FURTHER RESOLVED THAT** the University Senate advises that student study space on campus include ethernet access for personal computers in the near future.

**JOHN ROMANO, Chair, Student Affairs Committee**  
**LAURA COFFIN KOCH, Chair, Educational Policy Committee**  
**VIRGINIA GRAY, Chair, Senate Consultative Committee**

**V. EDUCATIONAL POLICY COMMITTEE  
Use of Student Evaluations of Teaching Data  
Action (15 minutes)**

**MOTION:**

To approve the following Resolution:

**Resolution Concerning the Use of Student Evaluations  
of Teaching Data**

The University Senate supports the optional use of student evaluations of teaching data for these questions, on a form to be developed, as a tool in student course selection decision-making.

The University Senate directs the Committee on Educational Policy to develop a plan (1) to implement the May 1, 1997 report of its subcommittee on teaching evaluation (including refinement of the list of proposed questions for the optional evaluation form), (2) to monitor its implementation, and (3) to plan for evaluation of the usefulness of the data for aiding students in course selection.

The University Senate requests that the necessary funding be provided by the University administration to support creation of the required information system.

The University Senate also directs the Committee on Educational Policy to bring back to the Senate, no later than the winter quarter, 1998, meeting, a proposal for action which responds to the three points outlined in paragraph two of this resolution.

**LAURA COFFIN KOCH, Chair**

**VI. PRESIDENT'S REPORT  
(10 minutes)**

**VII. QUESTIONS TO THE PRESIDENT  
(5 minutes)**

**VIII. SENATE CONSULTATIVE COMMITTEE REPORT  
(5 minutes)**

**IX. OLD BUSINESS**

**X. NEW BUSINESS**

**XI. ADJOURNMENT**

# MEETING OF THE TWIN CITIES CAMPUS ASSEMBLY

THURSDAY, MAY 15, 1997

(Immediately following the University Senate meeting)

25 LAW BUILDING

The voting membership of the Twin Cities Campus Assembly totals 183, including the President, 143 members of the faculty (including the Faculty Steering Committee), and 39 students (including the Student Steering Committee). For a quorum, a majority of the voting membership (92) must be present. Advance notice is required for amendments to the constitution and 122 affirmative votes at one meeting or 92 affirmative votes at each of two meetings, the second of which shall be the next regular meeting. Advance notice is required for amendments to the bylaws and 92 affirmative votes. Other actions require only a simple majority of the members present and voting. Amendments to motions in the printed agenda must be submitted to the Clerk of the Assembly at least 48 hours in advance of the meeting to allow for appropriate distribution. Consideration of amendments not received at least 48 hours in advance requires suspension of the rules by a majority of those members present and voting.

Any member of the faculty and any academic professional and student eligible to vote for members of the Assembly shall be entitled to speak at the discretion of the Assembly. Only elected members or alternates, the Steering Committee, and, in case of a tie, the Chair, shall be entitled to vote.

Representatives may designate any eligible alternates from their colleges, schools, and student constituencies as the alternates to serve in their places by written notice to the Senate Office prior to the commencement of any meeting of the Assembly.

## ATTENDANCE RECORD

A roll of elected and ex officio members will be available at each door of the meeting room, and members are asked to sign in. A summary of attendance for the year will be included in the minutes of the last meeting of the year.

## RULES

Rules will be available at the door.

### I. ELECTION OF VICE CHAIR FOR 1997-98

Action (10 minutes)

### II. REPORT OF THE NOMINATING COMMITTEE FOR THE COMMITTEE ON COMMITTEES ELECTION

Action by Faculty and Academic Professional Members  
(15 minutes)

## MOTION:

That the Faculty Assembly approve the following slate of nominees to fill two 1997-2000 vacancies on the Assembly Committee on Committees:

**AVNER BEN-NER:** Professor, Industrial Relations Center, Carlson School of Management. **University Senate Member:** 1994-97. **Committee participation:** Professional Studies Provostal Faculty Consultative Committee; Provost's Council; Senate Faculty Affairs Committee (chair); Senate Faculty Retirement Plan Subcommittee (chair); Senate Finance and Planning Committee; Center for Labor Policy Advisory Board; Institute of Public Affairs Ph.D. Planning Committee; University Health Plans Task Force; U of M Hearing Officers' Panel; School of Management Faculty Appointments and Promotions Committee.

**JOHN BRYSON:** Professor, Hubert H. Humphrey Institute of Public Affairs. **University Senate Member:** 1995-98. **Committee participation:** Assembly Student Behavior Committee; Professional Studies Provostal Faculty Consultative Committee; Social Science Policy Review Committee; Central Administration's Administrative Development Program in Strategic Planning and Decision Making. **Other:** Humphrey Institute Reflective Leadership Center Director, effective 7/1/97; Management Concentration, Chair, 1991-92 and 1994-present; Director, Center for Information Technology and Group Decision Support, 1991-present; Director, Master of Planning Program, 1989-91.

**KAREN KARNI:** Professor, Laboratory Medicine & Pathology, Medical School. **University Senate Member:** 1992-95. **Committee participation:** Senate Educational Policy Committee; Senate Finance and Planning Committee; North Central Accreditation Team-Self Study; University-wide Selection Committee to choose Morse-Alumni awardees; University of Minnesota Commission on Women; Medical School Conflict Review Committee. **Other:** Special Grants Program Evaluator, 1991 and 1994; Medical School Coordinator, Undergraduate Research Opportunities Program, 1985-present.

**SALLY KOHLSTEDT:** Professor, History of Science & Technology, Institute of Technology. **University Senate Member:** 1995-98. **Committee participation:** Search Committee for Vice President of Minority Affairs (Chair); President's Committee on History of the University; University of Minnesota Commission on Women; Executive Committee of the Commission on Women (Chair); President's Task Force on Liberal Education; Hill Visiting Professorship Selection Committee; HHH Research Planning Group. **Other:** Chair-elect of the Center for Advanced Feminist Studies, 1997-00; Associate Dean for Academic Affairs, Institute of Technology, 1989-95.

## INFORMATION:

The Twin Cities Campus Assembly Bylaws specify that the Assembly shall elect by written ballot at its spring quarter meeting faculty/academic professional members to fill vacancies on the Assembly Committee on Committees from a slate of candidates provided by a special nominating committee. Other candidates may be nominated by petition of 12 members of the Assembly. Petitions to nominate candidates not on the slate must be in the hands of the Clerk of the Assembly on the day before the meeting at which the election is to be conducted.

The elected Twin Cities faculty/academic professional members of the committee whose terms continue at least through 1997-98 are:

M. Janice Hogan, College of Human Ecology  
Emily Hoover, College of Agricultural, Food and Environmental Sciences  
Carol Miller, College of Liberal Arts  
V. Rama Murthy, Institute of Technology

MARCIA EATON, Chair  
DOUGLAS ERNIE  
PATRICIA FERRIERI  
ED FOGELMAN  
JAMES HOUCK

## III. OLD BUSINESS

## IV. NEW BUSINESS

## V. ADJOURNMENT

**University Senate Agenda, Item II. Policy on Sexual Harassment and Consensual Relationships**

**MOTION:**

To substitute Section 2 in the Consensual Sexual or Romantic Relationships portion of the Policy on Sexual Harassment and Consensual Relationships with the following language:

**CONSENSUAL SEXUAL OR ROMANTIC RELATIONSHIPS**

.....

**Section 2: Policy**

For the purposes of this policy, the term supervisor refers to any employee, student, or other person in a position to hire, supervise, grade, advise, evaluate, or otherwise directly influence the academic progress or employment of another employee, student, or other person. The term subordinate refers to any employee, student, or other person who is hired, supervised, graded, advised, evaluated, or otherwise directly influenced by the supervisor.

Consensual sexual or romantic relationships between supervisors and subordinates (as defined above) create conflicts of interest. If such a relationship exists or develops, an appropriate responsible administrator (e.g., a supervisor, department head, human resources consultant, EEO officer, dean) must be consulted to determine whether arrangements can be made to eliminate all conflicts of interest. If such arrangements can be made, they must be documented, and they must ensure that the individuals do not hire, supervise, grade, advise, evaluate or otherwise directly influence each other's academic progress or employment.

Some relationships involve such inherent conflicts of interest that the conflicts cannot be eliminated. Therefore, consensual sexual or romantic relationships between instructors and advisors and their current students are always prohibited whether or not the relationships are consensual. Similarly, relationships between supervisors and their subordinates are prohibited when the working relationship is such that it is not possible to eliminate the conflicts of interest.

Individuals should be aware that consensual sexual or romantic relationships can result in claims of sexual harassment because the voluntariness of the consent may be questioned when a power differential exists. If a sexual harassment claim subsequently is filed, the argument that the relationship was consensual will be evaluated in light of this power differential.

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**Daniel Feeney, Chair  
Faculty Affairs Committee**

**Patricia Frazier, Chair  
Sexual Harassment Board**