

# SCFA REPORTS

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December, 1973

Volume 1, Number 1

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Dear Colleague:

The Senate Committee on Faculty Affairs has decided to reinstitute the policy of sending newsletters to faculty members on a periodic basis. Each newsletter will report on (1) matters brought before the Committee and (2) actions taken by it. We believe that through the use of the newsletter we will be able to both keep you posted on our activities and receive any inputs you might have on the subjects being considered by the Committee.

In this first newsletter we report on the items considered by the Committee during the 1972-73 academic year and on the items to be considered during the current academic year. Additional items will be added to this agenda as they are brought before the Committee.

A. Annual Report of SCFA for the Year 1972-73

The Senate Committee on Faculty Affairs met monthly during this academic year. Members were Professors Thomas Boman (Duluth), Robert Eyestone, Raymond Lammers (Morris), Virginia Kivits, Mahmood Zaidi, and Vice Presidents: James Brinkerhoff and William G. Shepherd, ex officio. Isabel Harris held the chairmanship through the Fall Quarter; Shirley Clark was appointed Chairman in January, 1973.

Listed below are the major issues and problems considered by and acted upon by S.C.F.A. during the 1972-73 academic year. Additional items were carried into 1973-1974.

1. Tenure Code Revision. S.C.F.A. recommended that the Tenure Committee report directly to the Faculty Senate for appropriate action and that maximum opportunities be provided for faculty reaction on all the University campuses.
2. Mass Merchandised Automobile Insurance. Inasmuch as faculty interest in auto insurance has been expressed in recent years, investigations concluded that one of the best ways of meeting this need would be through the State Capitol Credit Union. The Credit Union now has mass merchandized auto insurance available to members and prospective members.
3. Automatic Payroll Deposit. After considerable pre-planning, University employees were surveyed in November, 1972, to determine interest level in a limited automatic payroll deposit system. Less than a thousand of 13,000 eligible employees responded and those responding banked at more than sixty institutions. S.C.F.A. considered this interest level to be relatively low and due to the administrative problems and costs involved, the provision was tabled until the SCOPE plan became available in approximately one year.
4. Summer Charges for Fringe Benefits on Research Grants. Since 1966, some faculty research grant holders have petitioned S.C.F.A. and Central Administration concerning University fringe benefit charges to grants during summer months for benefits which are not received by the grant holders. The legality of such a practice has been established. These monies have been channelled into fringe benefit

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funds benefitting all. It has not been possible to generate the funds for equitable benefits to faculty who teach in the summer programs and in general extension programs. Thus, the overall problem relates to securing year-round benefit coverage for the whole faculty. Agreement was reached that as of summer, 1973, monies from the summer portions of grants will not be removed for benefits not received by the grant holders; benefits which are continuously provided will continue to be charged.

5. Tenure Rights and Fringe Benefit Status of All Part-time Faculty.

On November 16, 1972 following a debate over the definition of a "regular faculty" member, the Faculty Senate instructed the S.C.F.A. to study and make recommendations on the tenure, employment rights and fringe benefits of all part-time members of the faculty. On May 17 and 31, 1973, the S.C.F.A. submitted its report to the Faculty Senate. S.C.F.A. anticipated that the matter of extending fringe benefits will be studied further next year.

B. Agenda for 1973-74

1. Membership of the Committee. The present membership of the Committee is composed of Professors Theodore Anderson, Thomas Boman (Duluth) Virginia Kivits, Raymond Lammers (Morris), Clarice Olien, Mahmood A. Zaidi and Vice-President Harold Chase (ex officio). The Committee on Committees has proposed to the Senate that the membership of the S.C.F.A. be increased from at least six to at least ten. S.C.F.A. concurs with the recommendation of the Committee on Committees and will support it in the Senate.

2. Sabbatical Leave. The Committee will discuss the question of eligibility of full-time and non-tenured academic staff for sabbatical leave.
3. Available Health Plans. The Committee will look into the possibility of extending to the faculty the option of a HMO plan along with the current Group Health and Blue Cross-Blue Shield health programs.
4. Fringe Benefit Status of All Part-time Faculty. The Committee will continue the work it began last year in this area, and make some firm recommendations during 1973-74.
5. Allocation of Parking Facilities. The Committee will evaluate the current University policy of allocating parking spaces to the faculty.
6. Early Faculty Retirement Option. The Committee plans to continue its study of the current University policies on retirement and hope to present its report to the Senate sometime during the 1973-74 academic year.
7. Faculty Poll on Collective Bargaining. The Consultative Committee has requested S.C.F.A. to conduct a poll of the faculty in regard to collective bargaining. S.C.F.A. will be discussing this issue in its next meetings.

8. New Business:

If you have any ideas on the subjects listed above or would like to add items under New Business, please do let us know.

Sincerely yours,

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# SCFA REPORTS

March, 1974

Volume 1, Number 2

Dear Colleague:

The first newsletter prepared by the Senate Committee on Faculty Affairs was so well received that we have decided to issue the second newsletter. Herein we offer a progress report on (1) the agenda items detailed and reported in the first letter and (2) new items received since its issuance.

The membership of the Senate Committee on Faculty Affairs has expanded to ten, now consisting of Professors Mahmood A. Zaidi (Chairperson), Theodore Anderson, Thomas Boman, Donald Kahn, Bill W. Kennedy, Virginia Kivits, Raymond Lammers, Clarice Olien, Eugenia R. Taylor, Clare K. Woodward and Vice President Harold W. Chase (Ex officio). In order to carry out the business of the SCFA, the chairperson has created various sub-committees to study specific problems brought before SCFA. Membership on these sub-committees consists of faculty members with experience and expertise in a specific problem area as well as SCFA members. The Chairperson is very grateful for the time and dedicated assistance he has received from non-SCFA members. Without their help SCFA could not engage in-depth studies into the many problems faced by the faculty.

Among the persons currently assisting SCFA are: Professors John A. Anderson, Paul A. Cartwright, Clark A. Chambers, Edward Coen, Bright M. Dornblaser, Charles Freedman, Russell K. Hobbie, Stephen Hoenak, Leonid Hurwicz, Maurice Kreevoy, John C. Schreiner, Craig E. Swan, Phillip J. Tichenor, Robert L. Vernier, Maurice Visscher, Andrew F. Whitman, Messers Harold J. Bernard and Donald P. Brown and Representatives of Blue Cross-Blue Shield and Group Health. In addition, SCFA has received assistance in obtaining data and background information from the Offices of both the Vice President of Academic Administration and the Vice President of Finance, Planning, and Operations. At the present time five sub-committees are studying different issues which have been of concern to the faculty. The problem areas involved are as follows:

- 1) Early Retirement
- 2) Health Insurance
- 3) Sabbatical Leave
- 4) Performance of Faculty Retirement Funds
- 5) Fringe Benefits for Part-time Faculty

### Early Retirement

This issue has been of concern to SCFA for some years now and it is likely to remain a viable issue for some time to come. For this reason, SCFA would like to see as thorough a study as possible on the subject. The sub-committee studying early retirement is trying to determine if the financial disadvantages associated with early retirement can be alleviated so that those faculty members who might wish to retire early would do so. This Committee is looking into the classes of improvement that would not require exorbitant new financial outlays and that could be purchased at a reasonable price. Issues involved include: 1) costs and benefits of early retirement; 2) the Post-1963 Annuity Retirement System; and 3) the Transitional Retirement System.

### Health Insurance

The sub-committee on health insurance is examining such matters as the following:

1. Coverage during retirement.
2. Coverage upon conversion and guaranteed insurability for dependents.
3. Higher major medical benefit limits and higher deductible options.
4. Policy and timing of open enrollments.
5. Administrative problems in accumulating medical bills to qualify for deductables.
6. Expanded coverage for chemical addiction, drugs and alcohols and mental illness.
7. Periodic reports to faculty on benefits and procedures.
8. Blue Cross and Blue Shield coverage of physical examinations.
9. Coverage of prescription drugs.
10. Dental insurance.
11. Consideration of other HMOs.
12. Formal complaint procedures to University administrator.

### Sabbatical Leave

Major questions raised with regard to the subject of sabbatical leave include:

1. What is the present level of use and why isn't it higher?
2. Can financial hardship be spread over several years by salary spreading or by University low-cost loans?
3. Can financial problems be eased by formal exchange programs with comparable institutions in this country or abroad?
4. How many long-term T-appointees are there? What are their jobs? Should sabbatical leave be made available to them and how can it be financed?
5. What happens to funds which revert because of sabbatical leaves and what should happen?

### Fringe Benefits for Part-time Faculty

SCFA is continuing the work begun last year in this area. In May 1973 a progress report was made to the University Senate on this issue. In that report, the Committee sought guidance and support from the Faculty Senate regarding the generation of needed refined cost data. The Offices of the Vice President of Academic Administration and the Director of Retirement Insurance are now in the process of providing the necessary information to the sub-committee on Fringe Benefits, and it is hoped that the work of this sub-committee will permit SCFA to make firm recommendation on this issue before the end of this academic year. In addition to the issue of the fringe benefit status of all part-time faculty, this sub-committee is looking into other fringe benefit issues brought before the SCFA. These include such areas as: 1) Free University of Minnesota education for University of Minnesota employees and their dependents, and 2) Determination of retirement benefits under the formula adopted by the State Legislature.

### Major Issues and Problems considered by and acted upon by the SCFA

1. Collective Bargaining Poll. With regard to a collective bargaining poll requested by the Consultative Committee, SCFA decided not to act until the Consultative Committee had a chance to meet and confer with the representatives of AAUP, Law School, Health Sciences, UMFT and Central Administration. Since this action was taken, the Committee has been informed that the Consultative Committee does not plan to carry this issue any further.
2. Faculty Home Exchange. Mr. Larry D. Swenson of the Faculty Home Exchange wrote to President Moos' office informing him that for a nominal fee his organization provides a directory which lists teachers in the United States and abroad who are interested in exchanging homes for vacations, sabbaticals, etc. This letter was forwarded to the SCFA for its information and action. Since the SCFA didn't have any other information on this organization except the letter received from Mr. Swenson, it decided to pass this information on to the faculty for whatever it is worth. If you need more information on this offer please write directly to: Faculty Home Exchange, P.O. Box 97, Capitola, California 95010.



3. Faculty I.D. Card. Some faculty members objected to the compulsory use of the Social Security number, and since the Committee did not feel that it was crucial information on the I.D. card, it was voted not to require the Social Security number anymore. The Committee further agreed that the cards issued in the future should contain the following additional information: 1) A symbol to distinguish faculty from Civil Service employees 2) The department in abbreviated form, and 3) Building and room number of the department. To make the librarians' task easier and to save time for users, the above information will be in the form of raised characters. If you would like to replace your old I.D. card or would like a new one please contact: Mr. Dean P. Arnold, Admissions and Records Officer.
  
4. Sex Discrimination Guidelines. The Committee was informed by the Central Administration that the University was asked to choose between two alternatives as to how to establish equality in fringe benefits. The Senior Administrative Officers of the University of Minnesota strongly supported the adoption of Alternative B, which states:
 

"In the area of employer contributions for insurance, pensions, welfare programs, and other similar "fringe benefits" the employer will not be considered to have violated these guidelines if his contributions are the same for men and women or if the resulting benefits are equal."
  
5. Nomination of participant to the Institute for Administrative Advancement. Professor Betty Robinett (Chairperson of the Committee on Committees) was nominated to represent the faculty on the Selection Committee of the University of Minnesota to choose the women nominees for the Institute.
  
6. Equalization Funds. The University Senate has created a Task Force on Academic Salaries. The charge of this Task Force is to develop general principles and guidelines appropriate to establish and maintain an equitable system of academic salaries within a University. This Task Force will be responsible to the Consultative Committee, the Senate Committee on Faculty Affairs and the Senate. It is expected that the Task Force will begin its task as soon as possible, continue its work through Spring and Summer, 1974, and present its final report and recommendations in writing to the Consultative Committee, the Senate Committee on Faculty Affairs

and the Senate by September 1974. The Task Force will shortly solicit from faculty and other interested parties statements, opinions, recommendations, etc., which will assist the Task Force in fulfilling its charge. SCFA hopes that as many faculty members as possible will respond.

7. On Salary Increases. It was brought to the attention of the Committee that some faculty organizations are going to make recommendations for salary increases for the next biennium. The Committee agreed to receive such information and instructed the Chairperson to inform the Presidents of the AAUP and UMFT to send SCFA their recommendations on salaries as and when they become available. The Chairperson has formally informed the Presidents of AAUP and the UMFT of the Committee's action.
8. On the Committee on Committees. The Committee discussed the Report of the Sub-committee on Questionnaire Responses to Committee on Senate Committees and its Editorial Comments and Recommendations made on page 38 of the Report and voted unanimously to accept the recommendations and discuss the relationship of SCFA with other Senate Committees, especially Tenure, at a later date.
9. Ad Hoc Committee on Faculty Accountability. Professor John G. Darley, Chairman of the ad hoc Committee on Faculty Accountability discussed the report of his committee with the members of the SCFA. After a lengthy discussion, SCFA suggested certain changes in the report which will be forwarded to the ad hoc Committee for information and action. The entire report of the ad hoc Committee is expected to be published in the Daily on April 11, 1974. Please read it carefully and if you have comments, questions, etc., please convey them to Professor Darley.
10. SCFA will make a progress report on the five issues now under discussion on Thursday, April 18, 1974, at the meeting of the University Senate. If you want to write or converse about any of the subjects discussed in in this Newsletter, please do not hesitate to contact us.

Sincerely yours,

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